



City of Sidney, MT
Budget and Finance Committee Meeting
May 22, 2024 5:30 PM
115 2nd Street SE | Sidney, MT 59270

The City Council meetings are open to the public attending in person, with masks encouraged when social distancing cannot be accomplished. If the public does not wish to participate in person, they are also invited to participate via a Zoom meeting. You can participate via phone:

Meeting ID: 713 080 5898 Passcode: 4332809 Call: 1-346-248-7799

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Alderman Present: Christensen, DiFonzo and Koffler

Others Present: Mayor Norby, Chief Kraft, PWD Hintz and Clerk/Treasurer Chamberlin

1. New Business

a. FY24-25 Payroll

Clerk/Treasurer Chamberlin stated after the previous meeting she created a starting wage analysis for the public works, broken down by department and position, that gives a starting wage range. She stated by establishing positions, instead of new employee author letters stating they will get wage increases for certifications, it will now state they will get promoted appropriately per certification and then they will be increased to those starting wage ranges. She stated the starting wage ranges she provided are within the bounds of current employees wages, causing no budget increase to implement, except for two new employees who would need a slightly higher increase.

Alderman Koffler stated he had contacted the Billings Public Works department and inquired on their starting wages and they said they have been having the same issue with hiring public works employees and have also had to look at their starting wages. He stated starting July 1st a CDL certified employee starting wage will be \$23-\$29/hour and water operators will start between \$26-\$34/hour. Alderwoman Christensen stated she reviewed the MLCT 2022 Salary Survey and she feels the proposal presented is on average with other municipalities of our size and is a good

starting point. Clerk/Treasurer Chamberlin stated the budgeted increase would be applied to the starting wages in upcoming fiscal years.

Alderman DiFonzo agreed that the starting wages presented are decent and they do get increases or promotions to get higher salaries.

Clerk/Treasurer Chamberlin stated there is the 1.6% increase on the health insurance premium, that in the past the City has covered. She stated there is also increases on the max contribution and deductables this year that the employees will be required to cover.

Motion was made to recommend the City cover the 1.6% health insurance premium by Alderman DiFonzo and seconded by Alderman Koffler. All present voted aye.

Motion was made to recommend approval of the starting wage analysis for the non-police City employees by Alderwoman Christensen and seconded by Alderman DiFonzo. All present voted aye.

Clerk/Treasurer Chamberlin stated the final part to be approved is the amount of the max increase for FY24-25. She provided the information for a 3.2% increase, based of the social security increase, and a 4.1% increase, based of the price index and MACO increase. She then reviewed the budget for all funds with those increases.

Motion was made to recommend approval of the max increase for the FY24-25 budget to be 4.1%.

In discussion Alderwoman Christensen stated the 4.1% is the max increased allowed depending on individual evaluations.

Motion made by DiFonzo, Seconded by Koffler.
Voting Yea: Christensen, Koffler, DiFonzo