

CITY COUNCIL MEETING
Study Session
August 3, 2021

A Study session of the Warrensburg City Council was held on Tuesday, August 3, 2021, at 4:00 p.m., at 200 S. Holden with Mayor Scott Holmberg presiding. Roll was called as follows, Present were: Kushner, Lund, Bentley, Holmberg. Absent: Brooks.

The adoption of the agenda was considered. Lund moved to adopt the agenda. Yes: Lund, Kushner, Bentley, Holmberg. No: none. Brooks arrived around 5:05 p.m.

Interim City Manager Danielle Dulin said she would like to thank Rachel Denfeld in the Finance Department and Greg McCullough in Human Resources for all their help with the budget, as well as the Department Directors who helped with the budget. Dulin said there has been a lot of budget number crunching and research.

Dulin said this is a discussion about the Personnel Budget, and on August 9, 2021, there will be a final budget recommendation. Dulin said the first reading will be on August 23, 2021, and the final reading on September 13, 2021.

Dulin said currently the operating expenses for the City are \$170,000 over revenue. She said that does not include any proposed personnel expenses. Dulin said the average budget is 66 percent of total expenditures. She said a 20 percent increase in health insurance is anticipated, and PTO buyouts will be \$155,000. Dulin said these figures are much higher this year due to vacancies and the challenges facing public safety.

Dulin said as the work on the Strategic Plan continued, the Prioritizing Strategic Plan Focus V: Employee morale and Retention was reviewed. She explained the four strategies: Salary range adjustments, Performance evaluation and merit increases, Regrading of existing positions, and Market adjustments in public safety. Dulin said additional cuts are being discussed and will be explained in upcoming discussions.

Mayor Holmberg asked about the salaries in the Sheriff's department compared to police officers, and Police Chief Rich Lockhart said around \$1.50 per hour higher. Dulin said the City wants to be competitive with surrounding cities.

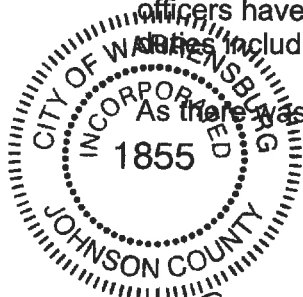
Dulin said there have been challenges in retaining employees in both the fire and police departments. She said quality public safety employees are needed. Dulin said for the police, it is attracting entry level officers and quality police officers. She said for firefighters, it is being able to retain them since Warrensburg has become a training ground.


Mayor Holmberg asked Andy Munsterman about his feelings about the proposed changes since he recently spoke about salaries during the departmental tours. Munsterman said these changes are good but still too low. He said it is difficult with surrounding communities paying higher salaries, but this is a move in the right direction.

Dulin said a Public Safety Sales Tax is a possibility because the City could ask the voters for an additional one percent. She said this could provide relief in the general fund budget. Dulin said she is committed to bringing a balanced budget.


Dulin asked Interim Chief Doyle Oxley if he had anything he would like to add to the presentation. Oxley said if there is a job that needs to be done, his department always makes sure it gets done. He said his most senior firefighter was hired last year. He said there is disparity with the pay as firefighters work the same shifts. Oxley said fortunately a lot of his chief officers have worked here a long time and plan to stay. He said they have many additional duties including working on the fire trucks.

As there was no further business, the meeting was adjourned.





Scott Holmberg, Mayor



Cindy Gabel, City Clerk

