



CITY OF WEST WENDOVER

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WEST WENDOVER CITY COUNCIL MINUTES OF THE SPECIAL MEETING OF AUGUST 9, 2011

The West Wendover City Council met for a special meeting on August 9, 2011. The meeting was held at the West Wendover City Hall, Council Chambers #137. Mayor Andersen presided.

Council Members Present: Bryant Blake, Roy Briggs, Emily Carter, Johnny Gorum and Izzy Gutierrez

Others Present: Amber Dehn, Don Lininger, Kris Andersen, Jason Abrams, Ryan Tangaro, Joshua Stai, Alex Peterson, Brad Hillaker, Catherine Petro, Danny Kim, Dave Wiskerchen, Jeff Knudtson, Bryce Kimber, Chris Melville and Anna Bartlome

The following proceedings were had.

1. CALL TO ORDER AND ROLL CALL

Mayor Andersen called the meeting to order at 5:30 p.m. All those present and excused are noted above.

2. PLEDGE OF ALLEGIANCE

Mayor Andersen led those present in the Pledge of Allegiance.

3. COMMENTS FROM THE GENERAL PUBLIC:

Amber Dehn stated that the employees took a 10% wage cut and a 5% wage freeze this year to help the budget. Amber stated that \$24,000.00 has already been spent in trying to hire a new CFO; and now a raise and a stipend are being considered. Amber asked how much of the wage cut that was given by the employees is going for a raise for the CFO. Amber stated that the money should not be given to someone who has not been here.

Don Lininger, speaking on behalf of the West Wendover Police Officers Association, stated that there have been concerns raised since the last meeting when the starting wage for the CFO was raised 15%. Those concerns had been taken to their union representative who drafted a letter. Don read the letter for the record (see attached).

Lettie Isaacs stated that she is not an employee but has a business in the City. Lettie stated that she is mad at the City for having the employees take a pay cut and then increasing the CFO's pay; employees are really struggling to make it. Lettie stated that she pays taxes and that this is our money so stop spending it.

4. ITEMS OF DISCUSSION

***a. Decision to Override the Mayors Veto of August 3, 2011 Regarding the Chief Financial Officer Recruitment and Amendments to City Code 1-16 and Other Matters Appropriately Related Thereto**

Mayor Andersen stated that he vetoed this because he felt it was a slap in the face to the employees. Mayor Andersen stated that the City paid the headhunters to find candidates for the CFO position and felt let down with the result. Mayor Andersen further stated that the former CFO would have probably stayed if given a 15% increase. Council Member Gorum stated that he read the letters from the Mayor and union and

understand their concerns. Council Member Gorum stated that there is a lot at stake if we do not get someone qualified for the position. Council Member Gorum stated that he is okay with leaving the starting wage as it is but knows that we may not get a qualified person for the position. Council Member Gutierrez stated that he felt it was an injustice and did not vote to increase the starting wage by 15%. Council Member Gutierrez stated that he opposed it then and is still against it. Council Member Briggs stated that when asking for relief on the budget it was either taking a wage cut or letting employees go, neither of which was a pleasant option. Council Member Briggs stated that the City has to have a CFO and that depending on qualifications the person selected may not get the top step. Council Member Blake asked how much notice had been given the last two times that the CFO would be leaving. It was stated that two weeks had been given by the latest CFO and that almost a year had been given by CFO prior to that. Council Member Blake stated that candidates that had applied for the position were all making significantly higher wages than the City could provide. Council Member Blake stated that he never hears of any alternate solutions, everyone just states that they do not like something but never how to fix the problem. Council Member Blake stated that we are being told that we are not getting qualified candidates due to the wage. Mayor Andersen stated that he did not feel that the headhunters did what they said they could do and felt let down. Mayor Andersen asked if it would be cheaper to promote from within and send that person to school. Council Member Carter stated that the starting wage for the CFO had not been looked at since 2003 but that all employees over that same time had had a 20% increase in starting pay. Council Member Carter explained that the CFO position should get someone with both a degree and experience. Council Member Carter stated that we are not going to go out and hire at the top step but that it would give room to negotiate. Council Member Carter stated that we need to have the finances in the hands of a qualified person, that we do not want anything to go awry or potential cost employee's jobs. General discussion was had regarding the starting wage, NRS statutes regarding CFO's, population counts, and stipends. Mayor Andersen thanked all those present for attending. Council Member Carter made the motion to override the Mayors veto of August 3, 2011 regarding the Chief Financial Officer recruitment and amendments to City Code 1-16. The motion was seconded by Council Member Blake and passed. Council Member Gutierrez voted nay.

5. *ADJOURNMENT

Council Member Carter made the motion to adjourn at 6:03 p.m. The motion was seconded by Council Member Briggs and passed unanimously.

ATTEST:

Anna E. Bartlome
City Clerk/Records Officer



OPERATING ENGINEERS LOCAL UNION No. 3

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Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands

To the Mayor of West Wendover and City Council,

We as members of the West Wendover Police Officer Association wanted to express our concerns over the recent actions taken by the city council in regards to the ordinance authorizing a pay increase for the CFO.

The POA recognizes that the City needs a new CFO. We also recognize that to recruit a qualified CFO we must be competitive with the surrounding municipalities. With this being said we feel it would be appropriate to express our concerns at this time regarding the new ordinance.

During negotiations this year the POA along with other city employees agreed to a 10% wage reduction in an effort to preserve jobs and create an environment in which the city could pull it self out of this tough economic crisis. By updating the ordinance for the CFO giving a new Employee a 15% pay increase hurts the morale of the Employees who sacrificed and have been sacrificing for the betterment of the City that we live in and work for.

At this time we are asking the Mayor and City Council to recognize the disparity in what was asked of their current employees during the last negotiations, to take concessions and how it appears when the City is willing to give increased compensation to an employee who has not even worked for the City one day yet.

We as the POA are committed to this great city and just wanted to bring our concerns to our leadership. We thank you for your time and consideration on this issue.

Sincerely,

West Wendover Police Officers Association