

Human Resource Committee Minutes **February 1, 2012**

The **Human Resource Committee** met Wednesday, February 1, 2012, at 12:00 p.m. in the Conference Room at City Hall. Present were Chairperson John Uden, Committee members Dwayne Andrews, Bill Melnik, and John Hollowell. Also present were Mayor Chris Grenz, Councilperson Jerry Partridge, Mark Ahner and Roxanna Brush, Police Chief Doug Colombik and Recorder HR/Payroll Officer Billie Burkhalter.

Chairperson Uden called the Human Resource Committee meeting to order.

Roll Call

All members of the Human Resource Committee were present.

Review new Miles City Police Dept. recruitment and retention problems/issues

Police Chief Colombik discussed with the Committee issues the Police Department is having with retaining Officers and the effort he has made to correct this issue with past Administration. He stated that, through the years, the department has seen a huge turnover, mainly due to low paying salary.

Chairperson Uden stressed to the Committee that the City needs to deal with the problems associated with retention of existing officers and the recruitment of future officers. He explained the Miles City's Police Department is the lowest paid police department of all of the first, second, and third class Cities in the State of Montana.

Chief Colombik has contacted City Attorney Huss concerning employment contracts for hired police officers.

Review approved promotions for the Miles City Police Dept. and establish base wages for Captains and Detective Lieutenant

Chairperson Uden submitted a letter to the Committee with the recommendation of salary/wages for the officers of the Miles City Police Department. He explained the wages/salary would need a recommendation by the Committee and then set by Resolution with final approval from the City Council.

Mayor Grenz stated it is important to support this increase and act on it now. With the possible "boom" that may hit Miles City, the City cannot afford to be down officers and unable to recruit.

****** *Committee Member Hollowell made a motion to recommend to City Council to accept the following wage increase for the Miles City Police Department:*

<i>Probationary Patrolman:</i>	<i>Base wage: \$17.07</i>
<i>Confirmed Patrolman:</i>	<i>Base wage: \$19.60</i>
<i>Sergeant:</i>	<i>Base wage: \$21.53</i>

Detective Lieutenant: Base wage: \$23.50
Captain: Base wage: \$25.00
Chief: Base wage: \$27.17

seconded by Committee member Melnik and, on roll call vote, motion carried unanimously 4-0.

*** Committee Member Hollowell made a motion to recommend to the City Council to have the wage increase effective February 23rd, 2012, seconded by Committee member Andrews and, on roll call vote, motion carried unanimously 4-0.*

Request of Citizens

-None

Adjournment

*** Committee member Melnik moved to adjourn the meeting, seconded by Committee member Hollowell and motion passed unanimously.*

Meeting was adjourned at 12:47 p.m.

Respectfully submitted,

HR/Payroll Officer Billie Burkhalter, Recorder

Chairperson John Uden