

**Human Resources Committee**  
**Grievance Hearing**  
**April 28, 2014**

The **Human Resources Committee** met Monday, April 28, 2014, at 7:00 p.m. in the Conference Room at City Hall. Present were Committee Members Sheena Martin, Ken Gardner, Roxanna Brush and Mark Ahner. Also present were Dawn Colton, Grant Writer/Planner in Training, City Attorney, Dan Rice, Police Chief, Doug Colombik and Lorrie Pearce, City Clerk/Recorder.

Other City employees present included: Connie Watts, Deputy Clerk; Scott Gray, Public Works Director; Billie Burkhalter, Human Resource/Payroll Officer and Al Kelm, Public Utilities Director.

Chairperson Brush opened the hearing by explaining Jeanette Jones would not be attending the meeting as Advisor. The meeting will be a wage grievance hearing for Dawn Colton, Grant Writer/Planner in Training.

City Attorney Rice explained the hearing will be held the same way as the other grievance hearing on 04/08/14. The hearing is not open to public comment and, after the hearing; the Human Resource Chairperson has 20 days to file a written response.

Grant Writer/Planner in Training Colton explained that her grievance from August 2012 is unique because her job title was not included in the survey. She explained that no city surveyed had her position and, because of the absence of her position in the survey, her wages were frozen for six years. The only information available to use for comparison was the previous grant writer's position which is \$0.34 below her previous wage. She felt that a penalty was imposed on her position, based on a survey in which her position was not included. She asked for the freeze to be lifted and receive a 2 percent increase in her wages retroactive to July 1, 2012. She added that this solution is the only one completely supported by the perimeter of the survey, and her current wage is equivalent to the historical pay for this position, which is the only available information.

City Attorney Rice asked Police Chief Colombik if he knew why the position was not in the survey. Police Chief Colombik replied that everyone was aware that the position was missing and it was not corrected.

Then City Attorney Rice asked for a five minute recess to call Labor Negotiator, Larry Martin.

Once the hearing reconvened, City Attorney Rice reported that Attorney Martin said that the elimination of the position was an over site and it should be up to the committee to determine if the wage is appropriate or a 2% wage increase should be granted.

Chairperson Brush said that the freezing of the wages was not used as punishment.

Committee Member Ahner stated that the wages of Grant Writer/Planner in Training Colton's predecessors was \$16.79, who had quite a bit of experience. He asked Grant Writer/Planner in Training Colton if she had experience in grant writing when she was hired.

Grant Writer/Planner in Training Colton said that she did not have experience in grant writing, but she had 20 years of experience in technical writing.

Grant Writer/Planner in Training Colton said the grievance is for the grant writer position, and sees it as a separate issue.

Chairperson Brush asked the committee for their opinions on the grievance.

Committee Member Ahner said that, since the position was absent from the survey, it would be hard to determine what the current salary should be. He recommended that Colton ask for a \$1.00 raise in her Fiscal Year budget of 14-15 that was agreed upon in a conversation with herself and the Mayor. He said he would be there to support her. He added the two percent raise for the last three years would total \$1.01.

Grant Writer/Planner in Training Colton said the grievance is for the grant writer position, and sees it as a separate issue. If she received the two percent increase for the last three years, then the \$1.00 would be added to that.

Committee Member Gardner felt the survey was completed the best as it could be completed, and there was not enough information to compare her position to. He also suggested asking for \$1.00 increase at budget time.

Committee Member Martin said that there was not enough information to show that she was below her wage scale, and didn't think her wages should be frozen for six years.

Chairperson Brush said she felt that there was not enough information to support an increase in Grant Writer/Planner in Training Colton's wages. Chairperson Brush recommended that she asks for a \$1.00 raise at budget time. She said she would also support her.

Chairperson Brush said that, based on the discussion tonight, the Committee's decision is that "the grievant's request at this time is denied, with the recommendation to go to the budget committee with a \$1.00 increase request". Chairperson Brush asked if all Committee Members were in agreement. Agreement was unanimous, 4-0.

The hearing was adjourned at 7:45 p.m.

Respectfully submitted,

  
Roxanna Brush Chairperson

  
Lorrie Pearce City Clerk/Recorder