

CITY OF GILBERT
CITY COUNCIL WORK SESSION
Tuesday, September 24, 2013
5:30 P.M.

The purpose of the Work Session is to discuss and evaluate the job duties of the Public Works Operations Director.

Mayor Skenzich called the Work Session to order at 5:30 p.m.

In addition to Mayor Skenzich Councilors Shutte, Kutsi and Nemanick were present. Councilor Skalko was absent with notice. Public Works Operations Director Lautigar and Clerk/Treasurer Sakrison were also present.

Councilor Shutte expressed her appreciation that Lautigar is advocating preventive maintenance which she feels will help in the future. She did urge Lautigar to stand his ground and push harder for things.

Councilor Kutsi indicated he thinks things are moving in the right direction and he has a positive attitude regarding the job Lautigar is doing.

Councilor Nemanich asked Lautigar if Lautigar is planning to stay with the city? Lautigar responded in the affirmative.

Mayor Skenzich discussed Lautigar has a much greater involvement in the water and waste water operations than his predecessors had. For this reason he feels the position is currently underpaid. Mayor Skenzich also expressed he thinks Lautigar is doing a great job.

Councilor Shutte thinks Lautigar is more solutions orientated and she supports increased compensation. She said it is extremely difficult to find someone that KNOWS the city. In the past outsiders have not worked out that well, so let's make this work.

Mayor Skenzich said the open Maintenance II position has not been posted yet because the situation with Lautigar's current position is still unresolved. Any increase would be compensation for the stipend for the added responsibilities of being the Operations Director.

Councilor Kutsi said Lautigar is actually doing two jobs.

Councilor Shutte thinks this position is working well as a liaison and the city does not currently have the luxury of having excess staff.

Lautigar said he has taken on a lot more duties than his predecessors, primarily the addition of the water and wastewater. He spends hours at the utility plants. He is trying to do the best for the public. He had a pay rate comparison with comparable titles for Aurora, Ely, Virginia, Hoyt Lakes and Chisholm with the average being \$28.25/hour. He is compensated an additional \$2.41/hour for his position. All of the positions in the comparison are union. Because Hirsch's position has never been filled Lautigar has also taken on the cemetery responsibilities.

There was discussion about what the additional compensation should be and \$6/hour was the consensus.

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Sakrison suggested a laptop that Lautigar could use in his truck would help him immensely.

Lautigar then questioned how many people should be hired to fill out the city crew. With vacations and comp time there is usually someone gone. Snow removal is difficult because there aren't enough bodies to operate the equipment.

Councilors Shutte and Kutsi support hiring to fill both Hirsch's and Shea's vacancies. Mayor Skenzich suggested looking at a lead worker to work right under Lautigar.

Councilor Shutte moved to adjourn the work session at 6:03 p.m. Supported by Kutsi and carried.

Michael Skenzich, Mayor

Attest:

Debra Sakrison, Clerk/Treasurer