

**Boulder Town Council Special Meeting
July 25, 2024 5:30 PM
Meeting Minutes**

Town Council Members present- Mayor Judy Drain, Josh Ellis, Ray Gardner, Gladys LeFevre, John Veranth

Town staff present or on Zoom- Town Clerk Jessica LeFevre

Pledge of allegiance is spoken.

A motion was made to go into closed session to discuss personnel issues. Mayor Drain, Councilmember Ellis, Councilmember Gardner, Councilmember LeFevre and Councilmember Veranth voted in favor. The closed meeting was held in the Town Clerk's Office.

*** The council went into Executive Session right after starting the meeting. The recording started once the council came out of executive session. The minutes start where the recording picked up.***

Executive Session - Town Clerk Position

Councilmember Lefevre made a motion to come out of the Executive Session and go back into the public meeting. Councilmember Veranth seconded. All in Favor. Motion carried.

TC Conflict of Interest

Councilmember Lefevre stated she is Jessica Lefevres Mother-in-Law.

Town Clerk Position Possible Vote

Councilmember Ellis stated they were looking to add a staff priority list on every Agenda for the month.

Councilmember Veranth feels that for the Town Clerk the pay scale that has been adopted does not recognize the amount of learning and work. He feels that the pay scale should have a substantial increase between the 1 and 3 year mark.

Councilmember Veranth made a proposal to increase the Town Clerk and Deputy Clerk wage to \$22.00/hour with an increase to \$25.00 after 2 years and \$28.00 after 3 years.

Councilmember Ellis seconded the proposal.

Councilmember Lefevre asked what the starting wage is right now.

Councilmember Ellis responded \$22 for the Town Clerk and \$20 for the Deputy Clerk.

Councilmember LeFevre states her preferences on the Town Clerk pay scale and says she thinks Deputy Clerk should be less than the \$22.00.

Mayor Drain agrees that the Deputy Clerk should be less than the Town Clerk.

Councilmember Veranth withdraws his previous proposal..

Inflation numbers were discussed and appropriate increase amounts were discussed. Then a poll was taken for 1st year, 2nd year and 3rd year wages for both the Town and Deputy Clerk positions.

Councilmember Lefevre made a motion to raise the Town Clerk wage to \$22.00, \$23.00 for the 2nd year, \$24.00 for the 3rd year.

Councilmember Veranth seconded the motion.

Councilmember Lefevre yes, Councilmember Gardner yes, Councilmember Veranth yes, Councilmember Ellis no, Mayor Drain no.

Motion passes.

Councilmember Veranth stated he would move to reconsider the vote.

Councilmember Ellis seconded the motion to reconsider the vote.

Discussion between the council was had between the fiscal year or date of hire anniversary as to which should be adopted in so far as raises and when raises would be given.

Councilmember Ellis made a motion that year 1 needs to be \$25.00 an hour. Year 2 \$28.00 an hour and year 3 \$30.00 an hour. No second. Motion Failed.

Councilmember Veranth made a motion to accept \$23.00 starting the first year, \$25.00 after the first year anniversary and \$28.00 after the second anniversary.

Councilmember Ellis seconded the motion.

Discussion

Councilmember Lefevre stated once you start this wage, it will affect the other positions in the town. She still likes \$22, \$23, and \$24 for the 3rd year.

Councilmember Gardner commented that given the town finances and regarding fiscal responsibilities for the whole town, he agrees with councilmember Lefevre.

Councilmember Veranth commented that they don't want to be Cannonville and need to pay \$50 an hour to clean up a mess if they don't increase the wage.

Councilmember Ellis commented you need half a million dollars minimum to live here year round and doing that on \$20 an hour would be hard. Even \$30 an hour would be hard to swing. He considers \$25 an hour is the smallest amount to be capable skilled professional labor. He would like to see the wages higher.

Mayor Drain says she agrees with the \$23, \$25, \$28 increase structure. Creativity with bringing in extra income for the town is how the Town Council will need to do this.

Councilmember Lefevre asked what the Town Council will do with Deputy Clerk wage.

Mayor Drain called for a vote on the previous motion.

Councilmember Lefevre no, Councilmember Gardner no, Councilmember Ellis yea, Councilmember Veranth yes, Mayor Drain yes.

Motion Carries.

Councilmember Ellis asked Town Clerk Jessica Lefevre what pay difference she thinks is fair for the Deputy Clerk.

Jessica Lefevre commented that the Town Clerk holds the responsibility for everything and the liability falls back on the Town Clerk so \$2 an hour seemed to be the appropriate difference.

Councilmember Ellis made a motion that the Deputy Clerk is \$21 first year, \$23 second year, and \$26 for the 3rd year.

Councilmember Veranth seconded the motion.

Councilmember Lefevre asked what if the Zoning Administrator now comes in and asks for a raise.

Mayor Drain said there could be a discussion on that later.

Councilmember Lefevre no. Councilmember Garder no, Councilmember Veranth yes, Councilmember Ellis yes, Mayor Drain yes.

Motion passes.

Councilmember Veranth said the pay schedule needs to be reviewed.

Mayor Drain asked if Jessica wanted to accept the pay. She asked to know by the August meeting.

Mayor Drain closed this meeting.

Date Minutes Approved: October 3, 2024



Jessica LeFevre, Town Clerk