



VISION STATEMENT:
"The Magic City: A diverse,
welcoming community
where people prosper and
business succeeds."

WORK SESSION SUMMARY

Council Chambers
220 N. 27th St.

September 16, 2024

5:30 P.M.

CALL TO ORDER: Mayor Cole

Present:

Councilmember Gulick, Ward I
Councilmember Neese, Ward II
Councilmember Jennifer Owen, Ward II
Councilmember Denise Joy, Ward III
Councilmember Bill Kennedy, Ward III
Councilmember Scott Aspenlieder, Ward IV
Councilmember Mike Boyett, Ward V
Councilmember Tom Rupsis, Ward V
Mayor William Cole

Absent/

Excused: Councilmember Kendra Shaw, Ward I
Councilmember Daniel Tidswell, Ward IV

Staff

Present: Chris Kukulski, City Administrator
Kevin Iffland, Assistant City Administrator
Karen Schexnider, Assistant City Attorney
Jaimie Fender, Assistant Fire Marshall
Jessica Faust, Building Official

Chris Kukulski, City Administrator, gave an update on ongoing water billings issues.

Public Comment:

- **Catherine Card, 2815 4th Avenue South, Billings, Montana**, spoke about various organizations helping to provide showers for the unhoused. She spoke about the need for a low barrier shelter.

1. **2021 International Fire Code Adoption.**

Jaimie Fender, Assistant Fire Marshall, gave an overview of Fire Code adoption process, and changes to the code in the following areas: permits, water supply safety factors, and primary means of communication. He concluded with the impacts the changes would have on the City.

General discussion and questions from City Council.

Jessica Faust, Building Official, spoke about new buildings using the Building Code instead of the Fire Code.

Council discussed single source internet/cellular and sprinkler systems.

-Public Comment

None

2. Employee Pay Discussion (CM Kennedy Initiative)

Councilmember Kennedy spoke about pay scales, increases and how the budget was affected. He asked for clarification

Karla Stanton, Human Resources Director, gave an overview of the City's pay scale history, how step increases worked, how data was compiled and used, and hiring difficulties. She discussed the plan to eliminate longevity, the challenges of the Teamster's negotiations, cost of living increases and the pay scale consulting process.

Chris Kukulski, City Administrator, spoke of longevity versus market pay.

General discussion and questions from City Council regarding: divisions of increases between categories, peer cities, car allowances, parking, the step pay system and 4 day work weeks.

Ms. Stanton indicated employees that had a City owned vehicle were not given a car allowance. She further explained the step system.

Councilmember Kennedy indicated he wanted an annual orientation on pay increases.

Mr. Kukulski indicated negotiations were not allowed to be discussed during executive sessions.

Councilmember Kennedy and Neese indicated Directors should be required to work 5 days per week.

-Public Comment

None

Highlight Upcoming Agenda Items of Council Interest.

Mr. Kukulski - Strategic Plan and Capital Improvement Plan, setting mill levy, and Planning Board process. Mayor Cole recommended written language changes in advance.

COUNCIL DISCUSSION:

PUBLIC COMMENT on "NON-AGENDA ITEMS". Speaker Sign-in required. *(Restricted to ONLY items not on this printed agenda. Comments are limited to 3 minutes or as set by the Mayor. Please sign the roster at the cart located at the back of the Council chambers or at the podium.)*

None

ADJOURN: 7:32 P.M.