



City of Sidney, MT
Police and Fire Committee Meeting
July 05, 2022 5:30 PM
115 2nd Street SE | Sidney, MT 59270

The City Council meetings are open to the public attending in person, with masks encouraged when social distancing cannot be accomplished. If the public does not wish to participate in person, they are also invited to participate via a Zoom meeting. You can participate via phone:

Meeting ID: 859 1155 2402 Passcode: 4332809 Call: 1-346-248-7799

Alderman Present: Godfrey, DiFonzo, Christensen

Others Present: Mayor Norby, Clerk/Treasurer Chamberlin

1. New Business

a. FY22-23 Payroll

Chief Kraft presented his updated FY22-23 payroll proposal. He stated that Clerk/Treasurer Chamberlin provided him with parameters she was trying to work within for the general fund and based on those he came up with his proposed raises for the police department. He stated the starting rate is at the 95% of the Bakken rates he had presented previously, but also increasing skilled officers who provide value to the City with losing one position. He stated this is an overall increase to his payroll budget from last fiscal year of 3.5%.

Alderwoman Christensen stated she still have issues with those high of percentage raises at one time. Chief Kraft stated the officers are doing the same rate of work/offenses as communities nearby, and although a different tax structure they know they are doing the same work for less pay. He stated it makes it hard for them to purchase a home and put roots into the community. He stated that they could go east and make a lot more money so this is a way to recognize their commitment, and this is a market adjustment not just an annual raise. He stated he understands after this, there is not much room to work with within the tax revenue, it would be a onetime adjustment and then not again.

Mayor Norby stated everyone is grateful for the police officers, but he has to agree with them being too high. He stated he is worried this is too much and it could jeopardize the general fund. Chief Kraft stated this would be less of an increase than 5.9% with keeping the one position and Mayor Norby stated he feels 5.9% without the open position. Chief Kraft stated other departments overall increases were higher than the 3.5% of the previous year. Clerk/Treasurer Chamberlin stated the 3.5% is because of losing the one position.

Alderman DiFonzo asked what a 10% across the board would look like for the market adjustment. Chief Kraft stated the starting wage would be at the market he is looking at, but the difference in the wages of the positions is where there is the discrepancies. Clerk/Treasurer Chamberlin stated that by applying the COLA each year to the base rate decreases those gapes. She further explained the parameters that she gave to Chief Kraft and where she was figuring the general fund balance.

Alderman DiFonzo stated the basic increase is 12% with the pay scale increases approved 2 years ago. He stated he can't guarantee what we can do in the future, probably not being able to do much more in the future.

Mayor Norby stated he is concerned with the future of the housing market, sugar beets and the state of the factory, the affect dropping house values and many more things that could happen because of the state of the world, he is concerned about putting this much pressure on the general fund. Clerk/Treasurer Chamberlin stated the fear of the future with the limitations of the general fund and the little bit of wiggle room is what Mayor Norby is meaning.

Motion was made to recommend approval the payroll as provided.

Motion made by DiFonzo, Seconded by Godfrey.
Voting Yea: DiFonzo, Godfrey, Christensen

Adjourned at 5:58pm.