

**Orono City Council
Work Session
Monday, April 23, 2018
Council Chambers 5:00 p.m.**

PRESENT: Mayor Dennis Walsh, Council Members Richard F. Crosby II, and Victoria Seals. Representing staff were City Administrator Dustin Rief, Finance Director Ron Olson, Director of Public Works/City Engineer Adam Edwards, and City Clerk Anna Carlson.

Meeting Start Time: 5:10 p.m.

1. Police Pay Disparity – Discuss Temporary Fix with Discussion Towards Long-Term Solution

City Administrator Dustin Rief reported that he had received a complaint regarding wage encroachment in the Police Department. When the pay study was conducted in 2015, the Police Department was excluded. Due to exclusion, it created a disparity in the pay ranges. Rief would like to move the Deputy Chief up from Grade 14, Step 7 to Grade 15, Step 7 pending a wage study and retro grade the pay back to the beginning of the year.

Council Member Victoria Seals asked what the percentage was between the Police Chief to Deputy Chief and then from the Deputy Chief to the Sergeants.

Rief described the pay scale that indicates the positions and wages currently. Rief indicated that the Police Chief would make approximately 20% more than the Deputy Chief and that the change would not impact the Police Chief's position. The Deputy Chief would be close to 10% above the Sergeant's Pay.

Mayor Dennis Walsh asked if we will be separating the Chief and Deputy Chief Positions out of the Non – Union administrative pay scale.

Rief noted that there was no need, but he could add that as part of the scope for the comparison. Walsh noted that it may be a good idea to have a policy addressing pay so we are not comparing Administration staff to Police staff.

Seals asked why there was so much overtime within the Police Department.

Rief noted that it is on his agenda and that he was looking into it. It was significant enough that it may justify looking into hiring an additional officer.

Finance Director Ron Olson added that much of the overtime is due to work done for Lord Fletchers and other events that have requested or are in need of additional police services.

Seals would like to know how much are we getting reimbursed for Police Department and if that affects their retirement.

Olson mentioned the City does charge for those events at \$100 per hour and that it increases their retirement.

Walsh would like to know the total overtime paid versus the total reimbursements received for additional service to see if it is or is not necessary to hire an additional officer.

Rief confirmed to separate the Police Chief and Deputy Chief in own pay scale and that he will add it to the scope.

Olson noted that we will need to bring the changes to the pay scale to council and review the grade and points needed to justify the grade level.

2. Process Discussion Dealing with Policy Around Private to Public Road Conversions

Rief mentioned that we have over twenty miles of private roads and staff has discussed considering a policy to establish possible standards for private roads.

There was discussion considering the responsibilities of developers, homeowners, and the city when developing and maintaining private roads. There was further discussion of whether there is a need or not for a policy or policies for standards.

Rief added that the city could go through an assessment for a policy for private road repair and the policy would need to set limits and possibly address restrictions for certain circumstances. There was discussion of various circumstances that would affect limits within a policy for maintenance and repair to private roads and the difficulties with establishing those limits since many of the private roads vary in comparison.

Discussion regarding the establishment of a policy will be tabled for the time being and reviewed at a later date.

3. Land Acquisition / Sale Discussion

Rief mentioned what generated this item was the planned improvements in the right of way on Elmwood Avenue. Rief explained that the city has many streets and corridors where streets, utilities and parks intrude onto private property. He would like to review all of the city owned properties and figure out what the city is doing with those properties and if any fixes or changes are necessary for them.

Rief is looking for direction to establish guidance related to the review of current city owned properties, the sale of any deemed no longer necessary for public use and the acquisition of new property in an effort to honor current property owners where public use may intrude on their rights.

There was discussion regarding the benefits of reviewing the city owned properties or right of ways and figuring out what to do with them.

Meeting End Time: 6:15 p.m.

ATTEST:



Anna Carlson, City Clerk



Dennis Walsh, Mayor