

## RM OF MOOSE CREEK NO. 33

Minutes of the special meeting of the council of the RM of Moose Creek No. 33 which was held in the RM office, Alameda, SK on Wednesday, December 22, 2010 at 7:00pm.

**PRESENT:** Reeve: Murray Rossow  
Division 2: Reed Gibson  
Division 4: Phil Yanchycki  
Division 6: Marlowe Brown  
Foreman: Kirk Brooks  
Division 1: Scott Hewitt  
Division 3: Ron Moncrief  
Division 5: Jeff Humphries  
Administrator: Sentura Freitag

### CALL TO ORDER:

This meeting was called to order by the Reeve at 7:10 p.m.

266/10 Motion Gibson that the bill from Chamney Crushing in the amount of \$12,828.38 for 2715yds<sup>3</sup> of gravel crushed at the Woods Pit shall be paid.  
**CARRIED**

267/10 Motion Yanchycki that the bill from Midwest Surveys in the amount of \$1,526.33 for measuring shall be paid.  
**CARRIED**

### EMPLOYEE WAGE NEGOTIATIONS

The Foreman submitted his expectations of wages for 2011 for both his staff and for himself to council. He asked for there to be a division of levels/wages for the different job descriptions. He proposed that there be three levels of jobs for the outside staff. The first being "Senior Operator" who would be the permanent full time grader operator, the second being "Operators" who would be the seasonal grader operator and gravel hauler, and the third being "Mower/Maintenance" who would be the seasonal mower operator/maintenance people. Each level shall be paid according to level of responsibility. Kirk requested that the Senior Operator be paid \$24/hr, the Operators be paid \$21/hr, and the mower/maintenance employees not make more than \$20/hr (one to make \$20/hr and the other to remain at \$19.43/hr as a raise was already received for 2010). The foreman asked for his wage to increase to \$65,000/year (roughly \$27/hr). Each employee's years of service and hours worked for 2010 were also noted.

The Administrator asked that the assistant be increased to what the outside staff are making as she has 10 years of experience and was paid a higher wage two years ago when she was hired on a temporary fill in basis. The Administrator explained that RMAA set the wage increase for 2011 to be at 2.8% and requested a raise of 4% (\$58,708).

The Administrator presented council with a spreadsheet of comparison of wages for RMs 1, 2, 3, 4, 5, 31, 32, 33, 34, 35, 36, 61, 63, 64.

Both the Foreman and the Administrator were asked to leave the room so that council could discuss wages.

268/10 Motion Hewitt that the Michelle Needham, Assistant Administrator shall receive a wage of \$20.00/hr for 2011.  
**CARRIED**

269/10 Motion Gibson that Kirk Brooks, Foreman shall receive a salary of \$65,000.00/year for 2011.  
**CARRIED**

*MB LJ*

270/10 Motion Moncrief that Chris Fee shall be given the title of "Senior Operator" and receive a wage of \$24.00/hr for 2011. **CARRIED**

271/10 Motion Yanchycki that Doug Walls and Larry Schnell shall be given the title of "Operators" and receive a wage of \$21.00/hr for 2011. **CARRIED**

272/10 Motion Humphries that Len Wilkins shall be given the title of "Mower Operator" and receive a wage of \$20.00/hr for 2011. **CARRIED**

273/10 Motion Brown that Bruce Jack shall be given the title of "Mower Operator/Maintenance" and receive a wage of \$19.43/hr for 2011. **CARRIED**

274/10 Motion Hewitt that Sentura Freitag shall be hired as Administrator, Returning Officer, Assessor, and Treasurer for the year 2011 at a salary of \$58,708.00 which represents a 4.0% increase, plus membership in RMAA in 2011. **CARRIED**

Council asked both the foreman and the Administrator to leave the room so that performance bonuses for 2010 could be discussed.

275/10 Motion Moncrief that each staff member shall receive a performance bonus for 2010 in amounts as follows:

|                   |           |
|-------------------|-----------|
| Sentura Freitag   | \$1500.00 |
| Chris Fee         | \$1500.00 |
| Kirk Brooks       | \$750.00  |
| Larry Schnell     | \$500.00  |
| Doug Walls        | \$500.00  |
| Len Wilkins       | \$500.00  |
| Bruce Jack        | \$500.00  |
| Jen Hammermeister | \$250.00  |
| Michelle Needham  | \$250.00  |

**CARRIED**

The Administrator shall send a letter to all seasonal employees stating their wage for 2011. This letter must be signed by the employee and returned to the office by February 28, 2011.

276/10 Motion Yanchycki that this meeting shall adjourn.

**CARRIED**

  
Reeve

  
Administrator