

CITY OF COVE  
Council Special Meeting Minutes  
November 16, 2021

*This meeting was preceded by an Executive Session for ORS 192.660 (2)(a)  
To consider the employment of a public officer, employee, staff member or individual agent.  
The Executive Session time: 7:00 p.m. to 8:40 p.m.*

Mayor Sherry Haeger opened the Special Meeting of Cove Council at 8:43 p.m. with Council President Matt McCowan, Councilor Shawn Parker, Councilor Jason Stone and Councilor Alan Cadinha. Also present were Public Works Director Dave Johnson and Recorder Sherry Riley. Public attendance online: Maxine Parker and Mike Riley. Virtual attendance by public and City Councilors were on "Go to Meeting".

Not in attendance: Councilor Jordan Hackwith and Councilor Lana Shira.

Call to Order

Mayor Sherry Haeger called the Special Meeting to order and led everyone in the Pledge of Allegiance.

Mayor Sherry Haeger brought up the Agenda, which she had approved via email prior to the meeting. The Council Vote needed to be added and Council discussion of the Part Time Billing Clerk salary.

Roll call was taken, and a quorum was determined to be present.

**Part Time Billing Clerk Salary discussion.**

Mayor Sherry Haeger asked for a schedule of salaries like what was presented when the Mayor first began office?

Recorder Sherry Riley stated, We have a starting salary of \$16 to \$17 an hour depending on experience and with a satisfactory completion of a six-month probationary period will come with a wage increase.

Mayor Sherry Haeger stated, she thought the salary was too low for what we are expecting the person to do. I think it needs to be higher and that we need to have set, and we can't do it now and it does say that Sherry will be the supervisor either in the Rules of Procedure or the Charter. Sherry will be the supervisor, but we have to say once you meet the qualification, this is when you get a raise. So we have to have that all set up, but we can set a salary now. However, we need to consider really quickly probably before the person even starts, we need to approve how that goes. How the steps go. Does that make sense. I have a really bad headache, so I am not. So you want to go ahead and make a comment Jason?

Councilor Jason Stone, eventually we should have a salary range that is in our process so that it is established. I think her primary function is going to be doing billing. Jason asked Sherry Riley what percentage of this person's time is going to be spent just doing billing and what percentage will be other functions as listed?

Recorder Sherry Riley, most of it will be doing billing. At least 70% approximately 16 hours a week. 4 hours a week doing other tasks.

Mayor Sherry Haeger, I still have a problem with the job description.

Council President Matt McCowan raised his hand to speak.

Mayor Sherry Haeger, I don't know if you can talk Matt, can you?

Council President Matt McCowan, this is strictly a budget question. We cannot exceed until the next budget passes. The amount is \$17 an hour.

Councilor Jason Stone, when we redo the budget we will address this.

Mayor Sherry Haeger, I just don't think it is fair to tell someone you are going to make \$17 an hour. Isn't the budget in March or April?

Council President Matt McCowan, it passes in May.

Mayor Sherry Haeger, if we can't go more than \$17 an hour, because actually that's what the Charter says or the Rule of Procedures, one of the two.

Councilor Shawn Parker, we can just set a scale at this point of what we are willing to go to. Is everybody already a notary or do they need to get that?

Mayor Sherry Haeger, said, And that is another thing is it says that is one of the skills. Sherry Riley made it very clear that it is optional.

Recorder Sherry Riley, No, it is not optional. We need another notary.

Councilor Shawn Parker, that is one of my questions can they acquire that?

Recorder Sherry Riley, they can acquire it when they start.

Mayor Sherry Haeger, I just remember in the meeting when I asked about the job descriptions, you said if they so desire to get training, they could get training. That's how you said that.

Recorder Sherry Riley, No, I did not say that.

Councilor Jason Stone, as opposed to having it before they started.

Recorder Sherry Riley, Yes they don't need it coming in the door, but they take the online class lessons. I did this when I started working here.

Mayor Sherry Haeger, Yeah, I'm a notary, I get it.

Councilor Jason Stone, so as far as pay goes then we don't necessary have to make a decision now, but we should address it before the next meeting.

Mayor Sherry Haeger, we do have to make a decision how much we are going to offer the applicant.

Recorder Sherry Riley, Yes, it goes in the Offer Letter.

Mayor Sherry Haeger, so this brings me to my point that I had a problem with from the beginning. I am not going to stop anything from happening, but we are in risk of violating pay equity. That's it. Okay. Because of the skills we are asking for and our top dollar salary can only be \$17 an hour. Now if you take a look, and I just want you guys to be aware, okay? I am not going to stop anything for any of that. I just want to you to be aware that if we look at the job description versus what Sherry makes and what her job description is it is so close except for like two things. Sherry makes \$29 an hour and we are going to pay somebody \$17 an hour to do almost the same job or at least get there. So, we need to look at how we get this person up to that. It will probably be during the budget discussion. I just want you guys to know that we do not have pay equity between what the job description is and what we are saying we really need. That's it.

Councilor Jason Stone, The pay equity won't really apply until that person comes up to speed.

Mayor Sherry Haeger, it applies with the job description.

Councilor Shawn Parker, not only that 30% of the time maybe. And it is not exactly the same.

Recorder Sherry Riley, 20 to 30% yes.

Mayor Sherry Haeger, there are two things that are different, you saw the paper right?

Councilor Shawn Parker, Well as well as who is ultimately responsible.

Mayor Sherry Haeger, sure. Sherry is the supervisor, absolutely.

Councilor Shawn Parker, So they are definitely not exactly the same.

Recorder Sherry Riley, No.

Mayor Sherry Haeger, there's two things that are different. They don't interact with the attorney and they do not supervise anyone.

Recorder Sherry Riley, we do the banking, payroll...

Councilor Shawn Parker, they don't have notary.

Mayor Sherry Haeger, We don't need to discuss it. I am just telling you because of my own fiduciary responsibility to the City to say we are in yellow danger zone of being in violation of pay equity rules for municipal employees. That's it. You guys want me to know that, and it is over.

Councilor Shawn Parker, I could see that if it was the exact job.

Councilor Jason Stone, The worse case scenario, somebody comes along and says you have to backpay that person or you have got to pay that person more.

Mayor Sherry Haeger, And we would get a big fine for it. So if you guys are willing to take that risk, that's fine.

Recorder Sherry Riley, there are quite a few other things the recorder does as the banking, payroll, and many other things too.

Mayor Sherry Haeger, So I am not going to argue about that. I just want to say that this is the risk we take. If you guys are fine with that, then we move forward.

Councilor Jason Stone, I'm fine.

Councilor Shawn Parker, I don't see it as being a risk because it is not the exact.

Mayor Sherry Haeger, according to pre-loss, the

Councilor Shawn Parker, it is not the exact.

Mayor Sherry Haeger, okay, I want you to call Pam Bowles at CIS and ask her.

Councilor Shawn Parker, You (referring to Mayor Sherry Haeger), told Pam Bowles that it was the exact same job description.

Mayor Sherry Haeger, No, I sent her the exact same document I sent you.

Councilor Shawn Parker, No, you sent me the email. In your email to Pam, you said, "This is the exact same job description."

Mayor Sherry Haeger, It is except for two items. Yes.

Councilor Shawn Parker, It is NOT the exact same job description. So you lied to Pam Bowles.

Mayor Sherry Haeger, I did NOT lie! And I...

Councilor Shawn Parker, Did you tell her it was the exact same thing?

Mayor Sherry Haeger, Yes, because it is the exact same job in my opinion.

Councilor Shawn Parker, You just got through saying it is not the exact same

Mayor Sherry Haeger, In my opinion, it is the exact same job.

Councilor Shawn Parker, Is there any difference between the two?

Mayor Sherry Haeger: No!

Councilor Shawn Parker, So why did you use the term "exact"?

Mayor Sherry Haeger, There is no difference between Sherry Riley's job and the job for the Billing Clerk.

Councilor Shawn Parker, Then why did you say there are two differences just five minutes ago?

Mayor Sherry Haeger, Because if you look at all of the differences, there are two differences between Sherry and with Pam. I mean with...

Councilor Shawn Parker, So what is your definition of exact?

Mayor Sherry Haeger, They are the...

Councilor Shawn Parker, There are no differences at all. It is not exact.

Mayor Sherry Haeger, Okay. Then I lied to Pam Bowles. I did not lie to her and I have her on the phone. Do you want to talk to her?

Councilor Shawn Parker, No, I've got the email. I don't need to talk to her.

Mayor Sherry Haeger, I did not lie to her. They are the exact same job.

Councilor Jason Stone, Okay. Time out everybody.

Mayor Sherry Haeger, You know what, my job is to keep order here. So I am going to keep order here. Shawn if you have a problem with me..

Councilor Shawn Parker, No, I don't have a problem with you. You just got through saying there is differences in the job description. But yet in an email to CIS, you told Pam "It is the exact same job description."

Mayor Sherry Haeger, Okay, I had a clarification with her following that email.

Councilor Shawn Parker, I didn't get that email.

Mayor Sherry Haeger, There's NOT an email. It's a... You got the email I sent her and I had a clarification conversation with her.

Councilor Shawn Parker, But then you just now sat there and said it IS the exact same thing.

Mayor Sherry Haeger, I believe it is the exact same job, except for two things.

Councilor Jason Stone, I don't think anybody here has a problem with the candidate that we choose making more money. I think the issue is that we have a limited budget that we can pay them until we have the opportunity to do the budget again and line it out. I think we're okay because the person will be in a training capacity so that..

Mayor Sherry Haeger, I am not in disagreement with any of that.

Councilor Jason Stone, It is my opinion we should go ahead and offer \$17 per hour. That will be training capacity. Sometime between now and before we pass the budget, we need to create some kind of a pay scale as they are training and coming along.

Mayor Sherry Haeger, That is exactly what I just said.

Councilor Jason Stone, Then determine proportionately what they are doing as accounting and what they are doing as what Sherry's job has and then decide where that should fall. I don't have a problem with that. I don't think anybody here has a problem with...

Mayor Sherry Haeger, And I don't have a problem with that. I just need you guys to know that, and I am asking for an apology from you for calling me a liar. Don't do that. I am upset.

Councilor Alan Cadinha, But you keep bringing up the same subject. We talked about it last Special Meeting (November 9). We talked about it at the beginning of this meeting. You keep bringing it up. We have said, "We are moving on." You keep bringing it up. I am just saying we need to just move on. We are good to go with what we have going on. We had reached that goal.

Mayor Sherry Haeger, That's what I said, Alan.

Councilor Alan Cadinha, Okay.

Councilor Shawn Parker, She's right. I owe her an apology. I guess what I should have said, I need clarification on why you say exact same job description in an email to Pam at CIS. And then you sat there and said there are two differences and then we actually know there is actually three because they are not ultimately responsible.

Mayor Sherry Haeger, No there are two differences. Okay, I will clarify for you. Would you like to hear it?

Councilor Shawn Parker, Sure.

Mayor Sherry Haeger, I sent that to Pam. Pam said, call me. She called me and she said, Show me how they are exactly the same. So I told her about that document that I sent to everybody that shows the two job comparisons. When she looked at that, she said Yes there is a pay equity issue. Okay. And I said, Okay. So things are different. If you look at that spreadsheet. I can't remember, but there is two things that Sherry does that the new person wouldn't do. And there are two things that the Billing Clerk does that Sherry wouldn't do. Maybe there is just one. I think there is just one.

It is a data entry for billing. And um so Pam said, Well they are not different enough so you could be in violation of pay equity. That is what she said to me.

Councilor Jason Stone, Did she say anything about the idea that the Billing Clerk is spending 70% of the time doing billing and nothing else?

Mayor Sherry Haeger, She did not say anything about that. And I did tell her it is a part time job. She did not say anything about that. So, all I can say is I feel, not I feel, I know that we rushed this process and that is what I am saying. And I won't bring it up again, because this is the last time I am bringing it up. Okay? And I just needed to say it for this meeting because we are talking about money. If we weren't going to talk about money, I wouldn't have brought it up. We cannot go over \$17 per hour. I have now released myself from personal liability. When I swore into office and when I signed the paperwork, I accepted fiscal responsibility for the City. I have now put myself in a safe place. I feel comfortable. Let's move on. I won't ever bring it up again actually because that is what I needed to say tonight.

**Council Vote:**

Councilor Jason Stone motioned to address the pay issue before the next budget cycle. Council President Matt McCowan read from the City of Cove Charter Section 11. Salaries, The Compensation for the services of each city employee shall be the amount fixed by the Council.

**Council Vote:**

Councilor Jason Stone motioned to pay \$17 per hour for this position as that is what is allocated in our current budget. Councilor Alan Cadinha 2<sup>nd</sup> the motion. Councilors Jason Stone, Alan Cadinha and Shawn Parker voted Yes. Council President Matt McCowan abstained.

**Council and Staff Candidate Discussion:**

The Council discussed four candidates. Numbers were mentioned in place of names.

Mayor Sherry Haeger asked the Council if they chose someone with more experience was there a concern that they won't stay for the long haul with part time hours?

The Council mentioned it would depend on the individual and they thought the candidates would be okay with the part time hours. This position possibly would be less stress than positions they have been in. It does take time to train in for positions. All of the candidates were impressive.

Mayor Sherry Haeger appointed to offer Candidate #4 the position of Part Time Billing Clerk.

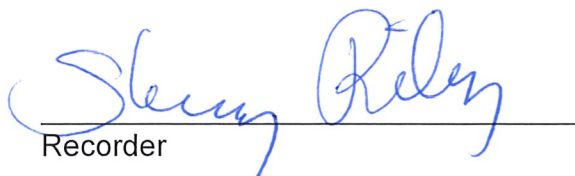
**Council Vote:**

Councilor Jason Stone motioned to accept candidate #4. Councilor Shawn Parker 2<sup>nd</sup> the Motion. All were in favor, except Council President Matt McCowan abstained from voting.

**Public comment:** None.

Mayor Sherry Haeger adjourned the meeting at 9:22 p.m.

  
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Mayor

  
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Recorder