

CITY OF ST. ROBERT
WAGE, FINANCE & EMPLOYMENT COMMITTEE MEETING MINUTES
December 15th, 2025

1. CALL MEETING TO ORDER: Linda Daniels called the meeting to order at 4:09 PM

1.1. Committee Members Present: Linda Daniels, Mike Hanks, Charles Slider, Reggie Hall

1.2. Others Present: Anita Ivey & Mark Parker

2. OLD/NEW BUSINESS

2.1 Pager Duty Revisions :

- * Anita explained the current Pager Duty Policy that is in place for Public Works
- * Anita explained the proposed changes; employees on pager duty are paid for three hours each day that they are scheduled for duty (weekends and holidays); if they are called in we presently trade pager hours (up to 3) for actual time worked at time and a half; proposed change would NOT trade the hours but would pay the employee for three hours to carry the pager and then pay them time and a half for any time worked if called in.
- * it was suggested that all pager duty be modified to be the same across the board for all departments including PD.
- * Anita said that they will be looking to approve PD pager duty on Tuesday but may have to modify it to make it the same as PW.

2.2 2025 Budget Revisions

- * Discussed resolution that would make necessary Budget Revisions to the 2025 Budget to actual numbers at the end of the year, many cities are doing a resolution instead of the ordinance that may have to be modified.
- * Motion to take to full council by Charles; second by Reggie; carried 4-0

2.3 2026 Budget Proposed

- * Anita explained that the budget proposal for 2026 was a “bare bones” budget that had all the necessary expenditures for the projects that were necessary during the next year, no approved purchases had been approved except for required spending.
- * Used 2024 revenues as a base and additional revenues came from Capital Improvement tax, FLW Sanitation, and increases in utilities that were approved in 2024.
- * Adjustments to the proposed budget would be made after 2024 and 2025 figures are completed in a couple months and approvals for requested spending can be done at that time.
- * Motion to take to full council- Reggie; seconded- Charles; motion approved.

2.4 Lagers Retirement

- * Anita explained the recommendation to move from Lagers step L-7 to L-12 along with benefits and expense for the move.
- * This expense was placed in the 2026 Budget proposal so if it was approved, funding would already be available for the move.
- * Motion to take Lagers move to full council- Reggie; seconded- Mike Hanks; motion carried.

3. COMMENTS BY COMMITTEE:

Charles: ladies up front are doing a great job. On FB there were comments about the CC convenience fee. Mark and Anita both said that they had seen that comment as well and stated that the fee for paying with CC has never been 10-12%. The fee is set with the CC company and has always been less than 5%, now is around 3-3.5%.

5. COMMENTS BY CITY ADMINISTRATOR:

Nothing

6. ADJOURN MEETING: Motion by Mike Hanks to adjourn the meeting, 2nd by Reggie Hall.

Motion carried

Meeting Adjourned at 4:43 p.m.