



**Town of Larkspur
Town Council Special Meeting
Town Hall
8720 Spruce Mountain Road
Friday, 28 February 2020
6:00 P.M.**

RE: Mayor Pay and Town Council Pay

1. Special Meeting called to order:

2. Pledge of Allegiance: Recited

3. Roll Call:

Present

Absent

Paul Bowers, Mayor Pro-tem: Present

Sandy McKeown: Present

Isaac Levy: Present (Late)

Jennell Waggle: Present

Brian Cook: Present

Shannon Buss: Present

Marvin Cardenas, Mayor: Present

Amend the agenda to discuss the Council Pay first and then the Mayor compensation.

4. Consideration for Mayor Pay: Mayor Marvin Cardenas and Council Member Shannon Buss will recuse themselves for the decision and final vote.

- a. Discussion took place over Marvin and his role. Town this size did not need a Town Manager. Paul Bowers noted that Colonel Lee Staab worked a lot of hours and believes \$25,000 would be a good offer. Colonel Lee recommended that they need to look at the level of effort, the compensation of the current staff and decide what the level of effort is going to be moving forward. He cautioned not to base the pay on the level of effort of the current mayor but the future mayor need. Jennell does like the a per hour basis. Town Legal Counsel, Hillary Graham, cautioned the hourly pay rate as who will be the one to verify the pay. Council Member Isaac Levy asked a question of Colonel Staab about his experience as a Town Manager. Council Member Jennell mentioned that the first-year mayor makes about \$20,000.

- b. Question was asked about hiring a Town Manager and doubling the wage to \$1,000 for the mayor. The discussion took place over the competency of the town staff and the fact that the town does not need to hire a Town Manager. Further discussion took place over the Mayor and Town Manager combination as well as if the role of Town Manager a necessity. Attorney mentioned that the duties of the Town Manager is listed in the charter under the duties of the Mayor. Discussion took place over past practices. Counsel Hillary Graham mentioned that the charter would have to be amended and the prior system was out of compliance with the charter.

5. Council comments:

a. Town Council to discuss Council compensation increase

- i. Council members reviewed the budget items and discussed what they thought should be the amount for future council members. Council Member Sandy McKeown did not like the idea of doubling pay because their scope of work had not changed. Council Member Paul Bowers mentioned that a raise has not occurred since 2010. Council Member Shannon believes that \$100.00 per meeting should be the rate because of all the additional volunteering they do. Council Member Jennell does not think a \$100 is too much, Council Member Brian Cook believes \$100 is the correct amount. Council Member Isaac Levy believes \$75 is enough. Mayor believes the \$100 should be the amount. Council then voted on motion, please see below
- b. Council Member, Sandy McKeown, mentioned she spoke with a dozen town people and not one agreed that the mayor's position should be paid \$50,000. Accountability is a slippery slope, especially with the transition from mayor to mayor. The mayor should be a town manager and mayor as a figurehead. She asked Colonel Staab what he thought. He noted the mayor is not a fulltime job, and town manager needs to be part-time if you hire one. Town Clerk does not have a skill set to deal with the development issues although she is very good. The Colonel believes that the level of the effort needs to be determined before the Town Manager. Later added ordinance violations that need a process put in place and would want a manager to act as an advisor. Believes that they came to an agreement that the town council wants the Town Manager and Town Mayor to be separate. Town Counsel Hillary Graham mentioned that a Charter Amendment could happen as early as November to go out to the vote of the people.

- c. Council Member, Jennell Waggle, believes the Mayor should make between \$750 and \$1,000 a month and be more of a figurehead and the responsibilities of the town manager could be dispersed between the town employees. She mentioned her concerns about hiring more employees and getting stuck in this cycle of hiring more employees. She believes that they should delegate the responsibilities among the current employees for a town this size.
- d. Council Member, Brian Cook, believes the level of competency needs to be greater and the quality of work excellent. Brian wants high competency and the quality of time. He believes that both Walter and Colonel Lee Staab have been great. Walt is trying to teach and train Marvin. Brian Cook does not believe a part time person would not be the rock that the town needs and wants someone who is already trained.
- e. Council Member, Isaac Levy, believes that we should have a manager position as well. He clarified that the Town Manager position would have to go to town vote.

6. Town Persons' Comments:

- a. Town's person Barbara Sheldon vocalized their opinions about how the mayor should be the figure head and does not have to be here 40 hours a week. \$1,000 a month was a suggestion as the price. Discussion took place over their dissatisfaction of the Ordinance enforcement issue. Pro-tem Mayor noted that they are currently working on the creating an ordinance enforcement procedure.
- b. Town's person Mindy from the Larkspur school district came to support Marvin and said she valued what he has done for the Schools and his help with lack of funding and the bobcat marketplace. She mentioned that he also assisted in fixing the dangerous road that was causing parents and students problems, 4 hours after the message the potholes were filled. Noted that Marvin has been very present from previous mayors and how much she has appreciated him.
- c. Town's Person Florence Burch mentioned past administration's handling of Town Manager. She believes that the town mayor and town manager should be separate. Florence mentioned the need for the mayor and town council members to run for the right reasons.

7. Council Action:

- a. **Motion needed to have the Town Clerk write an ordinance regarding compensation in the agreed-on amount of \$1,000 per month for mayor. Council member Paul Bowers made the motion. Council member Jennell Waggle seconded it. Council Member Isaac Levy opened discussion about 10 years ago with the discussion and wants to match the pay with the percent of raise of the town council. Further discussion took place. In a five (5) yes and zero (0) no roll call vote, the MOTION CARRIED.**
- b. **Motion to have the Town Clerk write an ordinance regarding compensation in the agreed-on amount of \$75.00 per meeting for town council members. Council Member Paul Bowers made the motion to have the town clerk write an ordinance to increase the town council pay by 25 dollars to a 75 dollars per meeting, Council Member Sandy seconded the motion. In a five yes, 1 no roll call vote, Mayor Cardenas affirmed, the MOTION CARRIED.**

8. Adjourn: Paul Bowers motioned to adjourn, Isaac Seconded the motion in an all ayes the Meeting Adjourned.

The Town of Larkspur has adopted rules governing the public participation process in Town Council Meetings. All audience members must refrain from commenting during meetings unless recognized to speak. Loud speech and boisterous behavior from audience members is not permitted and constitutes grounds for removal from the meeting. Please deactivate all cell phones during the meeting.