**BEECH CREEK BOROUGH COUNCIL MEETING**

**May 11, 2022**

**SPECIAL MEETING**

**7:00 p.m.**

**CALL TO ORDER:** Meeting was called to order at 7:00pm by President Bill Kessinger

**ROLL CALL:** Mike English, Mayor Jamie Walker, and Joe Walker, Tim Bittner, Lisa Heaton. Other Attendees: Dan Yeaney, Dave Peters, Ken Packer, and Melvin Coakley. Greg Small and Craig Lindsey was absent due to COVID.

Joe Walker stated he received a call from Craig Lindsey that our employees were offered a job at Howard Borough because one of their employee is leaving. Joe stated that while the employees did not say they were leaving, he feels we cannot afford to lose them. He stated we have 3 good employees. He said what he wanted to discuss what we can do to ensure we keep our people. Joe said he would like to match the offer from Howard and include the secretary as well. Bill Kessinger asked if they were offered retirement, Joe stated he thought it was mentioned of a 401K also. Dave Peters stated he finds it very hard to believe that they made that offer of $3 more than what they are making now. Secretary stated she thinks they may be desperate. Bill Kessinger stated that when we brought Luke back, he stated he would be here and not leave again. Joe stressed that neither one of the employees stated they were leaving and that they did not ask for a raise. Lisa Heaton asked when the last time the employees had a raise. Mike English stated what happens if we give a raise to match Howard’s offer and they come back with we will give you $5 an hour. Dave Peters stated they get a raise every year. Lisa asked what type of raise? Dave Peters stated 2.5%. Bill Kessinger stated we also invest in retirement. Dave Peters stated we carry medical insurance also. Joe stated we did not have to decide tonight, he just wanted to bring it to everyone’s attention. Bill Kessinger stated need to be competitive with wages because he knows it is hard to find employees. Dave Peters stated that Randy is very valuable, but we can’t compete with some of the other municipalities. Lisa Heaton says we need to compare apples to apples. Dave stated that they are really their own boss. Dave stated that Secretary is basically her own boss, there is no time clock for her to punch or anything. He stated we just can’t go through this every time someone is offered more. Lisa Heaton stated she agreed with that. Joe stated that when he and Craig talked, they said it would be a one-shot deal. Secretary gave each employee’s wage to council. She also stated that Randy was the only employee who used the medical insurance. Bill Kessinger stated we do pay 100% of healthcare. Lisa Heaton asked how long Randy has been employed? Secretary stated about 32 years. Mayor Walker asked if Randy was planning to retire anytime soon? Secretary stated he mentioned about 7 more years or so if ever 😊. Dan Yeaney asked what would be wrong with a $2.00 raise. Mike English stated it would be an extra $8320 a year for the 2 employees. Bill Kessinger stated that we are halfway through the year, and we would be looking to give a raise in January or defer to June of next year. Mike English stated if we gave all 3 a $2.00 raise, we would be at $12,000 a year. Dave Peters stated if we were going to do that (give raise) he recommends deferring the next raise till June of next year or later. Lisa Heaton stated, or you don’t defer that and give a bonus then you aren’t locked into an amount. Dave Peters stated if we are going to give them a raise, we should make them pay for insurance. Secretary stated Randy will not want that, he likes that his insurance is paid for, and he would be the only one paying since Luke and I do not get insurance. Mike English stated for Randy it would be an 8% raise at $2.00 an hour. Mayor Walker asked if anyone talked to Luke or Randy about what it would take to keep them here? Secretary stated they never said they were leaving, which Joe Walker confirmed. Joe Walker stated we do not need to take any action tonight and we can take some time to think about it. Dave Peters stated he was going to talk to the Howard employees. Joe Walker is going to call Greg Mayes to see what their employees get paid and will find out what MH Borough employees get paid. Bill Kessinger stated to also find out if they cover their employees for insurance. Discussion was tabled till June meeting.

Meeting adjourned at 7:30pm on a motion by Dan Yeaney, seconded by Dave Peters

Respectfully Submitted,

Roni Roan, Secretary