

## 2020 HR Technical Review Committee Meeting Notes

Council Members: Stephanie Morita, Dale Hetrick, Theresa Mungioli

Citizen Members: Denise Chambers, Greg Hooper

Student Members: Jessica Hrynkiw (absent)

Staff Facilitator: Pamela M. Gordon, Director of Human Resources

Additional Attendees: Bryan Barnett, Joe Snyder, Courtney Coyle

Meeting Date/Time: May 18, 2020 5:30pm - 6:15pm

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### Relevant City Council Policies:

- *Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions*
- *Attendance/Per Diem Policy*
- *Policy for Review of Performance for City Council Appointed Department Directors*

### Discussion Topics:

#### I. Mayor and Department Directors

- Overview of Compensation Program Adopted July 2017
- CPI Percent Change It was suggested that the Suburban indicator be used not the urban indicator. In addition, there was discussion of the Midwest Region CPI data decreasing by 0.4% for the prior 12 months ending in April 2020.
- General Adjustment History
- 2021 Salary Schedule Adjustment
- Equity Adjustments
- Variable Performance Pay Pool History
- The 2021 Recommendations for Directors and the Mayor included: No pay equity increases, No variable performance pay pool allocation, and a 2.5% increase for the Directors and Mayor.
  - The option was discussed if the pay increase could be adjusted for 2021 if the economy took a major downturn and the budget projections did not support a pay increase. This option would require union contracts to be reopened and renegotiated. It is a high priority for the City to ensure employee groups remain equitable in regards to staying on the same schedule for pay increases.
  - A concern was addressed if there was a plan to bring furloughed employees back before we announce any pay increases due to the message it sends. It was clarified that only part time employees have

been furloughed to this point and that 2021 increases are already specified in union contracts.

- The potential downturn in the economy was a major concern and the impact it could have on the City.
- It was discussed that the Salary Study is budgeted to be completed again in 2021. Concerns were raised that a serious economic downturn could impact the timing of a salary study.
- Additional questions/concerns included:
  - What are other municipalities doing?
  - We are currently in a State of Emergency.
  - Midwest CPI data decreasing by 0.4% does not justify a 2.5% cost of living increase.
- There was a committee consensus to reconvene in mid-July when there is more information related to the City's financial position to make the determination on Director and Mayor financial recommendations for 2021. This consensus will be taken to the City Council to extend the due date for recommendations under the City Council Policy for Salaries of Department Directors and Mayor, and Per diem fees for City Boards and Commissions to mid-July due to the unprecedented time we are facing with Covid 19.

## **II. City Council Pay**

- Council Pay Adjustment History

## **III. Board and Commission Per Diems**

- B&C Meeting Pay History