

2020 HR Technical Review Committee

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: Mayor Bryan Barnett; Joe Snyder, CFO; Courtney Coyle, HR

Meeting Date/Time: July 13, 2020 6:00pm - 6:30pm

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. 2021 Recommendations from May 18, 2020 discussion:

- 2.5% general adjustment for Directors & Mayor – deferred for Fiscal update
- No Equity Adjustments for individual Director positions
- No Variable Performance Pool for Directors (\$15,000 since 2017)
- No changes in City Council compensation
- No changes in Board & Commission compensation

II. Fiscal Update—Joe Snyder

- State Shared Revenue
 - The State Shared Revenue payment in June was down only 7.7%, from the estimated 50% reduction. The August 2020 State Revenue sharing amount is planned to be 150% of what was anticipated due to funding from the CARES Act.
- Act 51 Gas Tax
 - The payment received covering April was down 12%, while the payment received covering May was down 32%. It is estimated that the ACT 51 revenue will rebound by +10% in 2020, followed by +3% increase in 2021.
- Additional Items
 - Other revenue sources such as the City's building fees are at or over our predictions.
 - Citywide expenditures are below budget.

III. Committee Consensus

- No pay equity increases for Directors

- No variable performance pay pool allocation for Directors, subject to possible review in early 2021.
- No change in City Council pay
- No change in Board and Commission Per Diem
- 2.5% increase for the Directors and Mayor