

Council Members discussed sending a memo to the Mayor asking her what Directors deserve an adjustment to bring them up to average.

It was noted that the Charter says that the City Council sets salaries.

Committee members discussed what other union/non-union employees have received.

Pamela Lee, HR Director discussed:

- * Non-union/union contracts general adjustments and clauses.*
- * Consumer Price Index information was shared with explanation.*
- * Survey Data with further explanation of how the averages were compiled. Final data will be available in April.*
- * WC comps averages in report explained.*

Committee members discussed per diem paid and salary increases for Council Members

- * On average, a Council Member makes \$10,000.*
- * Council Members are paid "x" amount for attending "50" meetings and \$60 per meeting thereafter.*
- * Residents may protest any significant salary increases.*
- * Currently, Council Members who are not as active at attending meetings are not compensated as much.*
- * Certain Council Members expressed difference of opinion regarding an increase.*

Committee members discussed compensation packages provided by other municipalities.

The question is, overall, does the Committee want to, again, consider a restructuring of the council compensation system or simply look at an adjustment that would be somewhat comparable.

It was noted that the Mayor and Council did not receive an adjustment last year.

Council Members discussed allocating funds to purchase a home PC for Council Members noting the following:

- * As part of the annual compensation, provide additional monies to Council members to be used for the purchase of a home PC.*
- * Current Council laptops are old, burdensome and slow. Should the City be budgeting to replace them.*
- * Give Council Members a regular Personal Computer to use for City business.*
- * Give Council Members an allowance or reimbursement for term: a four year time frame. Computers are replaced every four (4) years.*
- * It is an appropriate expenditure to do the job as it relates to Council members doing*

City business.

** As long as Council members have Internet access, they can access the City computer system through "Go To My PC".*

** Consensus of the Committee was to further discuss this issue when all members of the Committee are present.*

Discussed

ANY OTHER BUSINESS

DIRECTORS' PERFORMANCE APPRAISAL

Committee Members briefly discussed Council's review of Director performance appraisals.

Ms. Lee stated that the Performance Appraisal Policy for Council appointed positions has to go to Council as a Council policy for their approval. Pending approval by the City Council of that policy, Ms. Lee noted she will distribute the information.

NEXT MEETING DATE

Tuesday, April 6, 2004 at 8:00 a.m.

ADJOURNMENT

There being no further business to discuss, Vice Chairperson Holder adjourned the meeting at 9:15 AM.

Minutes prepared by Sue Busam.