

Finance Committee Work Group

Notes

May 15th

12:30 TEMA Room

Topic: Compensation for All City Employees

In attendance: John Branigin, Monty Parks, Shawn Gillen, Janice Elliott, Alice Jonsson

Meeting called to order at 12:44 PM by John Branigin.

JB – Brought up potentially using someone like GMA to advise us on our pay scale, our structure, and on generating a philosophy as an employer with regards to compensation issues. How would we describe what we want from a consultant? Before we develop tools, we need to know what we want the tools to do, specifically.

SG – We need to establish our next steps for after this meeting.

JE – Most cities aren't using steps, rather are using minimum midpoint, which is merit-based.

MP – Will reach out to a person from GMA to set up an appointment as a starting point and so we don't reinvent.

JE- Our job descriptions are too specific. They need to be more broad.

Group discussed job descriptions and how specific they need to be.

Group discussed evaluation tools.

SG – We need an evaluation tool, need Council to fund it, and then continue to support it.

Group had a discussion about how employees can reach the midpoint. What do other cities do?

JE – We were compared to other cities in the Class and Comp. This Class and Comp. was only four years ago and a lot of people have received nice bumps in that time.

JB – In corporate world midpoint philosophy may be different than for someplace like Tybee. A facilitator could really help us.

SG – merit-based only works if it's funded, so it requires a careful and consistent approach.

JE – need to have multiple people sign-off on merit-based evaluations so people are careful and thorough.

SG – explained his spreadsheet and the difference between certification incentives and education incentives for Police and Fire.

SG and JE answered myriad questions about the spreadsheet.

JB and MP – think we should have a full meeting of the Finance Committee

JB – Task – Set a full Finance Committee meeting with the goal of approving for 2020 Public Safety dollars to be set aside for education. We need a placeholder budget amount, then SG can come up with a mechanism.

MP- we need to look at this for all city employees.

JB made a motion that before the Public Safety Committee meeting at 10 AM next Thursday we need an endorsement for this process from PSC and Finance Committee.

JB and MP – Sub group will meet based upon what GMA people suggest.

JB – Motion to adjourn. SG 2nd. Motion passed. Meeting adjourned at 1:38 PM.