

**City of Decorah Personnel Committee Meeting
Friday, September 12, 2019 – 7:30am**

The City of Decorah Personnel Committee met on Friday, September 12, 2019 at 7:30am. Chairman Kirk Johnson called the meeting to order and the following answered roll: Ross Hadley, Emily Neal, and Randy Schissel. Others in attendance: City Clerk Wanda Hemesath, Water / Sewer Superintendent Todd Ihde, and City Manager Chad Bird.

Absent: Johanna Bergan, Andy Carlson, Steve Luse

Agenda

Discussion regarding non-union salary classifications

Bird and Hemesath reviewed the city's non-union salary matrix and step plan with the committee. They explained some of the deficiencies with the plan and reviewed the salary inequities between some of the pay grades. Bird and Hemesath explained the specific inequities between the assistant water superintendent and the recent union bargaining unit wages and suggested adjustments to correct those wage gaps and an appropriate step change to the water superintendent of two steps, retroactively to July 1, 2019.

There was general discussion regarding the proposed changes and the committee agree to support the changes.

Adjourn

There was no other business and the meeting adjourned at 8:25pm.

Respectfully submitted,

