

Personnel Committee/Budget and Finance Joint Meeting Minute

Monday, April 19, 2021, Immediately following Council Meeting

Meeting was called to order by Kirk Johnson, Personnel Chair

City Clerk, Tr. Hemesath explained the background and the need for revisions to the City's personnel compensation plan.

She explained the proposed changes to the Step Plan Matrix include bringing all classifications to 7 steps by eliminating initial steps in each classification. Working backwards from the final step there is 1.5% between each step, in each classification bringing continuity to that piece of the matrix.

Proposed changes to the actual pay plan include decoupling the exempt and non-union cola from the average of 4 CPI's and having it reflect the union negotiated COLA.

She explained the difficulties in hiring staff in the initial steps and gave an example of the final step of the Sergeant position is \$66,729 while starting pay for the Chief of Police is \$58,152.

Councilperson Hadley expressed concerns about eliminating initial steps as there has been a recent hire within the lower step of a pay classification. We would have had to pay that person significantly more to start.

Dave Smutzler, Andy Nimrod and Hemesath each explained recent hiring and or staff position changes in which our current matrix was a detrimental factor.

Hadley and Zittergruen inquired as to the budgetary effects of this change. Hemesath explained, if implemented July 1 as proposed, cost would be \$49,615. It was made clear there were no budgetary costs being planned. This is the first phase of addressing our problems with the compensation plan. No pay adjustments will be made in FY22 other than the IT Director which was previously approved.

When information on the Grinnell Salary Survey is received review of the pay ranges will be done.

Hemesath explained it would be easier to adopt this first proposed phase before working on review of the pay ranges when salary information is received.

Johnson, Schissel and Luse agreed with the plan while Zittergruen and Hadley were opposed, preferring to wait for salary information.

Meeting adjourned by Chair.



Wanda Hemesath, MMC
City Clerk, Tr.