

Salary Review Commission

January 28, 2016

3:00 - 5:00 in City Hall Conference Room 5A

Meeting Minutes

3:00PM Welcome

In attendance: Chair Bob Beaumier; Vice-Chair Mark Bryant (indicated he needed to leave at 3:40pm); Commissioner Jeff Rugan (arrived at 3:25pm); Commissioner Christy Jeffers; Commissioner Alexander Scott (arrived at 3:05pm); Heather Lowe (HR).

Chair called the meeting to order at 3:03PM and welcomed the commissioners. The agenda for the meeting was reviewed and both drafts of the January 21, 2016 minutes were individually read and reviewed. Support staff requested discussion and preference of commission as to style and format of the minutes. Draft 2 was approved as written with a motion by Commissioner Scott and a 2nd by Commissioner Jeffers, followed by four affirmative votes.

3:10PM Data Review

Chair Beaumier discussed the request of equalized data. Support staff reviewed the data requested and answered questions to ensure all commissioners understood the data and how it was assembled.

3:20PM Survey

Two formats of the survey and invitation were distributed, one prepared by Commissioner Bryant and one prepared by Commissioner Scott. Chair Beaumier moved to adopt Scott's version of the invitation letter and Commissioner Jeffers 2nd the motion, followed by general consensus.

Commissioners reviewed the survey and discussed the formatting, the questions and the purpose of the questions. Commissioners agreed to adopt Scott's version and add the following items:

- 1) How has having a full time LA impacted the number of hours worked?
- 2) Change the question regarding salary being a factor for future candidates to their experience with salary being a factor.

Commissioner Jeffers moved to approve Scott's version with the additions and updates followed by Commission Rugan 2nd and four affirmative votes.

Support staff will update the invitation letter and survey and send to commissioners for a final review prior to sending to Council. Commissioners agreed to a February 3rd deadline for return of the surveys and interviews to take place on February 11th and February 18th. Interviews will be voluntary.

4:15PM

Labor Negotiations 101

Support staff provided the Commission with the Labor Negotiations principles that was prepared by the Mayor and supported by the Council through a formal resolution. Additional information was discussed relative to long term negotiations strategy methods that the City is currently utilizing for all bargaining units and the information that is taken into account when determine what the City can afford.

4:25PM

Next Meeting

Discussion on next meeting with Commissioner Scott proposing that no meeting occur on February 4th and the next meeting occurring on February 11th for interviews that will each be 15 minutes.

Chair Beaumier confirmed there would be no meeting on February 4th, interviews would take place on February 11th and 18th and the public meeting would occur on February 25th. March 3rd would begin the debate.

4:38PM

Adjournment

Commissioner moved to adjourn the meeting and the motion was 2nd by Commissioner Jeffers. The meeting was dismissed at 4:38pm.

Prepared and submitted by Heather Lowe