

Salary Review Commission – Special Session

MEETING MINUTES

May 18, 2022

1:00 PM – 2:30 PM, WebEx Meeting

The meeting was open to the public and public testimony was taken.

Meeting Called to Order at 1:03 PM

Call to Order**Attendees Present:**

- Dycelia Weiss – Commissioner
- Linda McDermott – Vice Chair
- Lee Taylor – Chair
- Kristin Smith – City Administration Liaison
- Meghann Steinolfson – Human Resources
- Christa Boone – Human Resources
- Matt Boston – City Council Liaison

Welcome

Kris Smith went over the public forum process. One person reached out to the established Salary Review Commission email address in advance of the meeting. If members of the public call in, they will be allowed to share their testimony. If no one calls in, we will proceed with other business

Chair Taylor called the meeting to order at 1:03 PM

Approval of Minutes

May 11, 2022, meeting minutes were unanimously approved.

Public Testimony

The Commission conducted a public hearing on May 18, 2022, beginning at 1:15 pm, and heard public testimony from one member of the public.

Councilmember Zappone spoke about his experience as a newly elected City Council Member. Specifically, he addressed the extensive meetings, conferences, boards, and commission meetings he has to attend. Councilmember Zappone shared that it has been difficult to attend meetings throughout the day and hold outside employment in an hourly status. He shared his concerns that only financially stable individuals are able to hold office and represent to the public.

Discussion of the Analysis of Factors for Consideration Chair Taylor discussed the document he provided to the Commission Members titled Analysis of Factors for Consideration. The Commission Members discussed each of the factors and the role that factor would play in the salary determination process. The Commissioner agreed that all factors are important in the decision-making process.

Discussion of Salary Recommendation Commissioner Weiss recommended a 0.9% increase in 2023, based on the increased CPI.

Vice-Chair McDermott recommended an increase of 2.5% to 3.00% in 2023.

Chair Taylor shared that he thought salaries fell behind during the pandemic. Chair Taylor recommended a 3.5% increase in 2023 to account for the large CPI and to stay competitive. For 2024, he recommended a salary increase not to exceed a certain percentage. The percentage was not defined.

Closing Comments The Commission Members agreed to discuss the recommendations at the beginning of the next meeting and agree on a final recommendation.

Ms. Smith shared that at the next meeting on May 25, 2022, at 1:00 PM.

Meeting adjourned at 2:24pm
