PUBLIC NOTICE OF A MEETING

Compensation Committee Meeting
Thursday, May 7, 2020
7:00 P.M.
Electronic Meeting

AGENDA

As the result of an executive order issued by Governor J.B. Pritzker suspending in-person attendance requirements for public meetings, Committee members and City staff will be participating in this meeting remotely. Due to public health concerns, residents will not be able to provide public comment in-person at the meeting. Those wishing to make public comments at the Compensation Committee Meeting may provide public comment as a video participant by going to meet.google.com/hgv-wyqw-bjo or by telephone by dialing +1 515-428-6145 and entering PIN: 263 963 668#

1. CALL TO ORDER
2. APPROVAL OF MINUTES
3. DISCUSS SCENARIOS FOR MAYOR AND CITY COUNCIL COMPENSATION
4. DISCUSS CITY CLERK’S COMPENSATION
5. ITEMS FOR COMMUNICATION
6. PUBLIC COMMENT
7. ADJOURNMENT

Order & Agenda Items are subject to change. Information about the Compensation Committee is available at: https://www.cityofevanston.org/government/agendas-minutes/appointed-committees-task-forces/compensation-committee. Questions can be directed to krichardson@cityofevanston.org

The City of Evanston is committed to making all public meetings accessible to persons with disabilities. Any citizen needing mobility or communications access assistance should contact Facilities Management Office at 847-866-2916 (Voice) or 847-448-8052 (TDD). La ciudad de Evanston esta obligada a hacer accesibles todas las reuniones publicas a las personas minusvalidas o las quines no hablan ingles. Si usted necesita ayuda, avor de ponerse en contacto con la Oficina de Administracion Del Centro a 847-448-2916 (Voz) o 847-448-8052 (TDD).
AGENDA
Compensation Committee
Thursday, May 7, 2020
Join with Google Meet
meet.google.com/hgv-wyqw-bjo
Join by phone
+1 515-428-6145 PIN: 263 963 668#

(I) CALL TO ORDER

(II) APPROVAL OF MINUTES

Approval of the April 30, 2020 Meeting Minutes

(iii) DISCUSS SCENARIOS FOR MAYOR AND CITY COUNCIL COMPENSATION

(iv) DISCUSS CITY CLERK’S COMPENSATION

(V) PUBLIC COMMENT

(VII) ADJOURNMENT
Call to Order
The meeting was called to order at 7:04 p.m. by Chair Cheryl Wollin. Committee members present were Omar Brown, Eric (Rick) Marsh, Nehanda Loiseau, and Rebecca Berneck. Staff member Tasheik Kerr was also present.

Approval of Minutes
It was moved by Nehanda, seconded by Rick, to approve the Minutes of the April 23, 2020 Meeting. Motion carried unanimously.

Discuss Scenarios for Mayor and City Council Compensation
Omar proposed no salary increases for the first and possibly the second year due to COVID-19. He noted that he would prefer the Committee to come back a year or two years later to adjust the compensation but the ordinance does not allow the Committee to do so.

Cheryl noted that the Committee could use the Cost-of-Living Adjustment (COLA). The Committee could propose the COLA go into effect for 2022, 2023, and 2024. The COLA would be based on the COLA for non-union employees.

Nehanda inquired whether the ordinance could be adjusted to allow the Committee to reconvene. Tasheik responded that the Committee would need to request the Council change the ordinance. Clerk Reid responded that once an individual is elected to the Council they cannot go back and change the ordinance in the middle of the term.

Omar noted that the Committee had received feedback that the COLA increase is so small that it might not be worth doing. He also noted that if the Committee were to adjust the way aldermen are compensated then the Committee runs the risk of taking away a benefit from some aldermen as opposed to other aldermen.

In addition to the COLA increase, Nehanda proposed adding a percent increase to the City Council salary for health insurance.
Rick added that it would be difficult to raise the salary of the Council given the crisis caused by COVID-19. Rick suggested not doing anything for the first two years and using a mechanism to determine salary increases for the last two years.

Nehanda noted the 2% to 5% increase in the health insurance rate. She proposed picking a percentage between those figures and adding it to the Council's salary. Omar questioned whether the increase would create an additional expense.

Rebecca recalled that the Committee had looked at the structure of the health insurance plans and had tried to standardize the benefits. She noted the Committee had proposed giving the Council the employee benefit with the option to add family out of pocket. Omar reiterated the feedback given to the Committee that such action would result in the Committee taking a benefit away from the Council.

Tasheik shared a spreadsheet that showed the benefits each alderman received. It was noted that Alderman Rue Simmons and Alderman Rainey have single coverage. And except for Alderman Revelle, who does not take health insurance, all the other aldermen elected to take family coverage.

Rick noted the inequity in health benefits. Cheryl recalled the scenario made by the Committee to pay for the Councilmember's health benefit. If the Councilmembers choose to add family, they would do so out of pocket.

Cheryl proposed making the aldermen pay a larger percentage of the health insurance cost.

Rick noted that there are communities that do not pay their aldermen health insurance. Cheryl noted that some communities have their aldermen pay 100% of their health care costs.

Rick inquired how long the City Council health insurance has been structured this way. Cheryl responded that the previous Committee debated this same issue. The past Committee decided not to change the health care benefit.

Cheryl proposed increasing the percentage of health insurance cost Councilmembers pay. She noted the health insurance cost is too big of an expense.

Rebecca proposed an incremental percent increase in the cost of health insurance over the four years. The percent increase would be based on the alderman's current health insurance plan. The goal is to decrease the disparity in health insurance costs. In four years, everyone should be paying the same amount for health insurance.

Rebecca will create models and present at the next Committee meeting.

**Discuss City Clerk’s Compensation**
The Committee decided its decision will apply to all elected offices. Tasheik noted that the Clerk position is full-time whereas the alderman position is part-time. Rebecca noted that she will consider the position when devising the compensation models.

**Items for Communication**

Nehanda noted that it was mentioned at the April 23 meeting that the Compensation Committee does not have the final say on compensation despite the time and effort put into the decision-making process. Cheryl responded that the Committee's recommendation will be put into an ordinance for City Council approval or disapproval. Nehanda inquired whether the process could be changed and how. Tasheik responded that she will inquire from legal.

**Public Comment**

Alderman Rainey noted the Committee is created by state statute. The salary is for the City Council elected in 2021. The Compensation Committee is a recommending body. It is not unusual for the Council to change a decision made by a citizen committee.

Alderman Rainey provided a summary of why she ran for alderman. She noted she didn’t run for the money, but it helps. Alderman Rainey also noted if the Committee increases the health insurance contribution, single plan health insurers will receive less. She recommends the Committee think about its decision to take away the family benefit to make the single insurers whole.

Clerk Reid noted that the Committee is not designing compensation for this current Council. The Committee is designing a compensation structure for the position overall. Clerk Reid also mentioned the difference between Evanston and other communities and the issues Evanston face. He suggested the Committee take into consideration the opportunity it's providing for others to run for office.

In response to Nehanda’s inquiry into the powers of the Committee, Clerk Reid mentioned the action taken by the Ethics Committee to have the City Council refer related items to them.

Clerk Reid mentioned that the memo shared with the Committee regarding the Clerk’s Office responsibilities is not based on numbers. He noted that the percentages were not off. He reiterated that the Committee is designing compensation for the office. He also shared other responsibilities and duties of the Clerk’s office.

Clerk Reid added that when City employees take furlough days, he also takes furlough days. He also noted that he does not participate in the City’s retirement system.

Tina Paden noted her mom, Betty Burns Paden, was an alderman and that she did not run for a salary or insurance benefit. She ran to serve the community. Tina also shared that Evanston is not Chicago. Individuals know what benefits they get when running for alderman.
ADJOURNMENT
Rick moved the meeting be adjourned. The meeting adjourned at 8:19 p.m.
## Assumptions to Calculate a 4-Year Plan for Compensation/Benefit Equity

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<th>2023</th>
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