AGENDA
Compensation Committee
Thursday, May 28, 2020

Join Zoom Meeting
https://us02web.zoom.us/j/84910740025?pwd=d1YwaVZ2UUpqYzFDcDI1OGZobW1VQT09
Meeting ID: 849 1074 0025
Password: 839419
One tap mobile
+13126266799,,84910740025#,,1#,839419# US (Chicago)
+16465588656,,84910740025#,,1#,839419# US (New York)

(I) CALL TO ORDER

(II) APPROVAL OF MINUTES

Approval of the May 14, 2020 Meeting Minutes

(iii) REVIEW DRAFT RECOMMENDATION FOR MAYOR, CLERK, AND CITY COUNCIL COMPENSATION

(IV) ITEMS FOR COMMUNICATION

(V) PUBLIC COMMENT

(VII) ADJOURNMENT
Call to Order
The meeting was called to order at 7:10 p.m. by Chair Cheryl Wollin. Committee members present were Omar Brown, Eric (Rick) Marsh, and Rebecca Berneck. Nehanda Loiseau was absent. Staff members Tasheik Kerr and Kimberly Richardson were also present.

Approval of Minutes
It was moved by Rick, seconded by Omar, to approve the Minutes of the May 14, 2020 Meeting. Motion carried unanimously.

Discuss Scenarios for Mayor and City Council Compensation
Cheryl announced that the goal of the meeting was to reach a consensus regarding the compensation for elected officials. Cheryl added that the Committee is at the place where they can put together a final recommendation.

Rebecca provided the Committee with an updated interactive compensation model. Rebecca explained that the model allowed the Committee to look at various scenarios and outcomes. The Committee examined various compensation scenarios based on the four health insurance plans and financial impact on the City.

Rick inquired about the downside if the Committee elected not to change the elected official’s compensation. Cheryl responded that inequality would remain amongst the elected officials.

Omar noted that the Committee was presented with a challenge as well as an opportunity to do more. He added that the Committee has to utilize the information it has and to think forward. Omar inquired whether providing all elected officials with 100% of the employee only medical benefit is fair for the position. He noted that the City would be able to save $440,000 over four years if the Committee shifts the way elected officials were compensated.
Kimberly shared that the previous Committee discussed taking the amount for single health insurance and applying it to the elected official’s base salary. If the elected official chose to take the City’s health insurance then they would be required to pay 100% of the health insurance premium. Omar inquired how the raise will be applied. Kimberly responded that the Committee could choose to base the raise on the increase cost of the health insurance premium to the City instead of union increases. Cheryl noted that the ordinance indicates the Committee may offer the elected officials medical benefits.

The Committee concluded that all elected officials will receive a 0% increase for 2021 and 2022. For years 2023 and 2024, all elected officials will receive an increase that matches the increase of non-union employees as negotiated. As it pertains to health insurance, the Committee decided that all elected officials will receive 100% of the employee only medical benefits for any plan that they choose. The elected officials may extend benefits to their spouse or family, but they would do so at their own expense.

Cheryl noted that she would put together a draft of the Committee’s recommendation before the next Committee meeting. The Committee will vote on its recommendation at its May 21 meeting.

**Discuss City Clerk's Compensation**
The Committee agreed that its recommendation would be applied across all elected positions.

**Items for Communication**
Rebecca inquired about who gets to make the final decision regarding the elected officials' compensation. Cheryl responded that the City Council makes the final decision. Rich noted that Nehanda had inquired whether the Committee can challenge the decision made by the City Council. Tasheik responded that the Committee is a recommending body. The Committee would need to ask the City Council to change the ordinance to make its decision binding.

The Committee decided that it would not make the recommendation to the Council to change the authority of the Committee.

**Public Comment**
No one provided public comment.

**ADJOURNMENT**
Rich moved the meeting be adjourned. The meeting adjourned at 8:16 p.m.
Report from the Compensation Commission -  
May, 2020

To: Mayor, City Council, and City Clerk

From: Cheryl Wollin (chair), Rebecca Berneck, Omar Brown, Nehanda Loiseau, Rick Marsh

Staff assistance: Tasheik Kerr, Jennifer Lin, Kimberly Richardson

Date: May, 2020

The Evanston City Code requires that a non-aldermanic committee meet every four years to submit a report and recommend compensation for elected officials no later than two hundred and forty (240) days prior to the next regularly scheduled municipal election. In February of 2020, Mayor Hagerty appointed the above members to serve on this year’s compensation commission. The recommendations submitted will apply to those individuals elected in the spring of 2021 through 2024.

With an appreciation of the immense work and responsibilities of Evanston’s elected officials, the committee delved into the assigned task. With the exception of the full-time city clerk, Evanston elected officials are part-time jobs of public service to the community.

This year presents tremendous budget challenges for the city due to the pandemic, and the committee understands this. Sacrifices and belt-tightening will be asked of all city employees, including its leaders, elected officials. There have also been historical issues with inequality in aldermanic compensations, and the committee decided to try to eliminate these inequities. The basis for these dramatic differences were due to health insurance benefits.

The survey of sixteen (including Evanston) IL northern suburban communities revealed some amazing statistics. Evanston elected officials receive the highest compensation by far, and only two of the sixteen even offer any health insurance. The resulting proposal that the committee is recommending still keeps Evanston as the best compensated suburban council in the area.

One of the committee members, Rebecca Berneck, used her professional expertise to create several excel interactive spreadsheets with mathematical analysis of various scenarios. They became the basis for discussion and debate
during our six meetings. This enabled the committee to consider the impact that each scenario would have on the individual as well as the city budget. The committee was unanimous in reaching a solution, and achieving our two goals of eliminating inequalities in compensation and improving the city’s budget.

Our conclusions and recommendations are the following:

1.) All elected officials’ compensation for years 2021 and 2022 shall increase at 0% (remain the same).
   Compensation for years 2023 and 2024 will increase at the same percentage rate as non-union employees receive.
2.) Every employee will receive full (100%) coverage of health insurance at the rate of PP01 program.
   If the employee wishes to extend this coverage to his/her family, they may do so at their own expense.
3.) The impact on the city budget of implementing this plan, will save the taxpayers approximately $440,000 over the next four years.

This proposal met our goals of equalizing the pay for every alderman, and saving needed dollars for the city. It is fair and equal, and fiscally responsible.

A sample ordinance:

An Ordinance Setting Compensation for the Members of the Evanston City Council

Following the Report and Recommendations of the Compensation Committee

WHEREAS, pursuant to Section 1-5-9 of the City Code, the compensation of the members of the City Council was reviewed by a non-aldermanic compensation committee, and all municipal officers’ salaries must be fixed by ordinance pursuant to 65 ILCS 5/3. 1-50-5; and

WHEREAS, the compensation committee submitted a report and recommendations to the City Council which specified no salary increase for years 2021 and 2022; and a modest salary increase for years 2023 and 2024 equal to the same percentage increase received by non-union employees, and

WHEREAS, The City Council accepts the report and recommendations of the compensation committee,

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL, OF THE CITY OF EVANSTON, COOK COUNTY, ILLINOIS:
SECTION 1: That section 1-5-9 of the Evanston City Code of 2016, as amended, is stricken and replaced in its entirety, and is to read as follows:

1-5-9: COMPENSATION:

The compensation to be paid to an Alderman elected April 2021 and taking office in May 2021 for his/her services per annum is:

(A) Effective May 2021 – For years 2021 and 2022 Fifteen thousand nine hundred ninety dollars ($15,990). Effective 2023 and 2024 – salary shall increase equal to the percentage received by non-union employees. An alderman may choose to receive medical benefits.

(B) The aldermanic compensation structure must be reviewed by a nonaldermanic committee every four (4) years. That committee must submit a report and recommendation to the City Council no later than two hundred forty (240) days prior to the next regularly scheduled municipal election.

(rest of verbiage is boiler plate)