Minutes
Compensation Committee
Thursday, May 14, 2020
7:00 PM
Conference Call

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.