Call to Order:
The meeting was called to order at 7:03 p.m. by Chair Cheryl Wollin. Committee members present were Rebecca Berneck, Omar Brown, Nehanda Loiseau, and Eric (Rick) Marsh. Staff member Tasheik Kerr was also present.

Approval of Minutes
It was moved by Rick, seconded by Rebecca to approve the Minutes of the March 4, 2020 Meeting. Motion carried unanimously.

Review Documents and Data Requested
Cheryl recommended the Committee keep in mind that being an alderman or mayor is a volunteer position. Individuals do the job because of civic duty and contributions to the community. The position is a part-time job.

Cheryl noted the variation in responses to the time analysis surveys. She also shared that compared to comparable communities; Evanston has the highest paid aldermen. Most of the communities did not provide health insurance. The City’s portion of health insurance amounted to $158,097.41 and elected officials paid portion of health insurance amounted to $15,186.76.

Rebecca suggested further analysis of the responses to the time analysis surveys. Rick suggested giving the Council a 2.5% increase; however, he noted that given the budget deficit an increase might not be possible. Rick added that Evanston is well served by Council, Clerk, and Mayor.

Cheryl mentioned that she is concerned about the rising cost of health care. The 10% to 12% contributed by elected officials might not be an adequate contribution. Nehanda noted that the responses of the surveys conflicted with the notion that the job is part-time. Cheryl responded that though some of the activities performed by council members are laudable and beneficial, they are not mandated.
Omar proposed leaving the aldermen’s compensation where it is at and to reimburse the Council for other expenses related to being an alderman. Cheryl responded that the Council’s salary is to help pay for those reimbursable activities.

The Committee discussed the pandemic in addition to the City’s budget deficit and whether those issues should affect its decision. Rick mentioned that the salary is not the main issue. The issue is healthcare costs.

The Committee discussed options for achieving equity in regards to health insurance. Rebecca shared that some companies opt to pay for employee-only health insurance and have allowed those employees to add individuals at their own expense. Others have granted their employees a lump sum amount for health premiums.

Rick inquired about the goal of the meeting. Tasheik responded that it would be helpful if the Committee could propose some scenarios.

**Explore Additional Areas**

Omar proposed giving the Council the same salary increase as City employees and for staff to look into salary increases tied to inflation.

Cheryl proposed paying for individual council member’s health insurance and providing them the option to acquire additional insurance at their own cost.

Rebecca proposed taking the average of the full employee annual premium and setting that amount as a base for Council to choose from.

Omar stated that an option would be for the Committee to do nothing given the unprecedented time. Rebecca questioned whether the Committee could change the rules to have a mid-year review. Cheryl responded that the Committee could set an amount for the first two years and then another amount for the last two years.

Rebecca proposed maintaining the Council salary for the year 2021 and years 2022, 2023, and 2024 will be based on cost of living increases.

Rick noted that the Committee should consider how to make compensation equitable for each council member. The Committee agreed with Rebecca’s suggestion to maintain the Council salary for year 2021 and years 2022, 2023, and 2024 will be based on cost of living increases.

Rick questioned whether the suggestions apply to City Clerk, Mayor, and Council. The Committee agreed that the suggestions applied to the Mayor and the Council. Nehanda requested staff inquired about the calculation for cost-of-living increases.

Rick noted that the salary will not drive someone to do this work. Rich questioned whether the Committee is trying to make the position attractive or to placate the current
City Council. Cheryl responded that compare to other communities the City of Evanston has the most attractive package.

The Committee agreed that the City Clerk's compensation will be discussed at the next meeting.

Set Meeting Dates And Times
The Committee decided its next meeting will be held on April 23, 2020 at 7 p.m.

Public Comment
Alderman Rainey noted her concern regarding the inequity of compensation amongst alderman. She stated that the health benefit provided to Council is compensation. Except for Alderman Rue Simmons and herself, all of the alderman's' health benefit, exceed their salary. Alderman Rainey stated she wants to receive the same amount of compensation as the other aldermen. Alderman Rainey recommends the Council be given a lump sum amount.

ADJOURNMENT
Rick moved the meeting be adjourned. The meeting adjourned at 8:28 p.m.