

Special Common Council MEETING MINUTES



May 21, 2024 - 6:00 PM
City Hall
Council Chambers

Please note: Minutes are unofficial until approved at the next scheduled meeting.

MINUTES

1. PRIVILEGE OF THE FLOOR

No participants came forward to speak during the privilege of the floor.

2. CALL TO ORDER, PLEDGE OF ALLEGIANCE

Mayor Ament called the meeting to order at 6:00 pm and led the Pledge of Allegiance.

3. ROLL CALL; DECLARATION OF QUORUM; PUBLIC NOTICE

City Clerk Rubina R. Medina took the roll call as follows:

Present: Hopkins, Maxey, Harenda, Stribl, Horbinski, Mayor Ament

Excused: La Fever, Kroupa

Staff Present: Attorney Schmitzer, City Clerk Rubina R. Medina, Finance Director Ralph Chipman

4. DEFERRED, REFERRED & TABLED ITEMS

- A. Discussion and recommendation to Common Council to approve entering into an agreement with GovInvest to conduct a classification and compensation review (**Tabled on 5/14/24**)

MOTION: Motion to take item from table

VOTE: Motion by: Stribl
Second by: Maxey
Motion Passed: 5-0

MOTION: Motion to approve

VOTE: Motion by: Stribl
Second by: Horbinski
Motion 5-0

Ralph Chipman mentioned that City Attorney Blum had reviewed the contract. Ald. Harenda questioned the necessity of a three-year contract. Ralph Chipman explained that Melissa's intention was to ensure a continuous process that would keep the city up-to-date over the next three years, rather than a one-time effort.

Ald. Stribl noted the rapidly changing market and the recent loss of some highly skilled employees. He suggested that a longer agreement might secure a better rate, highlighting the importance of the study for employee retention.

Ald. Horbinski stressed the responsibility to constituents, emphasizing the need to attract and retain top talent. He pointed out that the community relies on the council to make sound decisions, which requires being competitive and fair.

Ald. Hopkins supported the study, arguing that it was not a waste of money but a necessity. He clarified that completing the study does not mean committing to the highest pay rates but rather ensuring fair and above-

average compensation to retain quality employees. He also noted that they continually talk about having the best employees, but we need to retain those employees.

Ald. Maxey highlighted the city's outstanding employees and the need to operate like the private sector, where such studies are typically conducted by HR departments.

Ald. Horbinski agreed but pointed out that achieving this might require hiring additional HR staff, which could be more costly than hiring consultants.

All the aldermen in attendance agreed on the necessity of the study.

Ralph Chipman concluded by stating that the goal is to complete the study by the end of July, allowing the HR department to analyze it and incorporate it into next year's budget. He mentioned that a kick-off meeting was planned for last Friday, but if approved today, the meeting could be scheduled and the process initiated.

- B.** Discussion and recommendation to Common Council approval of Resolution No. 2024-09, a Resolution transferring funds from contingency to the Human Resources Department Budget to contract a salary study **(Tabled on 5/14/24)**

MOTION: Motion to take the item from the table

VOTE: Motion by: Harenda
Second by: Maxey
Motion 5-0

MOTION: Motion to approve

VOTE: Motion by: Harenda
Second by: Stribl
Motion 5-0

5. ADJOURN

MOTION: Motion to adjourn at 6:20 pm

VOTE: Motion by: Maxey
Second by: Hopkins
Motion 5-0

***Respectfully Submitted,
Rubina R. Medina, City Clerk***