



**Minutes
Compensation Committee
Thursday, May 07, 2020
7:00 PM
Conference Call**

Call to Order

The meeting was called to order at 7:03 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 Omar, seconded by Rick, to approve the Minutes of the April 30, 2020 Meeting. Motion carried unanimously.

Discuss Scenarios for Mayor and City Council Compensation

Cheryl reminded the Committee that its decision does not affect the current Council but the Council that will be elected in 2021.

Rebecca shared with the Committee an interactive model for computing compensation. The objective of the model was to make everyone received equal compensation by 2024. Several health benefit scenarios were discussed.

Rebecca summarized that base wages will be 0% for years 2021 and 2022 due to COVID-19 and budgetary issues. For years 2023 and 2024, the Council will receive a 5% increase in base salary. As it pertains to health benefits, all elected officials will receive 100% of the HMO-BA plan. The elected officials could opt to increase their benefit but they would pay the difference.

Kimberly suggested the Committee give the Council a percentage increase in the second year if it were to use this model. Rebecca recalled that the Committee had discussed using the COLA for non-union employees.

Rebecca proposed taking a portion of the savings from health benefits and increasing the base salary of the Council. Rebecca also proposed revising the model and presenting other scenarios at the May 14 Compensation Committee meeting. Kimberly

suggested putting together models for the four insurance plans. The Committee could adjust the base pay for each model.

Discuss City Clerk's Compensation

The Committee agreed that its compensation model would be applied across all elected positions.

Items for Communication

There were no items for discussion.

Public Comment

Alderman Rainey noted that aldermanic salary should be equal at all levels. She recommended the Committee give the aldermen a lump sum. Alderman Rainey also shared that the aldermen could find cheaper and better insurance outside of the City. She added that newly elected aldermen should receive equal pay starting May 2021

Rebecca noted that it is illegal to give a lump sum for health insurance. Rebecca requested staff inquire whether this scenario is legal.

ADJOURNMENT

Omar moved the meeting be adjourned. The meeting adjourned at 8:09 p.m.