

Special Called City Council Meeting Minutes

Special Called Meeting: April 20, 2021

Place: Shelbyville Recreation Center, 220 Tulip Tree Road

Call to Order: 12:00 PM, Mayor Wallace Cartwright

Roll Call: Roll was called by City Recorder Lisa Smith and the following were present: Councilmember William Christie, Councilmember Rick Overcast, Councilmember Henry Feldhaus, Councilmember Marilyn Ewing, and Councilmember Stephanie Isaacs. Also, in attendance were Mayor Cartwright, City Manager Josh Ray, City Treasurer Kay Parker (by Zoom). Councilmember Gary Haile was absent. Mayor Cartwright declared a quorum.

Adopt the Agenda: Councilmember Christie made a motion to adopt the Agenda as presented, Councilmember Ewing seconded, and the motion carried unanimously by oral vote.

Business:

Salary Study

City Manager Ray began with a review of the Salary Study process to date. He advised that the City of Shelbyville Pay Scale midpoints are at approximately 84% of the Market Rates analyzed for each job. Current employee salaries are at approximately 93% of the job market average. Ray continued with Staff recommendations to adopt the new pay plan with 15 pay grades with a pay range for each grade. He explained a range will allow for modifications annually based on Council approved Cost of Living Allowance (COLA) and approved merit increases. An additional item that had been discussed by Staff was a tenure adjustment with the recommendation being an additional step increase for employees with 10-20 years and two-step increase with employees with over 20 years. Including the tenure adjustment along with all other recommended steps the economic impact to adopt the Pay Plan would be \$674,018.

Manager Ray then advised that at the personnel committee meeting there was a discussion to raise the entry level hourly pay of all full-time jobs to \$13.20 or \$15.00. Ray explained that while doing so would alleviate some of the impact of implementation it would create compression issue within the plan if only the bottom wages were addressed.

Councilmember Overcast questioned if employees who receive specialized training such as Fire & Police received an increase once the training was completed. Chief Jan Phillips explained that once an officer completes his/her training probation period they will an increase, however other specialized training does not mean an increase in pay but may assist with promotions.

Councilmember Feldhaus stated the City had needed this type of comprehensive study for many years and it should be updated every few years to make sure we do not fall behind. He advised he would like to get everyone in the pay plan but suggested doing only a part of the recommendations this year and the rest next year. After further discussion, his recommendation was to get everyone into the plan on Step 1A, give a COLA increase of 1.5% and maybe address some of the tenure.

Discussion then turned to the difficulties some Departments have with hiring based on the lower wages. Council was advised we currently have job openings with an hourly wage of \$10.00. Councilmember Overcast stated the lower paying Departments need to come up first. Councilmember Feldhaus suggested going to \$13.20 this year for a starting wage and increase to \$15.00 on July 1, 2022. City Manager Ray advised we

currently have 14 employees under \$13.20 and 22 under \$15.00 and we could move all employees up to \$13.20 without altering the Plan, but if we go to \$15.00 there will have to be a shift in the plan to prevent a new hire from making the same or close to the same as an employee who has been here for a few years. He also noted only full-time employees were included in the Pay Plan.

Councilmember Christie stated we need to address the Park keeping enough employees to not have to shorten the pool hours because of a lack of help.

Manager Ray stated that based on all today's discussions Staff would come back to Council with several options of implementing the Pay Plan in the FY22 Budget.

With no further items of business **Mayor Cartwright adjourned the meeting at approximately 1:05 PM.**

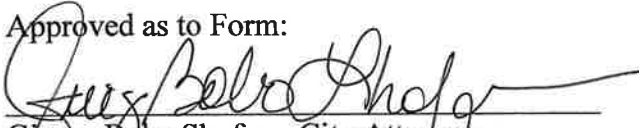
Approved:


Wallace Cartwright, Mayor

Attest:


Lisa Smith, City Recorder

Approved as to Form:


Ginger Bobo Shofner, City Attorney