

**NORTH OGDEN CITY COUNCIL AND EMPLOYEE BENEFIT COMMITTEE
WORK SESSION MINUTES**

August 7, 2012

The North Ogden City Council convened in a joint work session with the Employee Benefit Committee on August 7, 2012 at 6:33 pm in the North Ogden City Council Chambers at 505 East 2600 North. Notice of time, place and agenda of the meeting was delivered to each member of the City Council and Employee Benefit Committee, posted on the bulletin board at the municipal office and posted to the Utah State Website on August 1, 2012. Notice of the annual meeting schedule was published in the Standard-Examiner on January 16, 2012.

PRESENT:	Richard G. Harris	Mayor
	Brent Taylor	Council Member
	Cheryl Stoker	Council Member
	Kent Bailey	Council Member
	Wade Bigler	Council Member
	Justin Fawson	Council Member
	Linda Boyer	Committee Member
	Delonie Call	Committee Member
	Brock Mortensen	Committee Member
	Brett Forsberg	Committee Member
	Thayne Shaffer	Committee Member
	Kris Barker	Committee Member
	Neal Berube	Committee Chair
STAFF PRESENT:	Bryan Steele	Finance Director
	Annette Spendlove	City Recorder/HR Director
	Julia LaSeure	Deputy City Recorder
VISITORS:	Bill Bernard	Sherry Bernard
	Shelly Robison	Anthony Bersamin
	Dave Espinoza	Laura Barker
	Debbie Gailey	Bill Aeschlimann
	Clark Crowther	Rusty Olsen
	Gina Kochendorfer	Paul Rhoades
	Kevin Warren	Brian Russell
	Shelly Rhoades	Ken Kolb

Mayor Harris convened the meeting at 6:33pm and welcomed those in attendance. He thanked the Employee Benefit Committee Members for their willingness to serve and said that is commendable. He welcomed Council Member Taylor home from Afghanistan and explained that he was on a leave of absence. Dave Hulme was sitting in for him as a Temporary Council Member while Council Member Taylor was gone. Mayor Harris said City staff is glad to have him home safe and sound.

Mayor Harris offered the invocation and led the audience in the Pledge of Allegiance. He then led the City Council and Committee Members in making introductions.

Mayor Harris explained that the first thing that needs to happen is for the Committee to have a clear understanding of what the Council expects them to do. We thought the best way to do that was to just have a work session together and have some discussion. After that discussion the Committee can move forward and

undertake their work. He stated that Neal Berube has consented to be the Chairman of the Committee and we appreciate that.

1. DISCUSSION REGARDING QUESTIONS FOR THE CITY COUNCIL FROM THE EMPLOYEE BENEFIT COMMITTEE.

- a. Importance of employee retention in regard to knowledge and relationships with City residents.

Neal Berube expressed his thanks to the members of the Committee for their willingness to serve. He said he thinks it is important, before the Committee engages in their assignment, that they have an understanding of what the Council wants them to accomplish. He said he hopes that at the end of the discussion tonight we end up with some type of a charter understanding what the Council wants them to accomplish so the product they produce will be of use as the Council makes decisions. He said the first thing on the agenda tonight is that it is important that the Committee knows how the Council feels about the retention of City employees. He said he hopes we can look at that long-term; right now the employment market is fairly soft but we hope that it will recover one day and we surely want to limit the exposure to the City if that's what the Council is looking at, compensation and benefits for retention of employees to serve the citizens. He said he would like some feedback from the Council because obviously how the Council looks at that will affect what the Committee recommends as far as the elasticity of the pay ranges.

Mayor Harris said this is the Council's opportunity and he would like a free and open discussion.

Council Member Fawson said it is important to look at retention because the last thing the City wants is to offer something that is not adequate compensation and see a mass exodus of employees or even a small exodus. He said to him it is important that we look at surrounding cities. We want to be competitive with other cities as well as the private sector. He said he wants to see something fair that will keep good people here and cover their needs and incentivize them to stay.

Council Member Bailey indicated that he agrees with Council Member Fawson. He said he thinks that it becomes infinitely expensive to retain everybody. If we assume retention is our primary motivation for setting our salary levels he thinks we are being unrealistic to assume that is the overriding goal. There needs to be balance in that. He thinks one problem is the way government and large organizations tend to go about salary surveys they are inherently inflationary because nobody wants to be average. He said he worked in Human Resources (HR) a number of years ago and every time a survey comes out the benchmark always tends to go up. He said obviously we want to keep our employees. We spend the time and money to train them with the depth of knowledge of the systems and things that we have here in the City so we want to keep those people and we want to make sure our benefits package is such that they want to stay.

Neal Berube said he agrees to some extent. He said it's amazing that you actually see decreases in some positions because of the economic factors. He said he thinks realistically now those surveys may be more meaningful than they have been historically. You have to balance those things against reality. He said he just did an employee satisfaction survey and very few people think they are getting paid what they are worth. He believes that sometimes we think it is expensive to retain employees but oftentimes it is more expensive to lose team members because you have to train new people. He agrees that you have to balance those things.

Council Member Taylor said he had an experience when he was first on the City Council. He went and visited with the different departments and heard from all the employees. He said he remembers meeting with the leadership of the Public Works department and the top three employees there have been there for 25-30 years each. The discussion he had with them was how valuable that knowledge was. They knew every one of the city's vehicles, they knew the sewer lines, they had all the historical knowledge that obviously is so important and a new person wouldn't have that. There is a benefit to that knowledge of the history of the

community and that needs to be considered as well; just the sheer benefit to the City of those years of experience in the City. Employees with years of experience with the City are able to be more efficient when providing service for our residents.

Council Member Bigler thanked the Committee members who are willing to put their expertise to use for the City. He said this is a public meeting and everything said here is on the public record. In general, there have been a lot of things said in the past about this that have not necessarily been accurate. He said he would like the Committee to look at the whole package; salary, medical, sick leave, etc... just like private industry would. He has a number of neighbors who are City employees and he asked the Committee to be blind to that. He asked them to have the utmost integrity and do what's right. We are not here to sock it to the employees or to do a neighbor a favor. We are here for the long haul and to do it right for the City. If each of us looked at this as if this were their business how would they spend every penny? Retention vs. hiring new employees will come into play. If it is your business how would you do it? That is how he is looking at it. He suggested that they look at it as if it were coming out of their family's pocket. How would they do it? In his mind some positions would be the 50th percentile and other would be above that depending on the positions. For example, and you couldn't do this will all positions but he would like the Committee to look at everything. Are there any positions that have one fulltime employee that could possibly have two part time employees. Our benefit package is over \$30,000 per year per employee is there any type of work where that could be done? If it was your business you would probably look at those things. Not that you would do it in every case but just don't leave any stones unturned. He said the bottom line for him is that he needs to be able to look residents in the eye with a clear conscience and say you are getting what you are paying for. He said we also need to be able to look City employees in the eye and say they are getting fair market value and you are getting paid fairly. He said that in a nut shell is what he wants this Committee to do, to balance that out. He said he needs to be able to say that this has been updated and is fair market value; right now that hasn't been done in a long time.

Neal Berube said there is a potential that you will see some declines in some positions. What is the position on someone who has been paid more than fair market value? Are you willing to reduce that salary? Are you willing to cap that salary? Council Member Bigler said he appreciates the questions but that is kind of generic. What position is it? How long have they been here? He said, generally speaking, he thinks it is not a great idea to decrease people's salaries. People have financially obligated themselves to a certain level so perhaps there are other ways that can be done unless something was way out of whack. He said he knows some were decreased and they did it in increments for three years so it wasn't that much of a hit. He said he thinks we could probably work it where we work with caps or things like that. A couple of years ago there was a request for 100% medical benefits paid and then twice it was 4 day work weeks with paid lunches and all that kind of stuff. With this third party we want just want a complete unbiased report. He said unless this Committee finds that there is something totally out of whack he doesn't think it is good policy to drop someone's salary \$10,000. That's just not a fair deal.

Kris Barker said Council Member Bigler just said that if there was a job that was taken by a fulltime employee he would be willing to eliminate that fulltime job and make it two part time jobs for part time employees. That is going against what he just said. Council Member Bigler said he doesn't think it is because there is a difference between eliminating something and maybe keeping an employee on but telling them they are going to make \$10,000 less. He said the way he looks at it is you're not in business to employ people. You are in business and you employ people to make money and to get the job done. Are you going to pay \$30,000 for benefits if it is a type of a job that two part time people can do? The difference for him is that we don't exist to employ people. For example, Annette Spendlove's position, she is a fulltime employee and to say you are going to remain a fulltime employee but we are going to reduce your salary by \$10,000. He said to him that is different than saying we don't need this fulltime position. That's what any responsible business owner would do if they don't need those positions and you give them 90 days to say this position is being eliminated if necessary. If you can do it with two part time people is there anybody here, if you were

paying for it out of your own pocket that would continue to pay the \$30,000 benefits. Neal Berube said he would continue to pay the benefits. He said it is contrary, we are not willing to cut someone's pay but we are willing to put them out of a job if the work gets done with two people to save the benefits. That's poor policy because what you do is you have unhappy employees. People need benefits too, not just the pay. He said he agrees with Kris Barker.

Council Member Fawson said he would like to hear from the committee on what they propose. If that's not an option for the City that's fine but if through natural attrition that job could go to two part time jobs he would love to see that. Neal Berube said he doesn't know if city government is subject to the new healthcare law but the federal government is trying to keep that from happening; businesses reducing the number of hours to keep from paying for benefits.

Delonie Call said it is very position specific. Council Member Bigler said he just wants to look at every option. If we can accomplish this in the Committee we could say to anyone that we have looked at everything and this is a fair deal for both sides.

Neal Berube said that may be beyond the Committee's scope because they don't know what positions can be eliminated or be part time. They can look at pay and say here is the benefit associated with each one but if you are asking the Committee to look at what jobs can be filled part time or eliminated that needs to be a Council decision.

Council Member Bailey said as he listens to the discussion he was thinking that may be beyond the scope of what the Council is really asking the Committee to do.

Brett Forsberg asked how we define our scope. Are we allowed to talk about bonuses? Are we talking about staffing levels? Are we talking about every position in the City or only certain positions? He said he would like to have a charter really spelling it out.

Neal Berube said Annette Spendlove is in the process of putting together information on the costs of all the benefits, what benefits are provided, information on salaries by position, and job descriptions.

Council Member Bigler said he will trust what the findings of the Committee are at the end. That's why he wanted to have a third party do it and do it fairly.

Council Member Stoker said her concern is that it needs to be fair but she also thinks that the employees need to be able to look at the City Council and know that they got a fair deal too. She said she wants the employees to be protected and remembered in all this too. Neal Berube said that is going to be obviously a definitional thing. Fair is in the eye of the beholder. The definition of fair will need to be gotten into more specifically. He thinks the Committee got the message that the Council wants them to be independent, unbiased and have a level of integrity based upon facts.

b. Definition of competitive salaries – 50th percentile – average – above 50th percentile etc.

Neal Berube said the Committee would like some feedback on what the City Council's definition of a competitive salary is. He said hopefully the Committee will come back with a range of salaries. He asked the Council to help the Committee understand what their definition of fair is; obviously a competitive salary. He said he worked with one organization who believes a fair salary is in the 75th percentile because they don't want turnover and they want to be a premier organization; that is their definition of fair. You'll hear other people say as long as they're average that's fair but when you stop and think about it if you're just average how does that fall into retention and long term costs.

Council Member Fawson asked how they assess it at the State level. Neal Berube said they assess it basically by position. The State has historically retained employees by giving them a rich benefit package. It turns out that the younger generation doesn't necessarily view that as a benefit for retention because they like to move more, they like to be mobile. They don't want to be bound by having to stay because the pension is good. The State resolved that they were going to look at it. They said they won't pay anyone below the 50th percentile or above the 75th percentile unless they are just so valuable that they can't afford to lose them. The State identified key positions and the employees know they can make up to the 75th percentile if they are a key identified employee otherwise they are going to be closer to the 50th percentile.

Council Member Bigler said that answered his question. He asked if there could be a range so everybody is not in the same percentile. Thayne Shaffer said performance has to come into this and he doesn't think this Committee is in a position to gauge an employee's performance. He said as a group they could come up with market ranges and asked if the City has performance evaluations or other measurements of performance. Annette Spendlove replied that the City does do performance evaluations.

Council Member Bailey said that really becomes the responsibility of the supervisor in each case anyway.

Neal Berube said once you pay someone based on a year's performance you are somewhat stuck with that on an ongoing basis. He said the Council will see later on with at-risk pay vs. guaranteed pay. He said as just a thought that it would be nice for an employee to know that their cap is at the 75th percentile instead of the 50th percentile then they know what opportunity they have. He said any pay by performance bonus is beyond the scope of this Committee.

Kris Barker asked if the Committee is only to look at comparable cities in the State of Utah or outside the State of Utah, say Stockton, CA where they are having so many problems paying their city employees. Council Member Bailey said we certainly don't want to look in California for a comparison. Council Member Bigler said then you would have the cost of living. He said he appreciates the range because we don't know what that is.

Thayne Shaffer said he wasn't necessarily speaking about performance pay and bonuses. He doesn't know how government salary structures work but to set an arbitrary thing that we don't go below 50% and we don't go above 75%... He said it seems to him like that should be dependent on the position and the experience of the individual and their performance on a day to day basis and that performance should be looked at periodically. Neal Berube suggested that if you aren't performing at the expected level you shouldn't have a job. Thayne Shaffer said he doesn't think that is reality. Neal Berube said it needs to become reality because what happens is you disincentivize the guys that are doing their job. He said these are all philosophical discussions so there is no right or wrong but at some point if you hire a team member and they are on 90 day probation. Once they hit the threshold of doing their job if they aren't being paid what the average is for that job it will be discouraging. He said at some point in time what has happened in this country is if you are not performing at the level you are being paid it becomes the supervisor's responsibility to deal with that; to coach them, etc... but at some point if people aren't doing their jobs then everybody becomes mediocre because they lose the incentive.

Thayne Shaffer said in an area where you have more than one employee in the same position there will be some people performing better than others.

Council Member Bigler said they look at that performance every year within each department. He said as long as there is a range.

Neal Berube said historically in government people it was based upon longevity not performance. You moved within those steps and as long as you weren't fired you moved up in that range. He is saying that the

range should move too. He said in his opinion that is the way government has done it; it's been longevity rather than performance.

Council Member Taylor said the span of responsibility here is so much smaller it is easy for the supervisor to keep very close tabs on employees and document poor performance. He said as a City Council Member and as a taxpayer, he would expect North Ogden City to be above average on the pay because we expect better service and have higher expectations. He said that's how he feels about it philosophically and he added employee morale to the list also. He thinks we need to be kept at the forefront as an undercurrent to these discussions. He said we have all been in jobs we liked that had a good team atmosphere and where we felt valued and we have all been in jobs that we haven't. He said we need to be cautious on how we approach this because employee morale is a key. Morale is huge. He said he believes morale is tied to pay; it's not the only driver but it is a big factor in employee morale.

Neal Berube said pay becomes an issue because you focus on pay if you're not happy. He said when they looked at their span of control the State found out that they have twice as many supervisors as private enterprise. He said that might be something to look at too. The span of control may need to be considered also. Council Member Fawson said he would like to see that.

Council Member Bigler said when it comes down to some of the specifics: the balances, how much salary, how much benefit and how much the benefits cost, when we get down to the comparisons and it is sixes financially... He said he would hope that we could take it from here to the department heads and the employees and ask them what they would prefer out of the options that exist so overall they have the best package possible.

Council Member Bailey said if we're going to take the position that we are only going to hire above average employees, who decides who is above average. That's where we get back to the limits of the 50th to the 75th percentile we are continuing to feed the machine. Somebody has to be average; average doesn't mean mediocre it just means average. He said his expectation of this Committee is to give the Council ranges and let them know what average is.

Delonie Call said when we need to be careful talking about average. She said she doesn't think they are talking about performance. Usually when you are talking about pay averages you've got twenty people in a job all at different salaries. The average is just what it would be if everybody got paid the same. There are a whole lot of reasons why someone is positioned where they are in the range. You might have a superstar but they are at entry level in that job so it will take pay a while to catch up.

Council Member Bailey agreed that the Committee should be looking at total compensation.

Neal Berube said he is assuming the Council would like the Committee to break that down by base rate pay, at-risk pay, and benefits. So the Council will know where you might be short or rich and make some adjustments based on that. He said if you go out and look at the Utah's Right to Know website it blows you away because it is all inclusive. It's somewhat misleading.

c. Skilled positions vs. clerical position importance.

d. Guaranteed pay vs. at risk pay.

Neal Berube said he is not familiar with how the City looks at that; is there a pool for everything or is it all just in base pay? He asked how that works and what the Council's philosophy is on that. Mayor Harris said we have not had a system like that. He said the City has talked about having a pool of money for paying bonuses but for the past several years we have not been in a position to consider something like that.

Neal Berube said hopefully that won't always be the case. Brett Forsberg said there are different ways to structure that. Council Member Bailey said he would love to hear some recommendations. Neal Berube said it might not be monetary it could be time off or different things based on financial restrictions. He asked if the Council would like the Committee to see a break down on the private sector range and the government range. Mayor Harris said that seems to have been an issue all along.

Neal Berube said that needs some clarification because it will save the Committee a lot of time if the Council is only going to look at what the government is paying vs. the whole spectrum. Council Member Taylor said the bonus programs he has seen tested in government are difficult to document or measure what is driving that bonus but if it were a city government he thinks what is driving the bonus becomes subjective. He said bonus programs he has seen in government had turned out gimmicky. He would rather have good salaries and incentivize employees to do the best they can here. Neal Berube said when you look at the private sector there is a base pay and an at risk pay. Basically you are saying you want to be in line with the private sector but you don't want to pay bonuses that may force you to look above the 50th percentile. The compensation with bonus historically is equal to the 70th percentile.

Council Member Bailey asked Neal Berube to define what at risk pay means. He said it means something other than bonuses; he assumes if you are performing well you get paid better than the average and if you are performing poorly you get paid less than the average. Neal Berube said that is something he thinks the Council needs to take into consideration in the range. He said the definition in his mind is that at risk pay is not guaranteed pay. One year you may make \$50,000 in base and \$10,000 in salary; that \$10,000 is always at risk. If you can't afford to pay it you don't pay it. If the performance isn't there you don't get paid.

Thayne Shaffer talked about incentive vs. bonus. So an employee has to perform or accomplish certain things or goals in order to get the bonus.

Brett Forsberg said he would love to see the City have good metrics for each position. That says whether you are successful and whether you are able to move up. For every position there should be metrics that we can look at and then based on those metrics there would be a portion of their salary that could be more or less, up to a cap obviously. He said without metrics it is smoke and mirrors.

Linda Boyer said she personally feels that at risk pay is pretty close to bonus pay depending on how you look at it. She asked what are the current system and the current package and suggested taking a look at those. Then come back with recommendations and a range. She said first the Committee really needs that information.

Annette Spendlove said the Committee will have that information this week. Linda Boyer said after they see that and really discuss it they may have more questions.

Council Member Bailey said regarding scope, he would like to stay within market areas that are comparable; Wyoming, Colorado and Idaho... the intermountain states.

Thayne Shaffer asked if there is a difference as far as the size of cities. Council Member Bigler said there are different categories of cities and so forth based on population and that type of thing. Thayne Shaffer asked if there are published findings or if the Committee is going to create this.

Council Member Fawson said if we are going to lose an employee they will probably go to Pleasant View or Ogden. He said he wouldn't exclude Pleasant View just because they are half our size. Council Member Bigler said he thinks the Committee should look at city size and salaries.

Neal Berube said Annette Spendlove is also giving the Committee some contact information for Human Resource people in other communities. The Committee will look at this based on city size and they will take that into consideration.

Mayor Harris said the Utah League of Cities and Towns categorizes cities in that way and we can get that information.

Neal Berube said it seems that you work harder in a smaller company or smaller city because you are doing different things and wearing multiple hats. It is difficult to look at these studies and see City Recorder because Annette is the City Recorder/Human Resource Director. That is where you get into difficulties, matching up job descriptions with job titles. That's another challenge you run into. He said it is interesting how different cities categorize their jobs and match them up.

Council Member Taylor said that will feed into the span of control too because some people are managing more and have different duties in other cities.

Neal Berube asked about the Council's philosophy on outsourcing.

Council Member Bailey said he thinks we need to look at outsourcing. It is really naïve of us to think that the way we do it is the only way and we shouldn't be looking at other alternatives. He thinks there are some services that we should look at in City services. Neal Berube said some cities employ an attorney and others contract that out. Council Member Bailey said we have done both. Neal Berube said there is probably a sprinkling of positions like that.

Council Member Bailey said the concept of basic city services and whether we should be contracting those out is beyond what he expects the Committee to deal with. He said that may be something that the Council needs to deal with more than tasking the Committee with that. There may be some department head positions that the committee could make a recommendation on but we don't want you to manage the whole city.

Linda Boyer said if you are doing data collection it is easier to get it all at once.

Council Member Bigler said obviously the Police Department is going to be its own separate entity. It seems like it would be easier to do that because they will be compared to other Police Departments.

Neal Berube asked what the time frame is. Council Member Bailey said they would like it before they start working on the next budget which will be sometime the end of this year. Neal Berube said the timing will be based on the number of cities they will have to call. Council Member Bigler said he would prefer to leave it up to the Committee knowing that the Council's intent is not for them to be doing this for a year.

Mayor Harris said we need this information for the next Fiscal Year sometime between now and the first of the year.

Council Member Bailey said if the scope needs to be adjusted that can happen too. He said the Council just appreciates the help.

Council Member Bigler said one of the reasons he wanted this to happen is not because it's broken it just because it has been so long since it's been done. He said the Council just wants an update.

Council Member Bailey said maybe the Committee can make some recommendations on how we can keep it updated so we don't have to reinvent the wheel.

Council Member Fawson asked how regularly this analysis should be done. Neal Berube said they do it every two years. Thayne Shaffer said he does it every year.

Neal Berube said it is good to get these philosophies out because sometimes the numbers change the perception. You may have always intended to pay in the 75th percentile but the numbers won't allow it.

Council Member Bigler asked if, when the Committee says 75th percentile or 50th percentile, that includes benefits too. Neal Berube said you have to look at how you want to weight that. Some people like to have a richer benefit package because it's not subject to taxation and withholding. The Committee will come up with the numbers and the City Council will have to decide how that pool is divided up.

Council Member Fawson asked whether we should also include the elected officials and their compensation too. Neal Berube said it becomes a perception thing. It's a little suspicious when the council comes back and says they're underpaid. Neal Berube suggested that the Council talk about it and let the committee know.

Council Member Fawson said he doesn't think any of the City Council Members have a desire to see any specific outcome except to see that it is done fairly. The issue is the expectation of the residents; he needs to be able to go to them and say that we are doing things right.

Neal Berube said the expectation is a fair, unbiased decision. He said frankly the problem with being a politician is making the good decisions; no matter how the money is spent you won't get everyone to agree that is right. Council Member Bigler said there is a certain amount of money and you have to set priorities on how you spend it.

Brett Forsberg asked if there have been any employee surveys done to find out anonymously what the employees want. Annette Spendlove replied no, but said that could be done if the Committee wants it.

Neal Berube asked Annette Spendlove to explain the legalities of being a Committee. Annette Spendlove said it would be nice if the meetings could be set for a specific day and time. The agenda has to be posted 24 hours prior to the meeting. It is posted on the State website and the City's website. We like to get the information out to the Committee Members 5 days before the meeting to allow them time to review it. Some of that information is going to be protected and that will be blacked out but the majority isn't protected. She explained that when any votes require a majority vote, any recommendations will go to the City Council, meetings are taped and minutes are posted to the website. The minutes are approved at each meeting; tonight's minutes will be approved at the next meeting. She said because this is a public body the members should be aware of what they do on their email when talking about this, because they will be using their personal computers and devices can be confiscated in lawsuits in some cases. She suggested that the Committee Members try to do all their business and recommendations in a public meeting.

Neal Berube asked whether if the members talk on the phone about who will be doing what portions of the work that qualifies as a meeting. Annette Spendlove said no, as long as they're not making decisions outside of a meeting.

Council Member Bigler asked that an email be set up for this group. Annette Spendlove said we will set up a City email for each member too.

Council Member Bigler asked that the Committee set a time and day for a meeting.

Annette Spendlove asked that they think about the employees also. She explained that this will make seven meetings a month that the employee will be taking minutes.

Neal Berube talked about a succinct charter with expected timelines and definition and guidelines. He asked that the Committee be given that.

Thayne Shaffer asked if all the committees meet on Tuesday. Annette Spendlove replied that they don't, some meet on Wednesday. Thayne Shaffer said he has a commitment on Tuesday nights. Brett Forsberg said we should probably have some of both and just try to have a quorum because not everyone will make every meeting. Thayne Shaffer asked if we could meet earlier. Kris Barker said yes. Annette Spendlove said we could do 5:30pm.

Mayor Harris said if Thursday is a better night we can do that.

The Committee decided that the next meeting will be held on August 23, 2012 at 6:30pm.

Delonie Call said the Committee could start right away identifying comparable entities.

Thayne Shaffer said personal devices may have some confidential info. Mayor Harris said each member will be set up with a city email. Thayne Shaffer said that is fine for passing information but not processing information.

Annette Spendlove said she will get the emails set up tomorrow and get that information to their personal emails. Council Member Bigler said there will be a group set up as well as the individual email addresses.

Council Member Bailey said virtually everything they work with will be public information.

- e. Definition of total pay rewards with weighted importance.
- f. Full time vs. part time employment base in identified job classifications.
- g. Job classification elasticity – wide vs. narrow.
- h. Outsourcing philosophy via contracts etc.
- i. Other questions.

2. **ADJOURNMENT.**

The meeting adjourned at 8:03pm.

Richard G. Harris, Mayor

S. Annette Spendlove, MMC
City Recorder

Date Approved