



**MINUTES NO. 2024-06-WS
PUBLIC WORK SESSION OF THE CITY COUNCIL
OF THE CITY OF MADISON, ALABAMA
May 22, 2024**

The Madison City Council met for a public work session on Wednesday, May 22, 2024, at 5:30 p.m. in the Council Chambers of the Madison Municipal Complex, Madison, Alabama. Noting that a quorum was present, the meeting was called to order at 5:30 p.m. by Council President Pro Tem John Seifert.

The following elected officials were in attendance:

Mayor Paul Finley	Present
Council District No. 1 Maura Wroblewski	Present
Council District No. 2 Connie Spears	Present
Council District No. 3 Teddy Powell	Present
Council District No. 4 Greg Shaw	Present
Council District No. 5 Ranae Bartlett	Absent
Council District No. 6 Karen Denzine	Present
Council District No. 7 John Seifert	Present

City Officials in attendance were: City Clerk-Treasurer Lisa D. Thomas, Deputy City Clerk-Treasurer Kerri Sulyma, City Attorney Brian Kilgore, Director of Development Services Mary Beth Broeren, Information Technology Director Chris White, Information Technology Coordinator Garrett Gillott, Court Clerk Amanda Garlen, Deputy Court Clerk Beth Bellomy, Finance Director Roger Bellomy, Fire Chief David Bailey, Building Director Dustin Riddle, City Engineer Michael Johnson, Parks and Recreation Director Kory Alfred, Public Works Director Kent Smith, Police Chief Johnny Gandy, Human Resources Director Megan Zingarelli.

Compensation Study Update Presentation by Evergreen Solutions

Mayor Finley opened by explaining to the audience that the purpose behind the study was retention and recruitment. He stated that he wants The City to be in the best possible position to get the best people and we want the best people to stay as long as they can.

Mr. Rob Williamson gave a presentation on his findings for the compensation study that was done.

Study Process

Compensation Philosophy

- Competitive with the market 50th percentile
- Equitable, flexible and fiscally responsible
- Step plan

- Tenure and performance

Classification Review

- Every employee had an opportunity to participate in the survey that was sent out
- Over 80% of Employees participated in the survey
- Classifications are the essential functions that match what people are doing in their positions
- 95% of The City's job classifications were included in the survey, which gives a great understanding of the essential functions that Employees are performing

Compensation Outlook

- Public sector salaries are still increasing, with hiring remaining strong at 3.5%
- Consumer price inflation rose 19.6% between January 2020 and January 2024. Peak inflation 9% in June 2022
- 75% of private sector companies are struggling too attract new talent- will be more aggressive
- To make sure you keep turnover at an adequate and healthy level, we have to pay a market

Compensation Review

- 82 benchmark classifications
- Average number of matches for each classification of 8.2
- Not all peers had matches for all benchmark classifications
- Adjusted for cost of living
- Madison pay ranges are twice as wide as the market average of 52.9%
- Only 30 total Employees have a salary that exceeds the midpoint of the range

Key Considerations

- Evergreen does not recommend the reduction of individual Employee salaries
- Implementation aligns Employees in their recommended pay ranges on selected methodology
- Collaborative – City Project Leadership Team, Employees and Supervisors assisted in identifying concerns, benchmark classifications, market peers and implementation option

Key Recommendations

- Adopt the proposed market competitive pay plan
- Reassign positions to pay grades based on internal equity and the market results
- Place Employees into a step within their newly recommended pay grades based on implementation methodology
- Select an implementation methodology that aligns with the compensation philosophy and financial means of the City

Next Steps

- Provide draft and final reports – provide reports that memorialize the work and study findings
- Job force manager training – training for staff to perform ongoing pay plan maintenance

- Job description update – update job descriptions to align with essential functions, minimum qualifications and FLSA
- Project close-out

Questions were opened up to Mayor Finley and Council Members. Council Member Maura Wroblewski stated her concerns regarding the \$7500 cap, stating that \$7500 would not bring some Employees to the income level that they should be. She asked Human Resources Director Megan Zingarelli if this situation can be looked at by a case-by-case situation because \$7500 will not be adequate for some departments.

Council Member Teddy Powell asked if the total salary figures include healthcare and any other taxes. Mr. Williamson answered that these figures are base salary adjusted for cost of living and are not your payroll taxes, benefits or any supplemental pays.

Council Member John Seifert asked Human Resources Director Megan Zingarelli what the timeline is for this to take place, and she answered that they have given this analysis to the City's independent financial advisor and they plan to have some feedback within the next couple of weeks. The City is prepared to implement the recommendations into the new fiscal year budget cycle.

Mayor Finley asked what it would look like for Employees who are currently at higher steps that need to be moved down some and for Employees who are at a higher step percentage and need to be decreased, and why is it good for the city. Mr. Williamson explained that it impacts the City and the employees in a couple of ways. With the ranges, no one starts at the minimum and no one ever reaches the maximum which means that is not an effective range. For the step percentage, it benefits the City to decrease the step percentage because it will save the city money. For Employees, they will be able to get to their max range four years sooner.

Human Resources Director Megan Zingarelli concluded the meeting with her next steps.

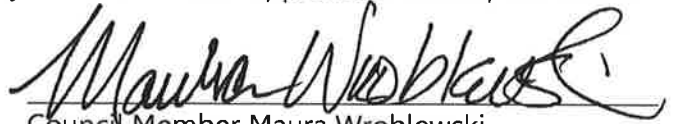
- Obtain Council and Employee feedback
- Review Financial Advisor's report
- Amend Personnel Policies to reflect Evergreen's recommendations
- Present to City Council for a vote
- Add updated salary numbers to new Fiscal Year budget requests
- Implement pay plan in coordination with FY2025 budget approvals

Ms. Zingarelli reiterated to Employees that if they have any questions, they can email her and she will consult with Mr. Williamson so they will get consistent answers out to everyone.

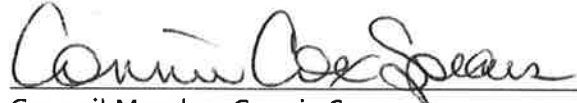
ADJOURNMENT

Having no further business to discuss, the work session adjourned at 6:26 p.m.

Minutes No. 2024-06-WS, dated May 22nd, 2024, read, approved and adopted this 10th day of June 2024.



Council Member Maura Wroblewski
District One



Council Member Connie Spears
District Two



Council Member Teddy Powell
District Three



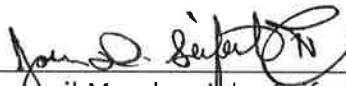
Council Member Greg Shaw
District Four



Council Member Ranae Bartlett
District Five

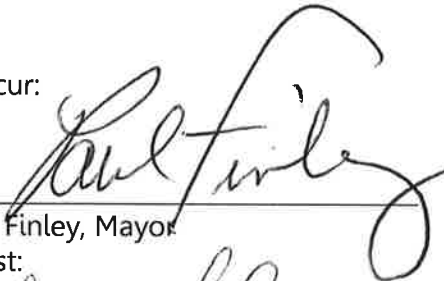


Council Member Karen Denzine
District Six



Council Member John Seifert
District Seven

Concur:



Paul Finley, Mayor

Attest:



Lisa D. Thomas
City Clerk-Treasurer



Myranda Staples
Recording Secretary