

**Human Resources Committee**  
**September 3, 2020**

The **Human Resources Committee** met Thursday, September 3, 2020, at 4:25 p.m. in the City Hall Conference Room. Present were Committee Members Kathy Wilcox, Dwayne Andrews, and Rick Huber. Excused was R. Curtis Reese. Also present were: PW Director Scott Gray, PU Director Tom Speelmon, City Clerk Lorrie Pearce, City Planner/UR/HP Officer Ally Capps, Police Chief Doug Colombik, Library Director Sonja Woods and Human Resources Officer/Recorder Linda Wilkins.

Chairperson Wilcox called the meeting to order.

1. Requests of Citizens

None

2. Committee Member Comments

None

3. Consider/Recommend FY 20-21 Wage Increase Requests:

Four requests for wage increases were submitted this year including, Flood Plain Administrator/Assistant Public Works and Utilities/Auto Cad Samantha Malenovsky, City Clerk Lorrie Pearce, Police Chief Doug Colombik and Public Works Director Scott Gray. The committee has reviewed the request by Administrator Malenovsky and it has been referred to the Finance Committee. The other three remain to be considered by the Human Resources Committee. Committee Member Huber thought this was a tough subject with not a lot of money in the General Fund. Committee Member Andrews commented the General Fund is on the edge of being broke, are the wage increase requests legitimate. The Chief had done a wage study, but there was no information on the market of the other positions he did not think this was a good way to run the City. Chairperson Wilcox commented that the increase would be based off the 2017 Wage Survey. She did not believe performance was an issue, but there is a financial issue. The current wage increase policy was reviewed and it was determined some changes possibly were required. There was discussion on the implementation of the current wage policy and it was determined that a current performance evaluation was required prior to proceeding.

*\*\*Committee Member Andrews moved to postpone for two weeks in order to obtain current performance appraisals, seconded by Committee Member Huber. On roll call vote, the motion passed unanimously, 3-0.*

4. Other

The committee discussed reviewing the administrative wage matrix that had been developed a while ago and reviewing the current wage increase policy. This topic will be placed on an agenda.

5. Next Meeting: September 17 at 4:15 p.m.

6. Adjournment

*\*\*Committee Member Wilcox moved to adjourn, seconded by Committee Member Andrews. The motion passed unanimously 3-0.*

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,



Chairperson Kathy Wilcox



Recorder Linda Wilkins