



**MINUTES
WATAUGA CITY COUNCIL
WORKSHOP MEETING
MONDAY, MAY 23, 2022
CITY HALL COUNCIL CHAMBER, 7105 WHITLEY ROAD
5:30 PM**

CALL TO ORDER

Mayor Miner called the meeting to order at 5:32 PM

ROLL CALL

Arthur L. Miner
Lovie Downey
Pat Shelbourne
Tom Snyder
Andrew Neal
Malissa Minucci
Mark Taylor
Jan Hill

Mayor
Mayor Pro Tem/Council Member Place 3
Council Member Place 1
Council Member Place 2
Council Member Place 4
Council Member Place 5
Council Member Place 6
Council Member Place 7

and

Joshua Jones
Linda Proskey
David Berman
Sandra Gibson
Paul Hackleman
Randy Richards

City Manger
City Secretary
City Attorney
Finance Director
Director of Public Works
Assistant Director of Public Works

ANNOUNCEMENTS

Mayor said Watauga Fest was a great success and thanked the staff for a good job.

PRESENTATIONS

City Manager Josh Jones introduced Molly Decker and Katie Corder with DC Municipal Consulting.

Molly Decker presented the report on the compensation market analysis of all city positions. They looked at the current pay plan, developed a transition plan to bring the positions to the appropriate grade, and provided information on benefits and certification pay. They looked at nine peer cities. The market analysis focused on compensation only, not staffing or workload concerns.

Katie Corder provided the benefits portion of the presentation. They found that retirement,

health premiums for employees only, and vacation days were in the market. They also found that vacation day accruals, the leave cap, and health premiums for spouses and family were out of the market.

Mayor asked about the vacation leave cap.

Councilmember Taylor says he supports the changes but had questions about the transition costs and funding. He asked about vacation accrual, peer cities, certification pay, and merit pay.

Councilmember Minucci asked if they looked into whether an area or department was overstaffed, and if there are merit evaluation paramotors.

Councilmember Neal commented on the compensation below \$15 an hour and feels it's not acceptable. Believes that the minimum should be no less than 17 an hour.

Councilmember Snyder feels that the plan needs to implement and that the city employees are world-class and need to be compensated for their hard work.

Councilmember Downey agrees with Council Members Snyder and Taylor that it needs to be implemented and would also like to know how it will be funded.

Councilmember Hill agrees with council members Downey and Snyder. She also wants to see the city continue staying complete with COLAs and merit increases.

Councilmember Shelbourne is in favor of the plan. He feels the reason people leave or do not accept a job here is the pay not being competitive.

ADJOURNMENT

Mayor Miner adjourned the meeting at 6:16 PM

APPROVED: this 8th day of August, 2022.

SIGNED: this 8th day of August, 2022.

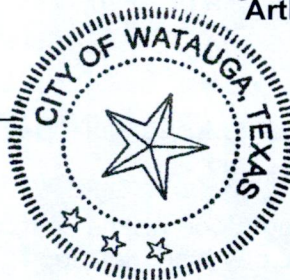
APPROVED:

Arthur L. Miner /s/

Arthur L. Miner, Mayor

ATTEST: Linda Proskey /s/

Linda Proskey, City Secretary



NOTE: Original Audio and Video Recording of this meeting is preserved and maintained by the City Secretary's Office