



**MINUTES
WATAUGA CITY COUNCIL
WORKSHOP MEETING
CITY HALL COUNCIL CHAMBER,
7105 WHITLEY ROAD,
JULY 29, 2024**

CALL TO ORDER

Mayor Arthur Miner called the meeting to order at 5:30 p.m.

ROLL CALL

The meeting convened with the following members present:

Arthur L. Miner
Malissa Minucci

Pat Shelbourne
Cris Blackburn
Lovie Downey
Andrew Neal
Mark Taylor
Jan Hill

and

Sandra Gibson
Linda Proskey
David Berman
Brian Teneyck
Deby Woodard
Paul Hackleman
Randy Richards
Jeannette Garcia
Randy Barkley
Robert Parker
Julie Rodriguez
Lana Ewell

Mayor
Mayor Pro Tem/Council Member Place 5
(Absent with notice)
Council Member Place 1 (Absent with notice)
Council Member Place 2
Council Member Place 3 (Absent with notice)
Council Member Place 4
Council Member Place 6
Council Member Place 7

Interim City Manager and Finance Director
City Secretary
City Attorney
Assist. Director of Parks and Community Srv.
Assistant Finance Director
Public Works Director
Assistant Public Works Director
Planner I
Fire Chief
Police Chief
Director of Human Resources
Director of Library Services

ANNOUNCEMENTS

There were no announcements

PUBLIC COMMENT

No requests for public testimony were received.

PUBLIC TESTIMONY FOR ACTION ITEMS

No requests for public testimony were received.

PRESENTATIONS

1. Presentation from Public Sector Personnel Consultants regarding compensation survey results.

Sandra Gibson, Interim City Manager, introduced Matthew Weatherly, President of Public Sector Consultants. Mr. Weatherly reported that there are 57 employees who fall below the minimum pay for their positions. His recommendations were to bring those employees up to the minimum prior to October 1. Then, in the new fiscal year's budget, he suggested implementing a 4% Cost of Living Adjustment (COLA) to keep up with inflation and continuing merit increases. He also recommended a 3% market adjustment for civil service positions, continuing step increases, and increasing civil service and paramedic certification pay. Additionally, he proposed developing a bilingual pay program.

Councilmember Taylor expressed concerns about employees who have been with the city for a number of years being at the minimum pay level.

Mayor Miner inquired about the current turnover rate. Julie Rodriguez, Director of Human Resources, stated that it is currently 21%.

ADJOURNMENT

Mayor Miner adjourned the meeting at 7:07 pm.

Approved: this 12 day of August, 2024

Signed: this 13 day of August, 2024

APPROVED:

Arthur L. Miner /s/
Mayor

ATTEST:

Linda Proskey /s/

Linda Proskey, City Secretary

