



**PERSONNEL COMMITTEE**  
**9:00am, Wednesday, February 12, 2020**  
**City Hall Conference Room**  
**1207 Palm Boulevard, Isle of Palms, SC**

**MINUTES**

**1. Call to order**

Present: Council members Moye and Streetman, Mayor Carroll

Staff Present: Administrator Fragoso, Asst. Administrator Hanna, HR Officer deGroot

**2. Approval of the previous meeting's minutes – January 14, 2020**

Council Member Streetman made a motion to approve the minutes of the January 14, 2020 meeting, and Mayor Carroll seconded the motion. The minutes were passed unanimously.

**3. Citizen's Comments**

Elizabeth Campsen, 32 Intercoastal Court, spoke to the Committee about the discussion of a cost-of-living increase. She said she believes that City employees are the City's most important resource but wondered if there has been enough of an increase in budget revenues to add a cost-of-living increase back into the budget.

**4. Old Business**

**A. Consideration of applications to fill vacancy in Planning Commission**

Administrator Fragoso reported that staff reached out to previous applicants to the Planning Commission about their interest, and one person replied by sending in a resume. That person has also been asked to fill out the online application. Council Member Moye reported that Rick Ferencz, Chairman of the Planning Commission, expressed the importance of having someone who lives in Wild Dunes and also someone who likes to do research as that is often a necessity for their work. Committee members would like schedule interviews the second week of March so that they can make their recommendation to City Council at their March meeting.

Council Member Moye shared that when speaking with Chairman Ferencz they spoke about how the Planning Commission could help with the pool initiative. Administrator Fragoso reviewed the advisory role of the Planning Commission to the City Council.

**B. Review of General Government's FY21 capital expenditures**

Administrator Fragoso reviewed the capital expenditures for the General Government and Building departments.

**5. New Business**

**A. Discussion of re-instating a cost-of-living adjustment for employees**

Mayor Carroll spoke strongly in favor of a cost-of-living adjustment for City employees, noting that the Public Safety department is a training ground for officers as they are often lured away to larger departments. Council Member Moyer expressed concern about the compounding effect of a cost-of-living adjustment on the budget long term. Committee members engaged in a lengthy discussion about the pros and cons of cost-of-living adjustments and merit increases.

Administrator Fragoso said she is looking into the costs of a wage & compensation study to help analyze job descriptions and pay ranges. She expressed concern about Council's willingness to enact any recommendations put forth by the study. Recommendations from a 2007 study were not implemented and caused a drop in morale at the time. Mayor Carroll reported that employees have told him they believe City Council is more interested in building a pool than compensating employees. Council Member Moyer said he would like to see staff competitively and fairly compensated.

**B. Discussion of establishing a longevity increase adjustment**

Administrator Fragoso said this idea was discussed with the Personnel Committee last year and no action was taken. This type of adjustment would be for employees who have reached the top of their pay range and are no longer eligible for pay increases. HR Officer deGroot said that three people would have been eligible last year and more will be eligible this year. Committee members agreed that eligibility should also include scoring 4 or higher on their annual evaluations. Administrator Fragoso said this could be one of the recommendations included in the wage & compensation study.

**6. Miscellaneous Business**

The next meeting of the Personnel Committee will be Tuesday, March 3, 2020 at 9:00am.

**7. Adjournment**

Mayor Carroll made a motion to adjourn, and Council Member Streetman seconded the motion. The meeting was adjourned at 10:06am.

Respectfully submitted,

Nicole DeNeane  
City Clerk