



Personnel Committee
9:00am, Tuesday, June 8, 2020
Virtual Meeting via Zoom call due to COVID-19 Pandemic
broadcasted live on YouTube: <https://www.youtube.com/user/cityofisleofpalms>

MINUTES

1. Call to Order

Present: Council Members Moye and Streetman, Mayor Carroll

Staff Present: Administrator Fragoso, HR Office deGroot

2. Approval of previous meeting's minutes – May 14, 2020

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

3. Citizen's Comments – none

4. Old Business

Discussion and consideration of including further funding for a wage and compensation study in the FY21 proposed budget

Administrator Fragoso stated that it has been decades since a wage and compensation study had been completed for the City. She said it is important for a third-party to conduct such a study to ensure that it is all-encompassing and comparative to a city like the Isle of Palms. While MASC may be able to provide some such wage information, a third-party company will have access to more data. HR Officer deGroot added that an outside organization would also be able to provide the City with clear direction on how best to implement any changes they recommend and are adopted by City Council. Administrator Fragoso said a commitment from City Council is needed to implement any proposed changes.

Committee members expressed support of the proposed scope of work provided by HR Officer deGroot. Cost of such a study could cost upwards of \$20,000 and staff is requesting up to \$20,000 be added into the FY21 budget. It is believed the process could take up to six months.

MOTION: Mayor Carroll made a motion to go forward with an RFP to hire a firm to do a wage and compensation analysis not to exceed \$20,000 and to be included in the draft of the FY21 budget in professional services under General Government. Council Member Moye seconded the motion. The motion passed unanimously.

5. **New Business -- none**

6. **Miscellaneous Business**

The next meeting of the Personnel Committee will be on Tuesday, July 7, 2020 at 9am.

7. **Adjournment**

Mayor Carroll made a motion to adjourn, and Council Member Moyer seconded the motion. The motion passed unanimously. The meeting was adjourned at 9:25am.

Respectfully submitted,

Nicole DeNeane
City Clerk