



Personnel Committee
9:00am, Tuesday, August 11, 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 – June 8, 2020

Council Member Streetman made a motion to approve the minutes June 8 meeting, and Mayor Carroll seconded the motion. The minutes passed unanimously.

3. Citizen's Comments – none

4. Old Business

Update on Wage and Compensation Study

Administrator Fragoso said she expects a full RFP document to be completed for this initiative in the next 30-45 days. After the proposals are received, staff would like to narrow down the choices to bring before the Committee for interviews prior to final selection. One of the goals is to have the final product available prior to work beginning on the FY22 budget.

Committee members agreed the proposed scope of work seems thorough. HR Office DeGroot has been reaching out to colleagues and companies that do such work for sample final products and implementation plans. Administrator Fragoso said it will be important to include the impact and effects of COVID-19 in the study.

5. New Business -- none

6. Miscellaneous Business

Council Member Moye asked for a status of IOP staff in light of the virus. Administrator Fragoso shared that while the pandemic has created some anxiety, the City's commitment to its staff helped to alleviate some of that stress. She also spoke to the importance of supporting law enforcement in light of the current climate. HR Office DeGroot has been keeping staff aware of the benefits of EAP should they be needed.

Administrator Fragoso said she intends to get feedback from the department heads about an employee appreciation event. Committee members agreed an employee appreciation event would be a good idea.

The next meeting of the Personnel Committee will be on Tuesday, September 15, 2020 at 9am.

7. Adjournment

Mayor Carroll made a motion to adjourn, and Council Member Streetman seconded the motion. The motion passed unanimously. The meeting was adjourned at 9:18am.

Respectfully submitted,

Nicole DeNeane
City Clerk