



**Special Ways & Means Committee Meeting
Budget Workshop #1
4:00pm, Thursday, March 25, 2021
Recreation Center
24 28th Avenue, Isle of Palms, SC 29451**

MINUTES

1. Call to Order

Present: Council members Pounds, Streetman, Popson, Bell, Buckhannon, Smith, Moye, Ward, and Mayor Carroll

Staff Present: Administrator Fragoso, Asst. Administrator Hanna, Treasurer Suggs, various City Department heads

2. Purpose

Council Member Pounds reviewed the goals for the discussion of the FY22 Budget: agree on budget assumptions, agree on projects, finalize merit pool decisions, get grounded on the Wage & Compensation Study, and gain agreement on the remaining variables in the budget.

A. Wage & Compensation Study – presentation by Evergreen Solutions, LLC

Nancy Berkeley from Evergreen Solutions, LLC reviewed for Council members the work that has been completed on the Wage & Compensation Study to date. There has been an 84% participation rate among staff. She also reviewed what still needs to be done in the study, including: developing a new or revising the current pay plan, assigning classifications to pay grades, develop appropriate methods for implementing the pay plan, estimate the annualized salary costs for that plan, provide training to staff, and prepare and or revise job descriptions.

She shared with Council the key factors to consider when developing a compensation philosophy and the advantages of having such a philosophy. Council members narrowed their philosophies regarding the City's market position with regards to salary, the pay range structure within the departments, and a reward strategy.

B. Discussion of the FY22 Budget

Council Member Pounds reviewed the City's debt schedule and key budget initiatives in the FY22 budget. Council members briefly discussed the prioritization of the electrical undergrounding projects and agreed they would like to see if Dominion could complete the project at the marina first.

The FY22 budget projects revenues of approximately \$18.9M and expenditures of \$20.9M. Council Member Pounds also reviewed a summary detailing personnel costs and FTEs. Council members discussed merit pool options for FY22.

MOTION: Council Member Pounds made a motion to “recapture the FY20 budgeted merit of 2.5% and add it to the FY21 budget of 2.0% that is already on board and put in a 2.5% merit for FY22.” Mayor Carroll seconded the motion. The motion passed unanimously.

Council members then reviewed possible additions to the first draft of the FY22 budget including financing the new pumper truck, beautifying the property at 7th Avenue and Palm Boulevard, and insurance premiums for the marina dock. Placeholder amounts in future budgets were also noted.

Council Member Smith requested budget information in a “more digestible format” be made available to the public prior to the next budget discussion.

3. Adjournment

Council Member Buckhannon made a motion to adjourn and Council Member Popson seconded the motion. The meeting was adjourned at 5:49pm.

Respectfully submitted,

Nicole DeNeane
City Clerk