



Personnel Committee
9:00am, Wednesday, June 9, 2021
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 Bell, Buckhannon, and Moye

Staff Present: Administrator Fragoso, HR Officer Ladd

2. Approval of previous meeting's minutes

MOTION: Council Member Bell made a motion to approve the minutes of the May 4, 2021 meeting. Council Member Buckhannon seconded the motion. The motion passed unanimously.

3. Citizens' Comments – none

4. Old Business

A. Update on Wage and Compensation Analysis project

HR Officer Ladd reported that she has met with all department heads to review current classification job titles and Class Adjustment Scores. Two positions were moved from non-exempt to exempt. Some job title changes were recommended to be more in line with the industry standards.

City staff is to provide Evergreen with feedback on the pay scale layout for the Fire and Police departments. Evergreen is still slightly behind the work schedule they presented in April, mostly due to staff input and changes.

B. Discussion of referendum question on reducing the size of City Council

Administrator Fragoso reminded committee members that the referendum question must be one question on one issue. The deadline to submit the question to the Board of Elections is mid-August, so City Council will need to approve by its July meeting. Options for how to reduce the size of City Council have been reviewed by the City Attorney and were included in the meeting packet.

Committee members expressed preference for a hybrid of the two options presented. For two election cycles, the candidate receiving the least amount of votes for the open seats would serve a two-year term. Committee members stressed the importance of all winning candidates to

understand the length of their term from the beginning of the term. Administrator Fragoso will have Attorney Hinchey draft something for City Council to have for First Reading at the end of the month.

5. New Business

A. Interview of candidate for City Attorney

Council Member Bell said it is important to understand the future legal strategy of the City when hiring a City Attorney.

MOTION: Council Member Moye made a motion to enter into Executive Session according to §30-4-70(a)(1) to discuss personnel matters with regards to interviewing a candidate for City Attorney. Council Member Bell seconded the motion. The motion passed unanimously.

The Personnel Committee went into Executive Session at 9:17am.

The Personnel Committee returned from Executive Session at 9:37am. Council Member Moye said no decisions had been made.

B. Discussion of altering the hiring process to fill department head vacancies

Council Member Moye questioned the Personnel Committee's place in the hiring of department heads. He believes that while the City Council should hire the City Administrator, the City Administrator should be the one filling department head vacancies. Council Member Bell agreed that City Council members have no long-term accountability for these hires and often no expertise in the working of an individual government department. Council Member Buckhannon supported the idea as well, adding that City Council does not need to micromanage the process and should support the City Administrator's decisions.

Administrator Fragoso said a proposed change in the language will be on the City Council agenda for June.

C. Discussion and consideration of nomination of Howard Hogue "Beach Santa" for a Signal 30 award

MOTION: Council Member Bell made a motion to recommend to City Council the Signal 30 Award be given to Howard "Beach Santa" Hogue. Council Member Buckhannon seconded the motion.

Council Member Moye thanked Council Member Smith for the well-deserved recognition. Administrator Fragoso describe the award.

VOTE: The motion passed unanimously.

D. Consideration of applications for ATAX vacancy ending 12/31/2023

Administrator Fragoso said one of three applicants for the opening on ATAX will fill the term vacated by Julise Spell. The term will end 12/31/2023. The opening must be filled with someone

with experience in the lodging industry. Committee members interviewed two of three candidates, Dudley Spangler and Glenda Nemes. Both Mr. Spangler and Ms. Nemes are short-term rental owners on the island.

6. Miscellaneous Business

The next regular meeting of the Personnel Committee will be Tuesday, July 6, 2021 at 9am.

7. Adjournment

Council Member Buckhannon made a motion to adjourn, and Council Member Bell seconded the motion. The motion passed unanimously. The meeting was adjourned at 10:06am.

Respectfully submitted,

Nicole DeNeane
City Clerk