



### **Special City Council Meeting**

5:00 p.m., Monday, December 18, 2023

Council Chambers

1207 Palm Boulevard

Isle of Palms, South Carolina

### **Public Comment:**

Citizens may provide public comment here:

<https://www.iop.net/public-comment-form>

### **Agenda**

1. **Call to Order** and acknowledgement that the press and public were duly notified of the meeting in accordance with the Freedom of Information Act.
2. **Purpose** – Discussion and consideration of recommendations from the Administration Committee of wage and compensation adjustments based on market analysis.
3. **Executive Session** - Executive Session in accordance with S.C. Code Section 30-4-70 (a) (1) to discuss the annual performance evaluation of the City Administrator. Upon returning to open session, Council may take action on matters discussed in Executive Session.
4. **Adjournment**

**Fire**

Implementation Option	Total Implementation Cost	# Employees Receiving Adjustments	Average Salary Adjustment	Average Percentage Adjustment
Bring to New Minimum	\$143,327.91	36	\$ 3,981.33	8.2%
Class Year Parity	\$327,616.39	36	\$ 9,100.46	16.8%
Hire Year Parity	\$327,616.39	36	\$ 9,100.46	16.8%
Current Range Penetration	\$308,841.21	36	\$ 8,578.92	15.8%
Current Range Penetration Capped at 7.5%	\$202,323.07	36	\$ 5,620.09	10.8%
Step to Step - All Fire Employees	\$290,700.86	36	\$ 8,075.02	14.9%
Step to Step - F01-F03	\$196,351.29	28	\$ 7,012.55	14.5%
Step Movement with 10% Cap - F04-F05	\$61,639.01	8	\$ 7,704.88	10.8%
Step Plus One	\$321,950.69	36	\$ 8,943.07	16.5%
Hybrid Year	\$327,616.39	36	\$ 9,100.46	16.8%
Compa Ratio	\$358,321.44	36	\$ 9,953.37	18.7%
Discounted Compa Ratio	\$288,122.95	36	\$ 8,003.42	15.0%

**Police**

Implementation Option	Total Implementation Cost	# Employees Receiving Adjustments	Average Salary Adjustment	Average Percentage Adjustment
Bring to New Minimum	\$84,470.51	21	\$ 4,022.41	7.9%
Class Year Parity	\$201,196.26	21	\$ 9,580.77	16.4%
Hire Year Parity	\$201,196.26	21	\$ 9,580.77	16.4%
Current Range Penetration	\$186,043.40	21	\$ 8,859.21	15.2%
Current Range Penetration Capped	\$122,202.57	21	\$ 5,819.17	10.5%
Step to Step - All Police Employees	\$171,247.70	21	\$ 8,154.65	14.1%
Step to Step - P01-P03	\$148,574.20	19	\$ 7,819.69	14.0%
Step Movement with 10% Cap - P04-P05	\$16,548.30	2	\$ 8,274.15	10.9%
Step Plus One	\$190,660.12	21	\$ 9,079.05	15.7%
Hybrid Year	\$201,196.26	21	\$ 9,580.77	16.4%
Compa Ratio	\$217,250.16	21	\$ 10,345.25	18.1%
Discounted Compa Ratio	\$171,602.54	21	\$ 8,171.55	14.3%

### General/Administrative

Implementation Option	Total Implementation Cost	# Employees Receiving Adjustments	Average Salary Adjustment	Average Percentage Adjustment
Bring to New Minimum	\$55,348.70	19	\$ 2,913.09	6.6%
Class Year Parity	\$247,023.59	36	\$ 6,861.77	11.6%
Hire Year Parity	\$337,059.05	39	\$ 8,642.54	13.1%
Current Range Penetration	\$291,807.90	44	\$ 6,632.00	9.9%
Current Range Penetration Capped	\$160,826.62	44	\$ 3,655.15	6.2%
Hybrid Year	\$266,651.16	37	\$ 7,206.79	11.2%
Compa Ratio	\$279,570.23	45	\$ 6,212.67	9.2%
Discounted Compa Ratio	\$214,537.75	40	\$ 5,363.44	7.9%

Implementation Option	Description
Bring to New Minimum/Closest Step	A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If their salary is already within the proposed pay range, no adjustment is made. The employee is then moved to the next highest/closest step.
Class Year Parity	This option aims to re-align an employee's salary within their recommended range based on how long they have worked in their current classification. This is done on the basis of 30 year career trajectory, where an employee with 15 years of experience would be placed at the midpoint, whereas an employee with 30 or more years would be at maximum. The employee is then moved to the next highest/closest step.
Hire Year Parity	This option aims to re-align an employee's salary within their recommended range based on how long they have worked with the District overall. This is done on the basis of 30 year career trajectory, where an employee with 15 years of experience would be placed at the midpoint, whereas an employee with 30 or more years would be at maximum. The employee is then moved to the next highest/closest step.
Current Range Penetration	A calculation is performed to determine the percentage through the current range an employee's salary falls. The employee's recommended salary calculation will place them at the same percentage through the proposed range. For example, if an individual is 40 percent through their current range, they are brought to 40 percent through the recommended range. The employee is then moved to the next highest/closest step.

<b>Current Range Penetration Capped at 7.5%</b>	A calculation is performed to determine the percentage through the current range an employee's salary falls. The employee's recommended salary calculation will place them at the same percentage through the proposed range or at a rate no more than a 7.5% increase to their current salary.
<b>Step to Step</b>	This option calculates the cost of keeping each employee on their current step within the new proposed plan.
<b>Step Plus One</b>	This option calculates the cost of moving each employee up one step from their current step using the new proposed plan.
<b>Hybrid Year</b>	A calculation that places employees into their newly recommended ranges based on a hybrid between their time spent in their current classification title and total time with the organization.
<b>Compa Ratio</b>	A calculation is performed to evaluate an employer's current ratio to their grade midpoint. The ratio is then applied to place employees into their new range at the same ratio vs. the midpoint. For example employees who are at the midpoint now (100% compa ratio) would be place at their new range midpoint.