



**Special Administration Committee Meeting  
Thursday, December 7, 2023, 1:30pm  
1207 Palm Boulevard, Isle of Palms, SC and  
broadcasted live on YouTube: <https://www.youtube.com/user/cityofisleofpalms>**

**MINUTES**

**1. Call to Order**

Present: Council members Bogosian, Pierce and Streetman

Staff Present: Administrator Fragoso, Director Kerr, various department heads

**2. Purpose**

**Discussion and consideration of wage and compensation study results and recommendations**

Committee members remarked on the helpfulness of the new data provided by Evergreen. Council Member Bogosian said the goals of this review of the wage and compensation study: to create “a sustainable philosophy to go forward with; two, achieves compensation for City employees that is competitive with surrounding communities for equivalent responsibilities; three, stays within the City’s current budget constraints or identified funding sources; and four,” hiring and retention practices.

He noted that he has requested full and half-year financial impacts and funding sources of the model selected by the Committee. He suggested increasing Public Safety salaries to 60% of market rates and 50% for General government salaries. He would like the Public Safety ranges be set at 40% and the removal of COLA for the executive leadership team. He also detailed caps and range penetrations for General Government positions.

Council Member Bogosian asked Chief Cornett and Chief Oliverius about their current and past experiences with pay ranges and hiring people with several years of experience. They both agreed that having flexibility in hiring pay ranges based on experience will be critical in attracting and keeping qualified personnel. Administrator Fragoso said it will be important to continue to identify ways to keep competitive salaries for Public Safety staff.

Administrator Fragoso reiterated the changes requested by the Committee for further financial analysis: “for Police and Fire step plan, we are looking at the 60<sup>th</sup> percentile and 50<sup>th</sup> percentile for the general pay plan. You would like to see a 40% range spread for both Police and Fire’s steps and a 50% range spread for the General pay plan. You would like to see the ranges for grades 100-108 that is not adjusted by COLA, and then you would like to see total fully loaded cost by step adjustments for Police and Fire with some minor changes...and then for General Government, we are looking at a current range penetration with the new salary ranges presented

by Evergreen for G1to G10 that capped at 7.5%, which is very close to the average that a current range penetration would include anyway, and then the fully loaded cost of the General Administration pay plan of G100-G108 capped at 5.5%.”

Administrator Fragoso noted that 12% of personnel costs are covered by tourism funds.

Council Member Bogosian said he would like to see Council fund an amount of money that will allow Administrator Fragoso and department heads to effectuate the changes he is proposing.

**4. Miscellaneous Business**

The next meeting of the Administration Committee will be Tuesday, December 12, 2023 at 3:00pm to further discuss the Wage & Compensation Study and make a recommendation to City Council.

**5. Adjournment**

Council Member Streetman made a motion to adjourn, and Council Member Pierce seconded the motion. The meeting was adjourned at 2:04pm.

Respectfully submitted,

Nicole DeNeane  
City Clerk