



DATE: August 14, 2024

TO: Independent Salary Commission

FROM: Matt Smith, Assistant Director HR, 452-7936
Human Resources

SUBJECT: Orientation of current councilmember salary and benefit schedules and compensation concepts.

Tonight, August 14th, will be the second meeting of the salary commission. At the prior meeting, on July 31st, after receiving an orientation to their roles and responsibilities and a training on open government, the commissioners expressed an interest in learning more about the task before them, on compensation practices, and what they would be doing in consultation with Gallagher, who has been hired by the city as a compensation consultant to the Commission.

To provide a solid foundation for the work that the commission will be doing to fulfill its responsibilities, HR will present a brief overview consisting of:

1. A review of what are the responsibilities of the commission and how the consultant will aid them in fulfilling those duties.
2. Review the current schedules of benefits, salaries, and job descriptions for council members as a starting place.
3. A review of basic compensation concepts that may help the commission productively work with the consultant.

At the conclusion of the discussion, Staff will be asking for direction on what issues and data the commissioners would like to discuss with the consultant in anticipation of the first meeting with them on August 28th