**CM Becton and CM Boyer Noticed Meeting Minutes**

August 27, 2015

5 p.m.

**Topic: Returning base pay rates of employees after the 2010 2 percent reduction**

**Location:** Conference Room B, 4th Floor City Hall, 117 West Duval Street.

**In Attendance:** Council Member Danny Becton, Council Member Lori Boyer, Council Member Scott Wilson, Council Member Sam Newby, Council Member Anna Lopez Brosche, Michael Weinstein, Acting Chief Financial Officer; Kelli O’Leary, Employee Services; Kim Taylor, Council Auditor’s Office; Brian Parks, Council Auditor’s Office; Kyle Billy, Council Auditor’s Office; Kirk Sherman, Council Auditor; Peggy Sidman, Deputy General Council; Ali Korman Shelton, Mayor’s Office; Chiquita Moore, ECA At-Large Group 5; Katie Schoettler, ECA District 4; Kevin Kuzel, ECA District 14; and Dan Macdonald; ECA District 11.

**Meeting convened:** 4:30 p.m. Monday August 24, 2015.

Council Member Danny Becton chaired the meeting and asked Michael Weinstein about the costs of returning the 2 percent cut in base pay that was reduced through the budget process in 2010. Mr. Weinstein presented three charts (enclosed in minutes packet). If it were as simple as reinstating base salaries to prior to the 2010 levels sums needed for reimbursements are as follows:

1. Current Employees (excluding FOP, IALL and non-rep JSO): $1,686,941.61
2. Current FOP Employees: $3,560,604.00
3. Current IAFF Employees $1,244,257.00

These sums do not include benefits.

Mr. Weinstein continued that this is hardly a simple issue in that the city can’t just return the 2 percent status because many of those affected are covered by union contracts. Such increases would have to be negotiated in collective bargaining. There may be difficulty in reinstating some members of a union who have not received any wage increase and not do the same for members who may have received a pay increase through promotion or changing in jobs within the city.

Mr. Weinstein said every employee has a different story and circumstance, which complicates the matter further. The $2.3 million set aside for collective bargaining in the administration’s proposed budget was intended to be a one-time bonus to employees. Again, this involves the collective bargaining process. This involves bargaining with the separate unions.

Council Member Lori Boyer said she is concerned about the employees making wages in the $30,000 range who are not eligible for STEP raises. She wants to acknowledge the value of the service of these employees.

Council Member Becton expressed concerns about base wages, which had been reduced by 2 percent. He’d like to see the base wages returned to the pre-2010 levels. He wondered why the 2 percent could be removed through the budgetary process but it cannot be reinstated the same way. Mr. Weinstein said the complications come in when some general employees took the cut, some unions took a partial cut and other unions refuse to take any cut. Mr. Weinstein said he doubts such cuts would ever be made this way again.

Deputy General Counsel Peggy Sidman advised that if discussions of salary restoration went much further it would be more appropriate to hold these discussions in a shade meeting because it involved potential bargaining strategy.

The discussion moved to the affect reinstatement would have on retirement pay and those opting to leave to take advantage of their highest pay provision on which retirement pay would be based. Ms. Sidman reminded that many employees have to make a choice by 2017 if the 2 percent is not returned. Another twist is if in the case of Police and Fire, if the 2 percent is reinstated, the city has to increase its contributions by another 4 percent. Mr. Weinstein said.

Council Member Scott Wilson, citing his own career working with the city in several capacities, would like to see an emphasis placed on those employees in the $30,000 range.

Ms. Sidman was charged with researching language for possible inclusion at the Friday August 28 Budget Meeting that reflects the sentiment of this meeting so that it can be officially entered into the budget documents as to state what the City Council would like to see concerning this matter.

The meeting adjourned at 5:16 p.m.

Minutes packet includes: Meeting notice, minutes, meeting audio, sign in sheet, three salary charts prepared by the administration.

Minutes reflect the general topics covered in this meeting and is not intended to be a transcript. Minutes prepared by Dan Macdonald, ECA District 11.