

Thursday, March 25, 2021
WAYS AND MEANS COMMITTEE - **Special Session**
MINUTES

1. CALL TO ORDER AND ROLL CALL

A. Call To Order

Chairwoman Sims called the meeting to order at 5:30 pm.

B. Roll Call

The following members were Present:

Chairwoman Sims – Present Alderman Gould – Present

Alderwoman O'Neill - Present Alderwoman Tice – Present

Other members in attendance included Lynda Higbee and Darren Huffty, both presenters from Higbee and Associates.

2. APPROVAL OR AMENDMENT OF THE AGENDA

A. Approval or Amendment of The Agenda

Agenda was approved by acclamation.

3. ANNOUNCEMENTS, APPOINTMENTS, PROCLAMATIONS AND RECOGNITIONS - None

4. REPORT OF COMMITTEE CHAIR AND ALDERMEN

A. Chairwoman Sims - No Report

B. Alderman Gould – No Report

C. Alderwoman O'Neill – Reported she will not be available for the April 1st Meeting.

D. Alderwoman Parker Tice – No Report

5. CITY ADMINISTRATOR REPORT

A. American Rescue Plan Act Update

Bola shared that President Biden signed the American Rescue Plan Act into law. There are many similarities from the previous Bill in 2020, however, this one provides greater monetary allocation for the City. Department Directors have been asked to develop and submit eligible expenditures to be presented at a future Ways and Means Committee meeting, with discussion and recommendation for the Board of Aldermen at a subsequent meeting.

B. Presentation of the Compensation and Benefits Study Report

Linda Higbee and Darren Huffty with Higbee and Associates shared the screen showing a Powerpoint presentation on compensation and benefits. (Document available in BoardDocs)

In summary regarding the compensation plan – decisions need to be made regarding pay philosophy – to keep the same strategies or make a change for Uniform and Non-Uniform groups. Also, whether or not a one-time lump sum payment for compensation should be made. In summary regarding the benefits plan - data shows Brentwood is similar to comparator cities with an exception to first year employee vacation and possible modifications to Life insurance multiplier based on salary.

Alderpersons agreed that the committee was not yet ready to make recommendations and would need time to digest comprehensive plan and run budget scenarios for long term costs. Bola suggested an approach of looking at things in steps to help with the decision-making process.

Motion was made by Alderwoman Tice and seconded by Alderman Gould for Jason to put together a proposal for vacation policy for 1st year employees. While the committee all seemed to agree, discussion then progressed to other proposed recommendations from Jason regarding life insurance caps, and then progressed to discussion about what Lynda and team would be bringing back to the next meeting. No vote was actually taken.

Lynda and her team, along with Jason, will bring back numbers regarding the option for a one-time lump sum compensation, the numbers using standard deviation or not (although best practice is to use standard deviation) and numbers for the 85% vs current 75% for all employees (uniform and non-uniform) which would be a philosophy change if decision changes from current level.

Committee will look to revisit items and discuss at April 1 meeting, inviting Lynda and Darren from Higbee and Associates back for the discussion.

6. DEPARTMENT REPORT - No Report

7. CONSENT AGENDA

A. Minutes Approval - Minutes from 8.20.20 and 3.4.21 were approved by acclamation.

8. CITIZEN COMMENTS - None

9. ADJOURNMENT

A. Adjournment

Motion was made by Alderwoman Tice and Seconded by Alderman Gould to adjourn the meeting.

Motion carried by unanimous voice vote.

Meeting adjourned at **7:33 PM**