MINUTES BOARD OF COMMISSIONERS December 28, 2020 Special Meeting

Call to Order

The meeting was called to order by Jim Hunt, Mayor, at 3:16 p.m.

Commissioners present

James Hunt, Mayor Rusty Moore, Vice-Mayor Louise Bryan Haley Dale

City staff members present

Beth Reardon, City Manager

1. Consideration of Employee Salary Increases

This item has been deferred from the regular meeting on December 16, 2020.

Mayor Hunt stated that City Manager Reardon had written a memo proposing a 2% across the board salary increase effective January 1, 2021, along with a \$500 catch-up bonus payment for each employee, in light of the fact that the FY 20-21 budget initially was approved with no compensation increases due to the uncertainty of COVID19. Mayor Hunt encouraged discussion about other options than the ones suggested by Reardon, while being aware of possible feedback (positive or negative) from residents. He also reminded everyone that this current fiscal year is the last year of the Hall Tax payments.

Vice-Mayor Moore asked for clarification on the total cost to the City. Reardon's memo stated a 2% increase effect Jan. $1^{\rm st}$ would add an additional \$15,000 to the City expenses. Mayor Hunt stated that adding the City 's portion of social security tax and retirements contributions would bring the actual expense up to about \$20,000 for the six-month period left in this fiscal year.

Commissioner Bryan asked when the last increase was given and how much. Reardon states it was 2.2%, effective July 1, 2019. Commissioner Dale stated she had read the Salary Study report from 2017 and wondered if Belle Meade was competitive with benefits, especially health insurance. Reardon stated that was one of the study results - Belle Meade was behind other comparable cities locally for their portion of the health premium. However, the Commissioners at that time took action to increase the City portion of the health insurance premium, so we are now competitive. Reardon also mentioned that the 2017 study highlighted a few employees that needed extra compensation to be competitive within their department (police), and those situations were resolved. Commissioner Dale asked if our police salaries are comparable with other surrounding agencies. Reardon stated that prior to COVID, they were competitive. All Commissioners discussed how well the City has run this year despite COVID and how much has been accomplished by the staff, even with disruptions.

Mayor Hunt made a recommendation for a 2% raise and a \$1,000 bonus. He asked for discussion. Vice-Mayor Moore agreed with those amounts. Commissioner Dale was in favor of a higher percentage and asked the City Manager if she would recommend more. Reardon answered that if it were not for the pending uncertainty of COVID on revenues for the next 6 months of this fiscal year, she would ask for more than 2%. Mayor Hunt said this

should be studied again in a few months when we are preparing the budget for 2021-2022.

Vice-Mayor Moore made a motion to adopt a 2% raise and a \$1,000 per employee bonus. Mayor Hunt seconded and asked for a roll call vote.

The Commissioners stated they would like to draft a letter to the employees announcing the salary increase and bonus and asked City Manager Reardon to keep the results of this meeting quiet until the letter is drafted. Reardon stated she appreciated the Commissioners decision and knows it will mean a lot to the employees as well.

Motion t	o approve:	Moore	Second:	<u>Hunt</u>	Vote:	All aye
Meeting	adjourned a	t 3:54 p.m				
			Ma	yor James	V. Hun	Ē
			Be	th Reardon	n, City	Manager