

DRAFT

**WORK SESSION OF THE COMMON COUNCIL
OF THE CITY OF EL MIRAGE
EL MIRAGE CITY COUNCIL CHAMBERS
10000 N. EL MIRAGE ROAD
5:00 PM -TUESDAY, OCTOBER 6, 2020**

Minutes

1. ROLL CALL

Present: Mayor Alexis Hermosillo; Vice Mayor Roy Delgado; Councilmember Monica Dorcey; Councilmember Anita Norton; Councilmember Kallimayor Richards; Councilmember David Shapera; Councilmember Donna Winston (online)

2. CALL TO ORDER - The meeting was held online and publicly with limited access; called to order at 5:00 pm.

3. WORK SESSION PRESENTATION

1. Presentation and discussion of the proposed classification and compensation study with Lori Messer, Logic Compensation Group, LLC. (Human Resources)

Human Resources Director Dawn Kurek introduced Lori Messer with Logic Compensation Group, LLC. Ms. Messer presented a PowerPoint presentation with their proposal to conduct a study encompassing 190 employees in approximately 75 job classifications. Ms. Messer stated the goal was to reduce the number of job classifications by focusing on the type and level of work being performed versus a position-specific system. The study is organized in four phases and estimated to be complete February 2021.

Councilmember Shapera expressed his expectation that Councilmembers' compensation/benefits would be included in the study. Vice Mayor Delgado asked what practices would be used to alleviate employee concerns during the interview process and Ms. Messer stated that the best practice is to provide a safe environment for open and relaxed conversation without leadership present. City Manager Dyches stated her understanding of the current compensation philosophy is to be comparable with other West Valley cities within fifty percent of the market and asked if Council had any recommended changes. Councilmember Shapera requested clarification from Finance Director Robert Nilles on the City's percentile and suggested the City increase to a sixty percentile. Mr. Nilles confirmed the fifty percentile rate and stated an analysis on the sixty percentile could be done to provide a cost for implementation. Mr. Nilles identified Avondale, Buckeye, Tolleson, Goodyear, Surprise, Peoria, Glendale, and El Mirage as the cities for comparison. Councilmember Dorcey asked for an evaluation of the hiring process and whether problems exist with attracting good prospects. Councilmember Shapera states the study should address present but also future hiring practices. Ms. Messer the biggest challenge with organizations for retaining and attracting people was career growth, particularly in smaller organizations and that is where higher pay can create more participation.

4. ADJOURNMENT - The meeting was adjourned at 5:31 pm.

Alexis A. Hermosillo, Mayor

ATTEST:

Sharon Antes, City Clerk

I hereby certify the aforementioned minutes are a true and accurate record of the El Mirage City Council Work Session held on Tuesday, October 6, and a quorum was present.

Sharon Antes, City Clerk