

Council Compensation Committee
Goodyear City Hall
190 North Litchfield Road, Room 117
Goodyear, AZ 85338



Monday, October 14, 2021

3:30 p.m.

Meeting Minutes

CALL TO ORDER

Lyman Locket called the meeting to order at 3:35pm.

ROLL CALL

Present: Committee Chair Susan Schmelzer; Committee Vice Chair Carl Hamilton; Committee Member Kelly Kessler; Committee Member Jarrett Hickman; Committee Member Paul Gioia

Staff Present: Human Resources Director Lyman Locket; City Clerk Darcie McCracken; Total Compensation and HRIS Manager Jeanni Ruddy

PUBLIC COMMENTS

Before you begin to speak, identify yourself by clearly stating for the record, your name and address. This is the time for citizens who would like to address the Board on any non-agenda item within the jurisdiction of the Board. The Board will listen to comments, and may take any one of the following:

- Respond to criticism.
- Request that staff investigate and report on the matter.
- Request that the matter be scheduled on a future agenda.

BUSINESS

1. Administer Oath of Office to Committee Members (Darcie McCracken, City Clerk)

City Clerk Darcie McCracken administered the Oath of Office to all Committee Members.

2. Overview of Open Meeting Law (Darcie McCracken, City Clerk)

City Clerk Darcie McCracken presented an overview of the Open Meeting laws.

3. Review of Committee ByLaws (Lyman Locket, Human Resources Director)

Human Resources Director Lyman Locket reviewed the bylaws and went over the responsibility of the committee member positions.

4. Election of Committee Chair and Vice-Chair (Lyman Locket, Human Resources Director)

MOTION BY Committee Member Paul Gioia, **SECONDED BY** Committee Member Jarrett Hickman to elect Susan Schmelzer as Committee Chair. The motion carried by the following vote:

AYE: Committee Chair Susan Schmelzer, Committee Vice Chair Carl Hamilton, Committee Member Kelly Kessler, Committee Member Jarrett Hickman, Committee Member Paul Gioia

Passed - Unanimously

MOTION BY Committee Member Paul Gioia, **SECONDED BY** Committee Member Jarrett Hickman to elect Carl Hamilton as the Committee Vice Chair. The motion carried by the following vote:

AYE: Committee Chair Susan Schmelzer, Committee Vice Chair Carl Hamilton, Committee Member Kelly Kessler, Committee Member Jarrett Hickman, Committee Member Paul Gioia

Passed - Unanimously

5. Review of Benchmark Data for Council Compensation (Jeanni Ruddy, Total Compensation and HRIS Manager)

Total Compensation and HRIS Manager, Jeanni Ruddy, reviewed the survey data from 11 benchmark cities in the Phoenix metro area compared to Goodyear. The Mayor salary is at 60.7% of market average. The Vice Mayor salary is at 57.33% of market average and the Councilmember salary is at 44.4% of market average. She also reviewed the benefits offered to Elected Officials. All cities provide Elected Officials with same health benefits provided to full-time employees. Goodyear and Buckeye are the only two cities that do not provide the Elected Officials Retirement Plan (EORP) to their Elected Officials. The Committee asked city staff to provide more details on additional benefits offered such as mileage, cell phone allowance, deferred compensation contribution, retirement health savings account contribution, memberships, travel, tuition assistance, stipends, etc. to review at the next meeting.

6. Formulate recommendation for Council Compensation (Lyman Locket, Human Resources Director)

The Committee discussed the amount of increase set by the Charter that requires a vote by the citizens. A recommendation of 5.1% or more does require a vote. The next election is in November 2022. The Committee is considering a 5% recommendation and looking at the additional benefits offered by other cities in the next meeting before making a final recommendation.

7. Review the date, time and location of the next meeting (Committee Chair)

Next meeting is schedule for Wednesday, November 17, 2021 at 3:30pm at City Hall in Room 117.

INFORMATION ITEMS

Comments, Commendations, Report on Current Events and Presentations by Board, Commission or Committee Members, staff or members of the public. The members may not propose, discuss, deliberate or take any legal action on the information presented pursuant to A.R.S. § 38-431.02.

ADJOURNMENT

Committee Chair Schmelzer adjourned the meeting at 5:54pm.

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Committee and to the general public that the Committee will hold a meeting open to the public. Public body members of the city of Goodyear will attend either in person or by telephone conference call and/or video communication.

THE CITY OF GOODYEAR ENDEAVORS TO MAKE ALL PUBLIC MEETINGS ACCESSIBLE TO PERSONS WITH DISABILITIES. With 48-hour advance notice, special assistance can be provided for sight and/or hearing-impaired persons at this meeting. Reasonable accommodations will be made upon request for persons with disabilities or non-English speaking residents. Please call the City Clerk (623) 882-7830 or Arizona Relay (TDD) 7-1-1 to request an accommodation to participate in this public meeting.

LA CIUDAD DE GOODYEAR PROCURA HACER TODA JUNTA PUBLICA ACCESIBLE A PERSONAS CON DISCAPACIDADES. Con un aviso de 48 horas por adelantado se puede proveer asistencia especial a personas con discapacidades visuales o auditivas durante la junta. Se harán adaptaciones razonables con previa solicitud para personas con discapacidades o para residentes que no hablan inglés. Favor de llamar a la Secretaria Municipal al (623) 882-7830 o Retransmisión de Arizona (TDD) 7-1-1 para solicitar adaptaciones para participar en la junta pública.

POSTING VERIFICATION

This agenda was posted on _____ at _____ p.m. by (enter initials here).