



RECORD OF PROCEEDING

MEETING OF THE CITY COUNCIL OF THE CITY OF CHESTERFIELD AT 690 CHESTERFIELD PARKWAY WEST

APRIL 10, 2017

The meeting was called to order at 5:30 p.m.

Mayor Bob Nation led everyone in the Pledge of Allegiance and followed with a moment of silent prayer.

A roll call was taken with the following results:

PRESENT

Mayor Bob Nation
Councilmember Barry Flachsbart
Councilmember Barbara McGuinness
Councilmember Guy Tilman
Councilmember Dan Hurt
Councilmember Randy Logan
Councilmember Tom DeCampi

ABSENT

Councilmember Bridget Nations
Councilmember Nathan Roach

REPORT FROM THE CITY ADMINISTRATOR

City Administrator Mike Geisel stated that the purpose of this meeting was for the City's Consultant to get feedback from the elected officials about the Compensation and Benefits Study.

Finance Director Craig White introduced Joe Rice, Compensation Consulting Project Manager for CBIZ Talent & Compensation Solutions (CBIZ). Mr. Rice gave a brief summary of the planned procedures and processes relative to the compensation and

benefits study, including background information for CBIZ and an overview of the methodology that will be used in performing the study. The main phases of the study will consist of planning and data gathering, market analysis for compensation and benefits, and designing a recommended salary structure. CBIZ will then assess the financial impact of implementing the recommended compensation practices and provide new or updated salary administration policies and procedures that provide direction for maintaining the compensation plan as may be necessary. CBIZ will provide program update recommendations for the next five years, including salary structure adjustments and budgeted salary increases of other organizations. These updates will ensure the new compensation system remains competitive.

Mr. Rice asked Council to share questions, concerns and suggestions about the process. Councilmember McGuinness asked if specific benefits would be analyzed. Mr. Rice responded that the combined cost of all benefits offered will be compared with other organizations, rather than looking at individual benefits. Finance Director Craig White stated that specific items such as deductible reimbursement or retirement plan contribution can be incorporated into the scope of engagement and looked at specifically.

Councilmember Hurt strongly encouraged comparing City positions with both private and public sector positions. Councilmember Tilman asked if City positions would be compared to the private sector across the board. Mr. Rice responded that positions will be compared based on a job task analysis, rather than just a generic job title. He continued by explaining that some job functions will be appropriate to compare with the broader market including private sector; other job functions, ones that are more City specific, may not have as much comparison with the private sector.

Mayor Nation asked if this study will require an entirely different pay plan structure and Mr. Rice responded that they will look at the current structure and make recommendations. If it is less disruptive to keep the current pay structure, modifications can be made.

Mayor Nation recognized some police officers in attendance and offered the opportunity to make comments. Sgt. Laura Obermeyer expressed appreciation for the current retirement benefit provided by the City, but stated that the Police Department would prefer a defined benefit rather than the current defined contribution. She continued by stating that there is a problem with "compression" in the Police Department and most officers are well below their salary midpoint; these issues have caused turnover in the Police Department.

Mr. Rice asked Council how the City wants to compare to the market. Councilmember Flachsbart responded that the City currently has a policy stating that compensation should be within the top five comparable cities. Mayor Nation suggested that the City wants to offer a pay structure that attracts, retains and rewards the highest caliber of employee, but the "top five" policy needs to be changed. Discussion ensued regarding the policy and whether it should be re-evaluated. Councilmembers Hurt and Logan were in agreement that they would like employees to be paid higher than median, if the City can afford it.

Mr. Rice summarized his understanding that Council would like to target something above the middle of the market.

ADJOURNMENT

There being no further business to discuss, Mayor Nation adjourned the meeting at 6:37 p.m.

Bob Nation
Mayor Bob Nation

ATTEST:

Vickie J. Hass
Vickie J. Hass, City Clerk

APPROVED BY CITY COUNCIL: 4/19/17