

Work Session of the Suffolk City Council was held in the City Council Chamber, 442 West Washington Street, on Wednesday, February 16, 2022, 4:00 p.m.

PRESENT

Council Members -

Michael D. Duman, Mayor, presiding

Leroy Bennett, Vice Mayor

Shelley Butler Barlow

Roger W. Fawcett

Donald Z. Goldberg

Timothy J. Johnson

Lue R. Ward, Jr.

LeOtis L. Williams

Erika S. Dawley, City Clerk

William E. Hutchings, Jr., City Attorney

Albert S. Moor, City Manager

ABSENT

None

COMPENSATION PLAN UPDATE

City Manager Moor introduced Human Resources Assistant Director Jessica Stallings. Utilizing a PowerPoint presentation, Human Resources Assistant Director Stallings gave an update about the above referenced item.

Referring to the presentation, Council Member Goldberg asked about the preparation of a 70% credit for time of service methodology for the City's employee compensation plan. Referring to presentation, City Manager Moor reviewed the aforementioned proposal of a 2.5% incremental salary increase and 70% credit for time of service.

Members of City Council opined about various placement methodologies for the City's employee compensation plan.

Council Member Williams queried about the methodology to determine the recommendations for the City's employee compensation plan. City Manager Moor said that City Administration reached these recommendations by balancing affordability with a commitment to fairness to employees.

Referring to the presentation, Council Member Williams called for clarification about the impact of longevity on compression. City Manager Moor stated that the 2.5% incremental increase and 70% credit for time of service methodology for the compensation plan separates levels of employee compensation more than the proposed 2.5% incremental increase, 50% credit for time of prior service and 50% credit for time in current methodology for the City employee's compensation plan.

Council Member Fawcett, on a motion seconded by Council Goldberg, moved to direct City Manager Moor to prepare the ordinance to implement the 2.5% incremental increase and 70% credit for time of service methodology for the City employee's compensation plan.

Vice Mayor Bennett opined about firefighters hired through a federal grant. City Manager Moor replied that 18 firefighters were hired with one-time funds through the Staffing For Adequate Fire and Emergency Response.

Council Member Ward requested information about Suffolk's public safety employees' salaries as compared to other localities in the region. City Manager Moor stated that during the City's previous compensation study prepared by Evergreen Consultants, the data reported that Suffolk's public safety employees' salaries were higher than those in other localities in the region.

Referring to the presentation, Council Member Ward queried about the impact of longevity on an employee's salary. City Manager Moor reported that the longer an employee works for the City, the higher their salary is on the City's employee compensation plan. He concluded the City attempts to remain competitive throughout the 30 years of the City employee's compensation plan.

Referring to the presentation, Council Member Williams inquired about the financial feasibility of implementing the proposed 2.5% incremental increase and 70% credit for time of service methodology. City Manager Moor said that as long as the City has moderate growth, this methodology should remain financially feasible.

Members of City Council opined about the proposed methodologies to modify the City's employee compensation plan.

Mayor Duman asked about the potential impact of the proposed methodologies to modify the City's employee compensation plan on the City's Constitutional Officers and their employees. City Manager Moor explained that the employees of the City's Constitutional Officers are included in the City's employee compensation plan. He added that the City's Constitutional Officers and the City Council appointees are not included in the City's employee compensation plan.

Council Member Fawcett, on a motion seconded by Council Member Goldberg, moved to direct City Manager Moor to prepare the ordinance to implement the 2.5% incremental increase and 70% credit for time of service methodology for the City's employee compensation plan, by the following roll call vote:

AYES:	Vice Mayor Bennett, and Council Members Fawcett, Goldberg, and Williams	4
NAYS:	Mayor Duman, Council Members Butler Barlow, Johnson and Ward	4

Council Member Johnson, on a motion seconded by Council Member Williams, moved to direct City Manager Moor to prepare the ordinance to implement the 2.5% incremental increase, 50% credit for time of prior service and 50% credit for time in current position for the City's employee compensation plan.

Council Member Ward asked about the feasibility of making the minimum wage for City employees \$18 per hour. City Manager Moor replied he would have to recalculate the plan to raise the minimum wage for City employees to \$18 per hour.

Council Member Fawcett, on a substitute motion seconded by Council Member Goldberg, moved to direct City Manager Moor to prepare the ordinance to implement the 2.5% incremental increase and 65% credit for time of service methodology for the City’s employee compensation plan, by the following roll call vote:

AYES:	Vice Mayor Bennett, and Council Members Fawcett, Goldberg, and Williams	4
NAYS:	Mayor Duman, Council Members Butler Barlow, Johnson and Ward	4

Council Member Johnson, on a motion seconded by Council Member Williams, moved to direct City Manager Moor to prepare the ordinance to implement the 2.5% incremental increase, 50% credit for time of prior service and 50% credit for time in current position for the City’s employee compensation plan.

Council Member Goldberg, on a substitute motion seconded by Vice Mayor Bennett, moved to direct City Manager Moor to prepare the ordinance to implement the 2.5% incremental increase and 60% credit for time of service methodology for the City’s employee compensation plan.

Referring to the substitute motion, Council Member Fawcett inquired about the financial feasibility of implementing the 2.5% incremental increase and 60% credit for time of service methodology for the City’s employee compensation plan. City Manager Moor stated that this methodology will cost \$1,000,000 more than a 2.5% increase and 50% credit for time. He summarized that the sustainability and affordability will depend on the other spending priorities of the City Council.

Council Member Goldberg, on a substitute motion seconded by Vice Mayor Bennett, moved to direct City Manager Moor to prepare the ordinance to implement the 2.5% incremental increase and 60% credit for time of service methodology for the City’s employee compensation plan, by the following roll call vote:

AYES:	Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Ward and Williams	6
NAYS:	Mayor Duman and Council Member Johnson	2

Mayor Duman sought clarification about the need for a motion to move the scheduled Work Session presentation regarding the Historic District Design Guidelines Update to the Regular Session. City Manager Moor indicated that a motion was not required and that the presentation be moved to the Regular Session under Staff Reports.

CLOSED MEETING

City Clerk Dawley presented the Closed Meeting motion for City Council’s consideration:

1. Pursuant to Virginia Code Sections 2.2-3711(A)(8) and (A)(1), the consultation with legal counsel employed by a public body regarding specific legal matters requiring the legal advice of such counsel, and the discussion, consideration, or interviews of prospective candidates for appointment and the assignment, appointment, and performance of specific public officers or appointees of the City, specifically the appointments as shown on the attached list for vacancies or term expirations for the Clean Community Commission, Early Childhood Development Commission, Economic Development Authority of the City of Suffolk, Fine

Arts Commission, Human Services Advisory Board, Local Board of Building Code Appeals, Sister Cities Commission, The Planning Council, and Tidewater Emergency Medical Services Council.

Council Member Fawcett, on a motion seconded by Council Member Williams, moved that City Council convene in a closed meeting for the above referenced purposes, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

City Council convened in Closed Meeting at 5:39 p.m. The Closed Meeting concluded at 5:45 p.m.

Teste: _____
Erika S. Dawley, MMC, City Clerk

Approved: _____
Michael D. Duman, Mayor

APPROVED: AUGUST 17, 2022