

Salary Committee
REGULAR MEETING MINUTES
Wednesday, November 20, 2024
Human Resources Conference Room
3rd Floor, City Hall

Present: Councilmembers Cheryl Thibeault, Sebastian Panioto and Mark Dickau
Staff: Linda Milia

1. CALL TO ORDER.

The regular meeting of the Salary Committee was called to order by Chairperson Cheryl Thibeault at 5:00 p.m.

2. APPROVE REGULAR SALARY COMMITTEE MEETING MINUTES OF JULY 17, 2024.

On motion of Councilmember Panioto and seconded, it was unanimously voted: to approve regular Salary Committee meeting minutes of July 17, 2024.

3. NEW BUSINESS

a. ESTABLISH THE 2025 REGULAR SALARY COMMITTEE MEETING SCHEDULE.

On motion of Councilperson Panioto and seconded, it was unanimously voted: to accept the 2025 Salary Committee meeting schedule.

b. INCREASE TO WAGES OF PART-TIME AND SEASONAL EMPLOYEES IN PRY&CS EFFECTIVE JANUARY 1, 2025.

Superintendent of PRY&CS Joshua Medeiros explained that the minimum wage schedule for January 1, 2025 necessitated increasing wages of all part-time, seasonal employees to avoid wage compression. Estimated impact to annual budget is \$20,000 to \$30,000. Councilman Panioto questioned the reasoning for raising wages of all employees and not just those at minimum wage, noting that there was enough separation between wage rates.

On motion of Councilperson Dickau and seconded, it was voted: to recommend to City Council to approve increases to wages of part-time and seasonal employees in PRY&CS effective January 1, 2025. Councilperson Panioto voted No.

c. TO HIRE A TEMPORARY EMPLOYEE IN THE DEPARTMENT OF AGING FOR SUPERVISION OF EVENING PROGRAMS.

Jason Krueger, Executive Director of the Department of Aging discussed the continuing practice of operating programs during the evenings when paid staff is not working. Krueger is concerned that programs are supervised by volunteers which may be a liability to the City; Corporation Council attorneys have agreed. The request is for a temporary employee for a period of time so that information on evening usage may be accurately gauged and used to decide whether a permanent full-time position is warranted.

On motion of Councilperson Panioto and seconded, it was unanimously voted: to recommend to City Council to approve the hiring of a temporary employee in the Department of Aging from January to April 2025 for 4 nights per week.

4. OLD BUSINESS.

Councilperson Panioto brought up a discussion from the meeting of July 20, 2024 regarding language in the City Charter of a "Personnel Committee". It was agreed to continue the discussion when a new Director of Human Resources is hired.

5. **OTHER BUSINESS.**

Chairperson Thibeault discussed the matter of the Mayor's annual salary which has remained at \$105,838 since 2018. This matter will be placed on the next Salary Committee meeting agenda.

6. At 5:31 p.m., on motion of Chairperson Cheryl Thibeault and seconded, it was unanimously voted: To adjourn.

ATTEST: _____
Linda J. Milia, Recording Secretary