



AGENDA
SPECIAL MEETING OF THE WINDSOR HEIGHTS
CITY COUNCIL
MONDAY, JUNE 22, 2020 – 6:00 P.M.
VIA ZOOM

Notice to the Public: If you would like the supporting documents and information, please call City Hall by noon the day of the meeting. Copies of City Council Agendas are free to the public. The use of obscene and vulgar language, hate speech, racial slurs, slanderous comments, and any other disruptive behavior during the Council meeting will not be tolerated and the offender may be barred by the presiding officer from further comment before the Council during the meeting and/or removed from the meeting.

Phone: 312-626-6799 U.S.
Meeting ID: 882 5126 3290
Password: 084772

1. **Call to Order/Roll Call/Pledge**
2. **Approval of the Agenda**
3. **Consideration of Resolution No. 2020-86 – Employee Wages**
4. **Closed Session:** Pursuant to Iowa Code Section 21.5 (1)(j) To evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary and that individual requests a closed session – Review City Administrator Candidates
5. **Convene into Closed Session**
6. **Convene into Open Session**
7. **Adjourn**

The agenda was posted on the official bulletin boards, City website, and social media platforms on June 5, 2020 in compliance with the requirements of the open meetings law.

RESOLUTION NO. 2020-86

**A RESOLUTION ESTABLISHING EMPLOYEE WAGES FOR THE
FY21 FISCAL YEAR**

WHEREAS, the City of Windsor Heights recognizes that its employees provide a valuable service to the community, **AND**,

WHEREAS, it is in the City's interest to pay its employees a wage that compensates them fairly for their judgement, expertise and initiative.

NOW THEREFORE BE IT RESOLVED by the City of Windsor Heights City Council in session this 22nd day of June, 2020 that wages for the FY21 Fiscal Year are approved as described in the attachments to this resolution.

Passed and approved this 22nd day of June, 2020.

Dave Burgess, Mayor

Attest:

Travis Cooke, City Clerk

BUDGET COMMITTEE MEETING

JUNE 18, 2020, 8:00AM

VIA ZOOM

1. Call to Order by Mayor Burgess
2. Presentation of Evaluation Method/Pay Proposal from Public Safety Department
3. Presentation of Evaluation Method/Pay Proposal from Public Works Department
4. Presentation of Evaluation Method/Pay Proposal for Management Staff
5. Consider Committee Recommendation for FY21 Wages

Current Wage (Hourly)	Current Wage (Annually)	Evaluation Score*	Proposed Increase for FY21*	Increase (Hourly)	Increase (Salary)	New Wage (Hourly)	New Wage (Salary)
\$21.55	\$44,819.86	87%	5.00%	\$1.08	\$2,240.99	\$22.63	\$47,060.85
\$20.95	\$43,575.54	81%	4.00%	\$0.84	\$1,743.02	\$21.79	\$45,318.56
\$20.00	\$41,600.00	71%	3.00%	\$0.60	\$1,248.00	\$20.60	\$42,848.00
\$28.72	\$59,727.28	64%	2.00%	\$0.57	\$1,194.55	\$29.29	\$60,921.83
\$30.62	\$63,689.60	68%	3%	\$0.92	\$1,910.69	\$31.54	\$65,600.29
\$21.64	\$45,011.20	79%	4%	\$0.87	\$1,800.45	\$22.51	\$46,811.65
\$34.78	\$72,342.40	48%	3.5%	\$1.22	\$2,531.98	\$36.00	\$74,874.38
\$20.00	\$41,600.00	NA	NA	NA	NA	\$20.00	\$41,600.00

Total Salaries	\$425,035.56
Total Increase	\$12,669.68
% Increase	3.07%
	\$48,239.20

Evaluation Score (%)	Wage Increase (%)
0% - 44%	0%
45% - 55%	1%
55% - 65%	2%
65% - 75%	3%
75% - 85%	4%
85% - 95%	5%
95.01% - 100%	6%

Parks	FY21 Budgeted
CFC	\$58,144.00
Streets	\$66,950.00
Snow	\$135,000.00
Sanitary	\$70,000.00
Stormwater	\$40,000.00
Communications	\$80,000.00
Total	\$23,180.76
	\$473,274.76

Windsor Heights Public Safety FY21 Proposed Salary Increases - NON-UNION/FULL-TIME STAFF										
Position	Department	Budgeted Raise %	Current Salary (FY20)	Current Salary FY20 Hourly	Possible Increase based on % Budgeted	Evaluation Score	Proposed Increase	Proposed Increase %	Proposed FY21 Salary	Difference Budget vs Proposed
Captain	Police	3.75%	\$ 90,901.06	\$ 43.70	\$ 3,408.79	100.00%	\$ 3,408.79	3.75%	\$ 94,309.85	\$ 3,408.79
Lieutenant	Police	3.75%	\$ 81,891.95	\$ 39.37	\$ 3,070.95	88.00%	\$ 2,702.43	3.30%	\$ 84,594.38	\$ 2,702.43
Admin Support Clerk	Police	3.75%	\$ 53,322.11	\$ 25.64	\$ 1,999.58	90.00%	\$ 1,799.62	3.37%	\$ 55,121.73	\$ 1,799.62
Paramedic	Fire	4.00%	\$ 52,253.07	\$ 18.96	\$ 2,090.12	86.00%	\$ 1,797.51	3.44%	\$ 54,050.58	\$ 1,797.51
Paramedic	Fire	4.00%	\$ 52,253.07	\$ 18.96	\$ 2,090.12	97.00%	\$ 2,027.42	3.88%	\$ 54,280.49	\$ 2,027.42
Paramedic	Fire	4.00%	\$ 49,883.60	\$ 18.10	\$ 1,995.34	84.00%	\$ 1,676.09	3.36%	\$ 51,559.69	\$ 1,676.09
EMT	Fire	4.00%	\$ 41,327.18	\$ 15.00	\$ 1,653.09	84.00%	\$ 1,388.59	3.36%	\$ 42,715.77	\$ 1,388.59
EMT	Fire	4.00%	\$ 36,930.40	\$ 13.40	\$ 1,477.22	85.00%	\$ 1,255.63	3.40%	\$ 38,186.03	\$ 1,255.63
EMT	Fire	4.00%	\$ 36,930.40	\$ 13.40	\$ 1,477.22	90.00%	\$ 1,329.49	3.60%	\$ 38,259.89	\$ 1,329.49
			Total FY21 Budgeted Increase:		\$ 19,262.43	Proposed Inc.		\$ 17,385.58	Difference Budget vs Proposed:	
									\$ 7,388.74	
									Under Budgeted	

** The actual budgeted dollars for FY21 were based on the old matrix, which could allow for more than the base percentage as the matrix was built around the employee's current salary as compared to the range in the matrix along with the evaluation score. This explains the difference in actual dollars under budget in the above proposal **

Exhibit "B"

Pay for Performance Salary Matrix

Salary Increase Percentages

Fiscal Years 17/18, 18/19, 19/20												
PERFORMANCE EVALUATION LEVEL	75% OR LOWER	80%	81 - 85%	86 - 90%	91 - 95%	96 - 100%	101 - 105%	106 - 110%	111 - 115%	116 - Above		
0.00 - 0.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
0.75 - 1.24	4.00	3.50	3.00	2.50	2.00	1.50	0.00	0.00	0.00	0.00		
1.25 - 1.74	5.00	4.50	4.00	3.50	3.00	2.50	2.00	1.50	0.00	0.00		
1.75 - 2.24	6.00	5.50	5.00	4.50	4.00	3.50	3.00	2.50	2.00	1.50		
2.25 - 2.74	7.00	6.50	6.00	5.50	5.00	4.50	4.00	3.50	3.00	2.50		
2.75 - 3.24	8.00	7.50	7.00	6.50	6.00	5.50	5.00	4.50	4.00	3.50		
3.25 - 3.74	9.00	8.50	8.00	7.50	7.00	6.50	6.00	5.50	5.00	4.50		
3.75 - 4.00	10.00	9.50	9.00	8.50	8.00	7.50	7.00	6.50	6.00	5.50		

3.50%

CITY OF WINDSOR HEIGHTS

MANAGEMENT STAFF PROPOSED FY21 COMPENSATION

BY MARK ARENTSEN, INTERIM CITY ADMINISTRATOR

JUNE 17, 2020

<u>Position</u>	<u>FY20 (Current)</u>	<u>Increase</u>	<u>FY21 (Proposed)</u>	<u>One Time Payment</u>
Pb Sfty Chief	\$92,437	3.5%, \$3,235	\$95,672	\$2,500
Pb Works Dir	\$72,349	3.5%, \$2,532	\$74,881	\$2,500
Finance Drctr	\$80,000	3.5%, \$2,800	\$82,800	\$2,500
City Clerk	\$71,575 (7/1/20 amount)	-0-	\$71,575	-0-
Total Wage Increases		\$8,567		
One Time Payments		<u>\$7,500</u>		
TOTAL FY21 COST		\$16,067		