

CITY OF BAY CITY

MINUTES • FEBRUARY 08, 2022

**COUNCIL
CHAMBERS | 1901
5th Street**

City Council Workshop - Personnel

4:00 PM

**1901 5TH STREET
BAY CITY TX, 77414**



Mayor

Robert K. Nelson

Councilman

Jim Folse

Mayor Pro Tem

Jason W. Childers

Councilman

Bradley Westmoreland

Councilwoman

Becca Sitz

Councilwoman

Floyce Brown

***Bay City is committed to developing and enhancing the long-term prosperity,
sustainability, and health of the community.***

CALL TO ORDER

The Council Workshop was called to order by Mayor Robert K. Nelson at 4:03 pm.

CERTIFICATION OF QUORUM

Quorum certified

PRESENT

Mayor Robert K. Nelson
Mayor Pro Tem Jason W. Childers
Councilwoman Floyce Brown
Councilman Jim Folse
Councilwoman Becca Sitz

ABSENT

Councilman Brad Westmoreland

PUBLIC COMMENTS

There were no public comments.

REGULAR ITEMS FOR DISCUSSION, CONSIDERATION AND / OR APPROVAL

1. **Review and discussions regarding the City of Bay City Personnel Policy**
2. **Review and discussions regarding Merit Pay.**

Rhonda Clegg, Human Resources Director, reviewed the proposed merit pay and guidelines. Mayor Nelson asked if other cities do just merit and Ms. Clegg responded no, they include COLA. Mayor Pro Tem Childers agreed with the Mayor, it should be both merit and COLA, as long as we appraise our employees. Shawna Burkhart explained that COLA usually occurs October 1st and could effect some not receiving for two years based on anniversary date. Council asked about ratio during evaluations and Captain Christella Rodriguez explained the process with officers. Ms. Clegg reviewed the leave times and comparisons with other cities. Ms. Clegg stated that she would like to include certification and longevity pay. Councilwoman Brown requested more time to review the merit proposal. Shawna Burkhart replied that we can bring back to Council. Councilman Folse asked about longevity pay and how long would it take to figure out. Ms. Clegg responded it would be easy and just a parameter.

ADJOURNMENT

Motion made by Councilwoman Brown to adjourn, Seconded by Councilwoman Sitz. Voting Yea: Mayor Nelson, Mayor Pro Tem Childers, Councilwoman Brown, Councilman Folse, Councilwoman Sitz. Motion carried and the meeting adjourned at 4:40 pm.

PASSED AND APPROVED, this 22nd day of February 2022.

ROBERT K. NELSON, MAYOR

CITY OF BAY CITY, TEXAS

JEANNA THOMPSON

CITY SECRETARY