



**MINUTES NO. 2024-08-WS
PUBLIC WORK SESSION OF THE CITY COUNCIL
OF THE CITY OF MADISON, ALABAMA
July 17, 2024**

The Madison City Council met for a public work session on Wednesday, July 17, 2024, at 5:30 p.m. in the Council Chambers of the Madison Municipal Complex, Madison, Alabama. Noting that a quorum was present, the meeting was called to order at 5:32 p.m. by Council President Ranae Bartlett.

The following elected officials were in attendance:

Mayor Paul Finley	Present
Council District No. 1 Maura Wroblewski	Present
Council District No. 2 Connie Spears	Present
Council District No. 3 Teddy Powell	Absent
Council District No. 4 Greg Shaw	Present
Council District No. 5 Ranae Bartlett	Present
Council District No. 6 Karen Denzine	Absent
Council District No. 7 John Seifert	Present

City Officials in attendance were: City Clerk-Treasurer Lisa D. Thomas, Deputy City Clerk-Treasurer Kerri Sulyma, Administrative Assistant Myranda Staples, Municipal Records Coordinator Lori Spaulding, City Attorney Brian Kilgore, Information Technology Director Chris White, Information Technology Coordinator Toby Jenkins, Deputy Court Clerk Beth Bellomy, Finance Director Roger Bellomy, Fire Chief David Bailey, City Engineer Michael Johnson Parks and Recreation Director Kory Alfred, Facilities Director Gerald Smith, Police Chief Johnny Gandy, Human Resources Director Megan Zingarelli.

Compensation Study Update

Director of Human Resources Megan Zingarelli opened by giving an update on the compensation study. Since the last meeting, Human Resources has met with all Department Heads and Finance on coordinating salary estimates for FY25.

Key Findings of Financial Report

- Implementation of the Evergreen plan should fit within the City's expected budgetary constraints
- The new plan should not negatively affect City debt ratings
- Non-salary personnel costs should still fall within budgetary constraints
- The Madison economy has shown extraordinary resistance to recessionary pressure

- Full employment could cause some budgetary stress and reduce, postpone, or otherwise affect spending and borrowing plans for capital projects.

Council President Ranae Bartlett asked if the City has ever been fully staffed, and Ms. Zingarelli responded that she is not aware of the City ever being fully staffed. Mayor Finley added that the City is the closest to being fully staffed right now more than they ever have been. Ms. Zingarelli added that the City currently has around 65 open positions and some of them are open because the salary is not competitive enough.

Ms. Zingarelli's recommendation to the Council was the One-Year Plan. She explained this plan has a more significant cost year over year, but it would have a greater recruitment and retention effect. She would like to approve policy updates to allow for the new pay scales recommended by Evergreen and continues progression. She would also like to approve new pay scales and a one-year implementation plan. If approved, the new pay plan would take effect in October.

Schedule

- First reading – August 26
- Vote – September 9
- FY 2025 Budget Approval – September 23
- First payroll on new pay scale – October

Council Member Wroblewski asked how employees will be notified about what their new pay rate will be. Ms. Zingarelli answered that Department Heads will sit down with their employees and have a conversation about it as well as give them their letters regarding the increase.

Mayor Finley thanked everyone who has contributed to the compensation study. He explained the increase in salary is to give the employees a fair salary, which is what they have asked for. He stated the City is going to be in the best possible position it can be to retain employees after the increase.

ADJOURNMENT

Having no further business to discuss, the work session adjourned at 7:09 p.m.

Minutes No. 2024-08-WS, dated July 08th, 2024, read, approved and adopted this 12th day of August 2024.

Council Member Maura Wroblewski
District One

Council Member Connie Spears
District Two

Council Member Teddy Powell
District Three

Council Member Greg Shaw
District Four

Council Member Ranae Bartlett
District Five

Council Member Karen Denzine
District Six

Council Member John Seifert
District Seven

Concur:

Paul Finley, Mayor
Attest:

Lisa D. Thomas
City Clerk-Treasurer

Myranda Staples
Recording Secretary