

**MINUTES OF THE SPECIAL CALLED CITY COUNCIL MEETING
CITY OF SPRING VALLEY VILLAGE, TEXAS
TUESDAY, JUNE 21, 2022 AT 5:00 P.M.
IN THE COUNCIL CHAMBERS OF CITY HALL
1025 CAMPBELL ROAD, HOUSTON, TEXAS**

1. CALL THE ROLL AND ANNOUNCE A QUORUM IS PRESENT

With a quorum of the Council Members present, the Special Called Meeting of the Spring Valley Village City Council was called to order by Mayor Vajdos at 5:02 p.m.

Members Present:

Mayor Marcus Vajdos

Mayor Pro-Tem Allen Carpenter

Council Member Bo Bothe (arrived by video conference at 5:11 p.m.)

Council Member David Dominy

Council Member Joy McCormack

Members Absent:

None.

2. CONSIDERATION AND POSSIBLE ACTION CONCERNING: Proposed Salary Adjustments For All Employees Based on Updated Salary Study.

City Administrator Julie Robinson turned the discussion over to Council to see where they would like to begin. Mayor Pro Tem Carpenter opened the discussion with consideration to Council for an adjustment based on inflation and to consider what that adjustment would in turn do to the budget. He then made a recommendation that the same 7% percentage consumer price index designated to the Memorial Village Fire Department be the same percentage designated to Spring Valley Village employees. Council Member Dominy suggested that Council talk about the overall numbers and asked if Council was to be looking at where the current employee salaries lie according to the market adjustments proposed and decide from there what course of action should be taken. Mayor Vajdos gave his recommendation that the CPI be looked at and discussed first but in conjunction with the salary survey presented and asked for the possibility of having the data from the individual cities listed in the survey be sent to the Council to have a comparison with the surrounding Memorial Villages. Ms. Robinson stated that the data information was possible but it was unclear why he wanted the information as this was the purpose of having the salary survey completed by a separate entity. She informed Mayor Vajdos that comparison would not be possible as the other villages currently do not have pay ranges, any adopted pay structure policies, are not hiring employees with experience, do not have all of the same positions, and there are major differences operationally. She further explained that not all of the Villages provide the same services in their respective city and for these reasons would not be a good comparison. It was noted that although Spring Valley Village was smaller in comparison, the direct competition is larger cities that responded to the salary survey except Harris County and the Harris County Sheriff's office. Mayor Pro Tem Carpenter then stated that the Police Department did not wish to be included in the discussions regarding the Gallagher salary survey. Ms. Robinson asked Mayor Pro Tem Carpenter why and he stated that the Police Department did not want to talk about it or be included in the discussion. Council Member McCormack asked for clarification and if the Police Department felt that they needed no adjustment to which Mayor Pro Tem Carpenter said that was correct. And,

he reiterated that after conversations with Police Commissioner Dixon, Captain Lane, and previous conversations with former Chief Evans, they did not want to be included because they do not want to use the numbers provided by the salary study. The recommendation of the Police Department and Mayor Pro Tem Carpenter is that when they need a market adjustment they present it as part of a budget presented to the Council. Because they currently have no issue with employee retention or filling positions as they become available, they are only interested in the CPI adjustments. Council Member McCormack and Bothe as well as Mayor Vajdos asked for clarification again to make sure it was clear that the Police Department was not interested in the market adjustments that were presented along with not bringing to a minimum the one police officer position listed in the market adjustment but only the CPI to which Mayor Pro Tem Carpenter stated again, that was correct.

The discussion then shifted to the positions that were presented for an adjustment to place those employees where they should be based on their time in position as proposed in the Gallagher Salary Study, why there was such a leap, in some cases as much as 40%, problems with filling the Public Works Director position, clarification on the differences between the positions listed for salary adjustments of bringing to minimum and time in position.. Currently, Ms. Robinson's intention is to continue to move forward with Ms. Chiapponi as the Public Works Director and Miguel Ramirez as the Public Works Superintendent and in any similar situation would prefer to train someone within the organization if needed.

There was additional discussion concerning the proposed time in position market adjustments. Ms. Robinson explained that the positions listed as time in position are a market adjustment based on years of experience in their current position, not just their experience with the City. Member McCormack then pointed out that while the differences in some cases are a sizeable total, there has also been a loss to the City of employees to larger cities due to promotions, pay increases, and employee value from training. She recommended that the Council not look at what the other villages are doing as any current employees would not be lost to any of the surrounding villages and noted the operational differences between the City and the villages. Mayor Pro Tem Carpenter returned the conversation to the importance of the CPI adjustments and to keep in mind the changes happening due to inflation. Council Member Bothe shifted attention back to the amount of data pulled for the salary study and stressed the importance of making the changes, understanding that this is an unprecedented time, but making sure that Council makes a decision, is comfortable with it, and moves forward. He stressed that the Council could not and should not send Ms. Robinson back to find more information or data. Mayor Vajdos continued the discussion by pointing out that the positions that would have the larger adjustments in question would be the four most senior positions, the director of community development, the assistant city treasurer, city treasurer, and city administrator. Mayor Pro Tem Carpenter wanted to ensure that the changes that would be made would not impact the tax rate for residents. Ms. Robinson ensured that the changes to the salary even with going retroactively to October 1, 2021, are affordable, not as large as a material impact as the Council is thinking, and would even have funds left over after funding all changes. She further advised that the FY 2022 deficit budget is fully funded by the projected FY 2022 excess revenues, the 2021 outstanding projects are funded, the proposed FY 2023 salary changes can be fully funded with the audited FY 2021 excess revenue, and still have FY 2021 excess revenues of approximately \$250,000. Furthermore, City Treasurer Michelle Yi and Ms. Robinson are currently running different scenarios for a possible tax rate reduction.

Mayor Pro Tem Carpenter asked for the calculation of the 7% COLA and the calculation was \$260,000 if implemented across the board. Ms. Robinson asked Council for their direction on the 5 positions that were outlined to bring to minimum. The Council requested for the next budget meeting to include figures for a COLA increase of 7, 8, and 9%, and Mayor Pro Tem Carpenter indicated he would like for the agreed percentage increase to be applied to city employees at Ms. Robinson's discretion. Ms. Robinson requested that, whatever Council decided on salary adjustments, it should be a COLA applicable to all employees. Ms. Robinson clarified again that the earlier \$2,000.00 inflation stipend paid to city employees was to get them through the end of the fiscal year and the 7% COLA would be considered for the new fiscal year.

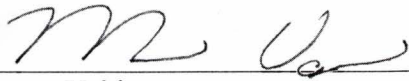
Following discussion, it was the consensus of the Council:

- To approve the bring to a minimum for the 5 positions and to make that retroactive to October 1, 2021.
- Any COLA would be effective in Fiscal Year 2023
- For Staff to provide three different scenarios for a COLA (7%, 8%, and 9%) for the next budget workshop so the Council could see the impact of the three different scenarios on the proposed market adjustments for the time in position

3. ADJOURNMENT

Council Member Dominy made a motion to adjourn the meeting at 6:33 p.m., and Council Member Carpenter seconded the motion. Motion carried 5-0.

Signed:



Marcus Vajdos
Mayor

Attest:



Jasmin Torres
City Secretary

