

**City of Troy, Missouri**  
**Board Workshop**  
**Monday, October 25, 2021**  
**6:30 P.M.**

Present for the Board Workshop were Aldermen Dunard, Norman, Horner, Detert, Jones and Mayor Sconce. Alderman Grimstead was not present. Also present were Police Chief Taylor, Building Official Lindsey, Treasurer Flinn, HR Generalist Hawkins and City Clerk Schneider.

Mayor Sconce opened the Board Workshop, announced a quorum and announced that the workshop was for discussion purposes only with no votes taken, no show of hands and no polling.

Alderman Dunard said the payroll compensation study presented by Evergreen was a lot of information to absorb and requested this meeting to start planning and getting ready for the budget workshop in April of 2022.

Alderman Detert said the payroll compensation study from Evergreen differed from the current plan with 2.5% steps as opposed to 3% steps. Alderman Detert showed concern with a grades/steps compensation plan stating that there was never room to advance, i.e., go up and person above goes up like stairs but in the same position. Alderman Detert wanted everyone's thoughts in attendance and then specifically asked police officers present when comparing two sergeants with one coming in with five years from another place if they should be paid the same or use progression to catch up? One response given was that if police officers put the time in and make a lateral move to come in that should justify the previous years of experience.

Alderman Detert asked if a detective is topped out of pay scale and a new guy comes in making exactly the same wage, what would keep people at their job? One response given was "reward" tenure. Another response was offer overtime by seniority with right to take it or pass it on.

Alderman Detert asked if there were any questions or response to employees in attendance. Discussion ensued that it was not a bad plan but not followed through with 3% every year and now jumbled up with lower level making more than supervisors. The pay study includes performance-based raises after evaluations.

It was suggested that the next step was to sit down for small group discussions with people and get something that works good and try to make it work for everybody.

The question arose whether to follow current recommendation presented by Evergreen? Alderman Detert asked is there a deviation? Alderman Dunard said not follow to a tee

but get everyone's input. The question was asked if all departments felt wage compression and those present said yes. The Evergreen study recommendations offered help with wage compression issues. HR Generalist Hawkins offered caution and reminded that this was a voluntary meeting only and not all employees were present and suggested a poll to obtain all employees' input.

Alderman Detert asked whether \$1.3 million stimulus funds can be used for first responders' salaries? In response, first responders' salaries can be used if 50% of their time was used to mitigate COVID, or if the municipality can prove lost revenue due to COVID. Treasurer Flinn completed a lost revenue excel worksheet and the City did not have lost revenues between building and sales tax receipts. Alderman Horner indicated that money if used for salaries would be only one-time and then gone.

Mayor Sconce said there were three options recommended by Evergreen for the City to pick one and implement it. The options have different costs and used lots of data and talking to employees to arrive at grade placement. The plan was similar to the current plan with grades/steps. The first option adjusts people to minimums of their classification's proposed pay ranges for all plans at a cost of approximately \$75,000. The other two options move people closer to midpoint and address compression issues (and includes the \$75,000) at higher costs.

Alderman Dunard said there was a huge liability as far as money paid out for employees who retire, resign, and move-on in regard to leave bank accumulations. Alderman Dunard learned of the liability and a proposed paid time off ("PTO") plan that may alleviate that liability during a conversation with HR Generalist Hawkins. Alderman Dunard invited employees to the meeting to let HR Generalist Hawkins talk about it.

HR Generalist Hawkins addressed the Board on the unfunded liability pointed out by the City's auditor and pointed out that leave banks were still used by some municipalities but PTO was used primarily by private sector employers. Some downfalls for leave banks include that leave accruals occur at different times with the liability increases due to salary increases if not used and administratively to keep track of the leave accruals. There is more information presented in the Board's packet. Leave accruals max out now at 720 sick, 240 vacation, comp time at 36 and personal days at 5. PTO was described as easier for an employee to manage their time off. There was some discussion on donated sick leave banks.

Alderman Dunard suggested a survey for all employees' input. Mayor Sconce asked for a volunteer from the Board to look at the plan and develop the survey and questions. Alderman Dunard said she would volunteer.

Wendy Sconce said that her employer switched to PTO and used extended medical time off (“EMTO”) in conjunction with it. The amount of time was based on the hours worked.

The Board Workshop adjourned at 8:08 p.m.

ATTEST:

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City Clerk

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Mayor Ron Sconce