

**PERSONNEL COMMITTEE MINUTES
TUESDAY, JULY 7, 2020 – 4:30 PM
CITY HALL, COUNCIL CHAMBERS**

Members: Chairperson Rich Hedlund, John Halverson, Ken Howell, Cindy Flower, and Shari Straube

Chairperson Hedlund called the meeting to order at 4:35 p.m.

Roll Call

Present: Hedlund, Halverson, Howell, and Flower

Absent: Straube

Comments from the public limited to 5 minutes, limited to items on this agenda

None

Approval of the June 2, 2020 Personnel Committee minutes as prepared and distributed

Motion by Howell to approve, second by Hedlund. Motion carried 4-0.

Discussion/Recommendation regarding Riviera Beach Staff job duties and potential wage increases

Public Works Director Tom Earle addressed the committee regarding the job duties of the Riviera Beach Staff. He noted that the duties had increased, however wage was not increased to reflect that. He noted that the City is competing with other local employers and it is clear that wage is the problem with retaining employees. He noted that he would like to increase the beach staff to the mid-range for the 0.5 wage scale and that the individual that is overseeing the beach would be placed at the top of that same wage scale. Finance Director Hall stated that this increase would cost the City about \$5,500 and that the budget had been increased by \$8,000 to allow for additional cleaning at the beach.

Motion by Halverson to increase the wages for beach staff as directed for, second by Howell. Hedlund would like to see the individual overseeing the beach be promoted to Assistant Beach Manager and start her at the minimum wage scale. This would expedite the process so that these people can get their increase faster, as it will not need to go to the Finance Committee or Council. Motion failed 0-4, with all voting no.

Flower asked if the beach staff should be paid at the same rate as the DPW seasonal employees. Earle added that there should be a difference between the two as the seasonal employees have more responsibility/requirement.

Motion by Halverson to direct to staff to compensate the beach staff in accordance with the committee discussion, second by Howell. This increase should be effective immediately. Motion carried 4-0.

Future Agenda Items

None

Adjourn

Motion by Flower to adjourn, second by Halverson. Motion carried 4-0. The meeting adjourned at 4:57 p.m.