

CITY COUNCIL MINUTES  
CITY COUNCIL WORK SESSION  
OCTOBER 13, 2015 AT 6:00 P.M.

**1. CALL TO ORDER**

Mayor Pro Tem Scott Bradley called the meeting to order at 6:00 pm.

**2. ROLL CALL & CERTIFICATION OF A QUORUM**

Susie Quinn, City Secretary, certified a quorum with the following Councilmembers present:

Mayor Pro Tem Scott Bradley  
Deputy Mayor Pro Tem Owais Siddiqui (arrived at 6:01 pm)  
Councilmember Ben St. Clair  
Councilmember Betty Nichols Spraggins  
Councilmember Sarah Fincanon  
Councilmember Rob Thomas

Absent:

Mayor Eric Barna

**3. WORK SESSION**

- A. Discussion regarding the City of Murphy Compensation Study for city employees conducted by CPS HR Consulting.

City Manager James Fisher explained the background of the study from CPS Consultant Services, and clarified that the meeting is meant to be a discussion between staff and council, and no action on this item is needed at this time. Council asked for a reminder on the history of increases for the previous few years. Fisher confirmed there was a 3% increase in 2007 and 2012. Last year everyone got an adjustment, it wasn't across the board. This budget there was 3% budgeted for increases. Fisher also confirmed the pay plan for police and fire was implemented in FY 2012. Council asked for clarification about the pay plan, Fire Chief Mark Lee gave a detailed account of the step program for the fire pay plan. There was discussion between council regarding aspects of the step plan. Council also discussed the prior year increases for all employees.

City Manager James Fisher explained the background of why we have conducted this study, and council raised concerns regarding the study. Fisher also explained the duties were compared for employees in other cities in regards to comparable pay. A representative from CPS Consultants explained to council the salary data was collected as their current actual salary. There was much discussion on the midpoint and range of all salaries with regard the employee's duties for which they are responsible. Council asked for the numbers for the minimum, middle point and maximum medians to get a clearer view as to what the true median is, not the maximum medium. There was discussion between council and CPS regarding comparisons between position descriptions for the cities involved in the study. Council asked for clarification regarding the step and grade system, CPS explained in detail how the steps and grades are organized. CPS also explained this data is supposed to be used to guide the City to come up with a strategy on how to implement the data.

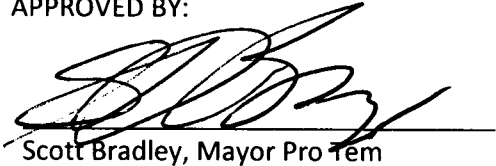
City Manager James Fisher explained to council that he is requesting to add an additional 2% pay raise for all employees in addition to the 3% pay increase council already approved. He also explained the cities that were used for the data collection were used because they are the cities that we lose employees to for various reasons. Council discussed the cities used and the data in relation to them. They also discussed where they want Murphy to be in the market as far as pay goes and the plan in order to get there. City Manager Fisher explained his goal for the 5% total raise is to let our employees know we getting this issue addressed. There was discussion on council regarding where the funds would come from to address employee pay raises.

City Manager James Fisher said he will put this on the next agenda, and explained we cannot keep putting this off. The representative from CPS confirmed the information needed to continue this process and to provide additional data for the calculation for the median based on the minimum, and median based on the midpoint for the two salary points.

#### 4. ADJOURNMENT

With no further business, the meeting was adjourned at 7:33 pm.

APPROVED BY:



Scott Bradley, Mayor Pro Tem

ATTEST:

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Susie Quinn, City Secretary

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