

WAYNESBORO, VIRGINIA

CITY COUNCIL BUDGET WORK SESSION MINUTES



Council for the City of Waynesboro, Virginia held a Budget Work Session meeting on Wednesday, January 29, 2020 at 6:00 p.m. in the Council Chambers of the Charles T. Yancey Municipal Building, 503 West Main Street, Waynesboro, Virginia, with Mayor Terry Short, Jr., presiding:

PRESENT: Council Members: Terry Short, Jr., Mayor
Bobby Henderson, Vice Mayor
Bruce Allen, Councilman
Elzena Anderson, Councilwoman
Sam Hostetter, Councilman

City Staff: Mike Hamp, City Manager
Jim Shaw, Deputy City Manager
Julia Bortle, Clerk of Council
Cameron McCormick, Finance Director
Nichole Nicholson, Human Resources Director
Devan Cockrell, Human Resource Specialist

ABSENT: None

FISCAL YEAR 2021 BUDGET DISCUSSION:

The focus of the budget work session was the status of the fiscal year 2021 budget preparation and the findings from the classification and compensation study. The City Manager anticipates presenting his fiscal year 2021 budget to Council on Monday evening, March 30, 2020 at 6:00 p.m.

Regarding the General Fund, the Deputy City Manager stated that revenues are projected to remain fairly flat. Staff will hear from the School Superintendent and outside agencies on any funding requests.

Regarding the Enterprise Fund, staff discussed water, sewer, and refuse rate projections based on the 2017 rate study, Last year staff proposed phasing in a 30% stormwater rate increase with 15% increased last year and the other 15% this year.

CLASSIFICATION AND COMPENSATION STUDY - PAYPOINT:

The purpose of the study was to assess how the city compares to and competes in the market with a broad range of positions and to develop a classification system to modernize the current system.

The Deputy City Manager and the Human Resources Director reviewed the results of the classification and compensation study. The presentation included employee retention and turnover statistics, job satisfaction, and the movement to a market-based pay range system in fiscal year 2021. They reviewed the classification process and structure used by Paypoint to evaluate and score a job grade. A market survey was used to develop the compensation portion of the study using comparable municipalities. Regarding the compression issue, when asked for the number of employees affected, the HR Director said that number would be provided to Council.

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Adopted February 10, 2020

Councilwoman Anderson asked about compensation adjustments for part-time staff, and she was told it was not included in current recommendations.

Ms. Nicholson distributed and reviewed to Council the Executive Comprehensive Classification and Compensation Study Report, containing all the information provided at this work session.

Councilman Hostetter asked that Council be provided a key showing the positions addressed that need to be moved to market.

It was decided that the second and third budget work sessions would be held on February 19, 2020 and on March 4, 2020 at 6:00 p.m. in Council Chambers.

With no further business to discuss, the meeting concluded at 7:28 p.m.

Julia Bortle, MMC, Clerk of Council

Terry R. Short, Jr., Mayor