

**Minutes of Special Meeting of the
Alexandria Civil Service Commission
November 28, 2022 at 4:30 p.m.**

The meeting was called to order by Ms. Connie Baker at 4:30 p.m. The Pledge of Allegiance was recited. In attendance were Commissioners: Ms. Connie Baker, Ms. Terri Blaisdell, Mr. Donald Collins, and Mr. Charles Harvey. Mr. Michael Brewer was absent. A quorum was present. Staff members present were: Ms. Leisa Lawson, Director of Civil Service; Ms. Mildred Price, Assistant Director of Civil Service; Ms. Toria Banks, Examination Analyst, and Ms. LaKisha Dotson Valentine, Personnel Technician. Also present were: Mayor Hall; Ms. Monza Williams, Director of Human Resources; Ms. Deirdre Fuller, Counsel for the Commission; Ruth Ann Eledge, The Segal Group; and Rebecca Dayton, The Segal Group.

Ms. Baker read a statement regarding rights of the public to comment on matters on the agenda prior to action being taken on them, as required by the Louisiana Revised Statutes.

Ms. Baker addressed the agenda item **Report from the Segal Group**. Ms. Price introduced Ms. Eledge and Ms. Dayton. Segal reported on the objectives, scope, methodology, and phases of the classification and compensation study. Segal stated the proposed pay plan would place the midpoints of pay grades at 102% of market. They further reported the proposed pay plan includes a midpoint progression of six percent (6%) and range widths of 55%.

Segal explained the proposed pay plan addressed paying for the job. They discussed their recommendations for paying for individuals within jobs and addressing compression. Segal presented three cost projections and implementations options: adjustment to the new range minimum; adjustment to a target salary based on time in position; and adjustment based on time in position subject to a maximum.

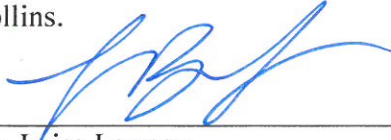
Mr. Harvey asked whether the funding is available to implement the pay plan. Ms. Williams stated that was a better question for finance. Mayor Hall expounded on the City's issues with hiring and retention. Mr. Harvey asked the employees in attendance their opinions of the proposed pay plan. The employees present responded favorably and stated the proposal was satisfactory.

Mr. Harvey moved to recess, and Mr. Collins seconded. On vote, the motion carried.

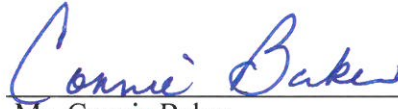
Ms. Blaisdell moved to exit recess, and Mr. Harvey seconded. On vote, the motion carried.

Mr. Harvey moved to approve the changes to the classification and pay plans as presented; Ms. Blaisdell seconded. On vote, the motion carried.

The Commission adjourned at 5:36 p.m. following a motion by Ms. Blaisdell and second by Mr. Collins.



Ms. Leisa Lawson
Director of Civil Service



Ms. Connie Baker
Chairman