

**Kingsburg Finance Committee
Regular Meeting Minutes
June 26, 2023**

Call to order: Chairman Brandon Pursell, Jr. called the meeting to order at 5:00pm.

Members present: Alma Colado, Alexander Henderson, Staci Smith and Chairman Brandon Pursell, Jr.

Member absent: None.

Public Comments: None.

Approval of Minutes: Member Smith motioned, seconded by Member Colado, to approve minutes from the May 22, 2023 Finance Committee Meeting as prepared by City Clerk Abigail Palsgaard. The motion passed with an unanimous voice vote.

Compensation Study – Comparator Analysis

Assistant City Manager/Admin. Services Director Christina Windover presented that the City began conducting a Compensation Study in March, 2023. Compensation surveys are conducted to collect information about employee compensation, including salary and benefits, and to determine pay levels for specific job classifications and are generally conducted by region and sector for the purposes of comparability. After receiving feedback from staff, Koff & Associates (“K&A”) evaluated 20 regional agencies to identify the top 10 agencies as the City’s labor market for the purpose of comparison of the City’s salary and benefits. The Committee reviewed the lists of comparator agencies.

Member Smith asked what got us to the 10 agencies when the original list had 20 agencies? Kari Mercer, K&A, said they are trying to identify those agency that are similar to own, which makes for the best data for comparison. They require 4 matches being made for each bench mark.

Kenny Krab, resident and fire department employee, discussed agencies that have transporting paramedics. List 2 includes Visalia, which is a department that has taken employees from us.

The committee reviewed the list of agencies. 3 do not have fire, 7 do not have paramedics. Chair Pursell, Jr. asked how many departments will this affect. It will affect all departments. The Committee discussed the difference of standalone fire and standalone paramedics. They discussed how difficult it is to find a perfect match. The committee also discussed paramedic vs. fire/paramedic. Member Henderson is in favor of Table 1. Member Smith asked if the general fund/enterprise fund funding source for the fire department makes a difference? Member Henderson said the funding source doesn’t affect this analysis. Member Colado said it is a salary comparison, funding sources doesn’t affect it. Member Colado motioned, seconded by Member Smith, to recommend to City Council Table 1. The motion passed with an unanimous voice vote.

Other Business: None.

Adjourn: The meeting was adjourned to the next regular meeting at 5:35pm.

Submitted by:

Abigail Palsgaard, City Clerk