

## Item 25-1001: Request the Approval of Alderperson Salaries

### Human Resources Information Technology Committee

Wed, Aug 27, 2025 6:30PM

#### **Alderperson Sheri Hartzheim (District 13) 09:32**

And we will move on then to item number 25-1001, request the approval of alderperson salaries. Now I'd like to just preface this with no salaries change is requested. It's just that this is the time at which we should discuss this so that it can be done appropriately should it need to be—should the request be put in by this committee and council. That being said, do you want to start us off Director Ratchman.

#### **Director Jay Ratchman (HR) 10:25**

I'd be happy to—

#### **Alderperson Adrian Stancil-Martin (District 11) 10:34**

Do we need a motion or...?

#### **Alderperson Sheri Hartzheim (District 13) 10:36**

Because we don't know what the motion will be yet, I'd prefer to hear what we're facing.

#### **Alderperson Adrian Stancil-Martin (District 11) 10:42**

Okay.

#### **Director Jay Ratchman (HR) 10:42**

So, in your packet you have three documents. One is a letter from the city—the assistant city attorney. I just want to take a few minutes to touch base on that, after I kind of go through a few other items first. But you also have a history of alderperson salaries that dates back to 2024. **[Note: he meant 2014.]** So you can see kind of what's been done through the years, and then comparable data from some other community communities. So that's based on what we've provided in the past to this committee.

#### **Director Jay Ratchman (HR) 11:09**

Just as a reminder that to this committee, you are not voting on compensation for the term of any current alderperson. What you're looking at is compensation for future terms, anyone who would be running for a future term. The other thing is that the role of HR is really to get this on the agenda, provide you with information, but there's no necessarily recommendation from HR. This is really up to the committee and the council ultimately to decide if a compensation change should be made.

#### **Director Jay Ratchman (HR) 11:39**

The assistant city attorney did a nice job with the letter, outlining a few things I just want to quickly highlight. Current salary is \$6,750 annually for each alderperson. You really have two options. One is you can approve what's called a staggered salary, or you can do—let me flip to my page here. Or you can have the single adjustment so all council or all alderpersons are on the same salary schedule. So, what that means, if you go with a staggered salary, for somebody who's taking—becoming an alderperson in April of 2026 they would have one salary, and potentially someone taking office in or and becoming an alderperson April '27 would have a different salary. Historically speaking, this committee and council has had a straight salary across the board. All alderpersons have the same compensation. So, if that's the case, then you would be talking about compensation for April of 2027.

**Director Jay Ratchman (HR) 12:47**

The other thing I want to highlight, because this has come up, is to come out of this committee, you need majority vote, and when it gets to council it's three fourths vote. So, we all want to kind of keep note of that as we get to council. So, other than that, I'm happy to answer if you have questions on any of the documents.

**Aldersperson Sheri Hartzheim (District 13) 13:07**

Thank you. Alder Wolff.

**Aldersperson Nate Wolff (District 12) 13:11**

So essentially tonight—and new to the committee, so I just wanna clarify some things. Tonight, we're basically—like, if we were to make a motion, we would be making a motion on staggering or flat rate. Is that essentially...?

**Director Jay Ratchman (HR) 13:24**

So, you'd be making a motion on setting future aldersperson compensation, whether that would be on a staggered salary basis, a or across the board, and whether there's no adjustment, whether there is an adjustment, et cetera.

**Aldersperson Nate Wolff (District 12) 13:47**

Thank you.

**Director Jay Ratchman (HR) 13:47**

Yep.

**Aldersperson Sheri Hartzheim (District 13) 13:47**

Aldersperson Stancil-Martin?

**Aldersperson Adrian Stancil-Martin (District 11) 13:49**

No no no.

**Aldersperson Sheri Hartzheim (District 13) 13:50**

All right. Alder Croatt.

**Aldersperson Chris Croatt (District 14) 13:51**

Thank you, Chair. Obviously not a member of the committee, but having been through this particular issue many times, I would urge the committee to be consistent with past practice, and that would be to set it for the two-year term. I think most people that know me know that I'm not a big fan of big increases in aldersperson pay, if any. I understand the case that some make to increase the pay as it relates to attracting candidates and things like that, but I just—I've always been an advocate for either keeping it the way it is, keeping it where it is, or matching a an increase in the budget for city employees on an annual basis. So, and then taking into account the two-year period, of course.

**Aldersperson Chris Croatt (District 14) 13:51**

Thank you, Alder Croatt. With all of this in mind, I would like to make a motion to have a \$0 adjustment for aldersperson salaries beginning April 2027—all alderspersons. We have a motion on the table. Do we have a second?

**Alderson Adrian Stancil-Martin (District 11) 15:01**

I'll second.

**Alderson Sheri Hartzheim (District 13) 15:04**

And any discussion? There being none, all those in favor, please signify by saying aye.

**Aldersons Stancil-Martin and Hartzheim (District 13) 15:15**

Aye.

**Alderson Sheri Hartzheim (District 13) 15:15**

Opposed?

**Alderson Nate Wolff (District 12) 15:18**

Nay.

**Alderson Sheri Hartzheim (District 13) 15:20**

Attorney Buruin, how do we proceed with a non-majority vote for this committee? Hang on one second. District nine.

**Zak Buruin (Assistant City Attorney) 15:34**

So, my understanding is that we need a majority of the committee for a recommendation to come out of the committee. My interpretation is that with there not being a majority, there would be nothing to have come out of committee, which is, in effect, there being nothing to bring forward to council.

**Alderson Sheri Hartzheim (District 13) 15:57**

If that is the case then, do we miss the window to make any potential changes? I guess my question being, there are three of us here. It would be nice to have a full committee, but if we wait that long, will we be able to meet any of the standards for the time period? Director Ratchman.

**Director Jay Ratchman (HR) 16:25**

So, the reason we're bringing this forward so early in the game is because of feedback that's been given to HR to bring it in August. You have until December. So, this has been held at times, has been referred back. So, the reason we're bringing it so early is to provide that timeline. So, yes, we do have time.

**Alderson Adrian Stancil-Martin (District 11) 16:44**

Can I make a motion?

**Alderson Sheri Hartzheim (District 13) 16:47**

Hold please. That being said, I would like to withdraw my motion for \$0 pay if the—increase—if the seconder will withdraw as well.

**Alderson Adrian Stancil-Martin (District 11) 17:01**

Yep.

**Alderson Sheri Hartzheim (District 13) 17:01**

And then I would like to move to hold until the next HR IT committee.

**Alderson Adrian Stancil-Martin (District 11) 17:07**

Second.

**Alderson Sheri Hartzheim (District 13) 17:08**

We have a motion to hold and a second. All those in favor, please signify by saying aye. Aye. So, this will come back to us—correct me if I'm wrong here, Director Rachman—September 10.

**Director Jay Ratchman (HR) 17:31**

That is correct.

**Alderson Sheri Hartzheim (District 13) 17:33**

And Attorney Buruin, you have that on your notes? So, if you would please make that a portion of the formal motion to come to HRIT on September 10, and you agree as well, whoever seconded?

**Alderson Adrian Stancil-Martin (District 11) 17:48**

Yeah.

**Alderson Nate Wolff (District 12) 17:49**

Yeah. That works.

**Alderson Sheri Hartzheim (District 13) 17:52**

All right, we shall hold that item.