

VILLAGE OF FRIENDSHIP HEIGHTS

VILLAGE COUNCIL

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CHERYL TYLER

MICHAEL MEZEY

JULIAN P. MANSFIELD, *Village Manager*

4433 SOUTH PARK AVENUE
CHEVY CHASE, MARYLAND 20815

Phone: 301-656-2797

Fax: 301-907-3922

Email: info@friendshipheightsmd.gov

Website: www.friendshipheightsmd.gov



Approved Minutes Friendship Heights Village Council Personnel Committee Monday, December 16, 2024

Council Personnel Committee members present: Michael Mezey; Martha Solt; Melanie White.

Others present: Joshua Hutton, PRM Consulting; Julian Mansfield; Al Muller; Zeinab; Donna Bryant.

At 6 p.m., Melanie White called the meeting of the Council Personnel Committee to order. The meeting was conducted virtually via Zoom.

Compensation Study

Ms. White asked the Committee if there are any questions for Mr. Hutton regarding the study. Ms. Solt referred to emailed questions she had sent to Mr. Hutton which he had responded to. She asked for clarification on the quartiles and the level of experience relative to each job category. Mr. Hutton explained the components of the recommended salary structure and how to adjust salary ranges within each increment. The study took an aggregate of the competitors to gather the market data and to develop the salary structure, and concluded most salaries are below the recommended midpoint. The study provided recommendations for an adjustment within grade for those affected in order to bring overall salaries up to the 100% recommended market rate level.

Mr. Mezey asked about the Village's benefits package and how competitive it is relative to the industry competitors. Mr. Hutton reviewed the study's analysis of the benefits package, which concludes that Village benefits are competitive.

Mr. Hutton left the meeting.

Ms. White moved, Mr. Mezey seconded, to approve the minutes of the August 12 Personnel Committee meeting. Ms. Solt made a correction to the minutes at the bottom of page 1: Regarding the cost to raise one employee's salary that is below the recommended minimum level, the correct cost to raise the employee to the minimum level is \$700, not \$2,400 (due to raises that were given on July 1, 2024). The corrected minutes were approved by the Committee unanimously (3-0).

[Mr. Hutton left the meeting.]

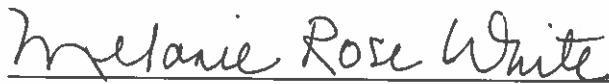
Ms. White moved, Mr. Mezey seconded, to approve the minutes of the August 12 Personnel Committee meeting. Ms. Solt requested a correction to the minutes: At the bottom of page one, change the cost to raise one employee to the minimum recommended salary level is \$700, not \$2,400, due to raises given on July 1, 2024. The Committee approved the corrected minutes unanimously (3-0).

Ms. White suggested that the Committee review the compensation study recommendations one by one. Ms. Solt shared her comments on the study. She questioned the comparators used and indicated the study did not place a value on the benefits. Mr. Mezey requested a separate meeting to review the recommendations, due to the amount of data contained in the report.

The Committee scheduled a follow up meeting for Monday, January 6, at 7 p.m., at the Village Center, to review the recommendations and make a final recommendation to the Voillage Council.

No other action was taken by the Committee. The meeting was adjourned at 7:09 p.m.

Respectfully Submitted:



Melanie White, Personnel Committee Chair