



LAWRENCEVILLE

GEORGIA

FINANCIAL REVIEW CITIZEN COMMITTEE MINUTES

Thursday, March 24, 2022
6:00 PM

City Hall 3rd Floor Conference Room
70 S. Clayton St, GA 30046

***Entrance to City Hall for all City meetings is through the lower level doors
accessible from Church Street***

Call to Order

Discussion Items

1. Salary & Benefits, Staffing and Retirement Levels

Committee discussion/suggestions regarding employee recruitment and retention:

Hire part-time workers to fill full-time positions. Reallocate benefit savings into higher part-time wages.

Consider retirees & college students as a part-time labor market.

Capture leave data with Exit Surveys to better understand why people are leaving City positions.

Create a succession plan for retirees.

Use Gallop Q12 Employee satisfaction survey to identify how the City can improve employee satisfaction. Increased worker satisfaction could reduce costly employee turnover.

City should consider soft benefits for employees: work from home, flexible schedule, improved work culture.

Recruit military veterans by making connections to National military bases.

Create a feeder pool for police with Gwinnett Tech and GGC.

Increase job fair presence in local colleges.

Adjournment