



Dan Sherman <shermmand@bloomington.in.gov>

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## Fwd: Hiring the attorney/administrator

1 message

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**Stephen Volan** <volans@bloomington.in.gov>  
To: Dan Sherman <shermmand@bloomington.in.gov>

Thu, Jun 18, 2020 at 1:18 AM

Dan -- This is the email I sent to CMs regarding my and Jim's deliberation over his starting salary, in response to the demand from Dave Askins. Please review and advise me how much if any should be disclosed. Best == Steve

Stephen Volan  
Member, District VI, Common Council  
City of Bloomington, Indiana  
+1 812 349 3409

----- Forwarded message -----

From: **Stephen Volan** <volans@bloomington.in.gov>

Date: Tue, Jun 9, 2020 at 9:14 PM

Subject: Re: Hiring the attorney/administrator

To: David Rollo <rolld@bloomington.in.gov>, Isabel Piedmont-Smith <piedmoni@bloomington.in.gov>, Jim Sims <simsji@bloomington.in.gov>, Kate Rosenbarger <kate.rosenbarger@bloomington.in.gov>, Matt Flaherty <matt.flaherty@bloomington.in.gov>, Ron Smith <ron.smith@bloomington.in.gov>, Steve Volan <volans@bloomington.in.gov>, Sue Sgambelluri <sue.sgambelluri@bloomington.in.gov>, Susan Sandberg <sandbers@bloomington.in.gov>

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All -- On behalf of myself and CM Sims, I present here a more detailed explanation of our logic in offering a salary of \$85,500 to Stephen Lucas. Sorry for the long delay in sending this to you.

We discussed what we thought would be fair. I also reached out to HR for advice, and consulted extensively with Dan about his opinions and his experience as a salaried employee. Here was the logic Jim and I used:

1. Department heads are grade 12, the highest-paid grade in the city, with a 2020 range of roughly \$72K to \$130K. (In the four highest grades, the top of the range is exactly 80% higher than the bottom.)
2. No one makes the maximum in the grade-12 range, not even the mayor, who makes \$115K. The deputy mayor is the only grade-12 besides the mayor whose salary is as high as the *maximum* for grade 11. Fewer than half the department heads make more than the mid-range (\$101K) for grade 12.
3. The current Council attorney/administrator has 30 years' experience and at \$97K is still the lowest-paid department head of anyone in grade 12 (except the Clerk, who is elected and leads an independent department). His salary was bumped up several thousand dollars just in the past year or two as a result of the 2017 salary study.
4. HR suggested that they would pay an assistant city attorney with less than 1 year experience with the city between the minimum and \$80K. We thought that Stephen (and Dan by extension) carried more responsibility than an ACA upstairs, which is a grade-10 position. The minimum salary for grade 12 is lower than the mid-range salary for grade 10.
5. We felt that the salary most comparable to this position is that of the City Attorney. Mike Rouker, who has served in this position for 10 years, now has a salary of \$89.5K. We thought this was the upper limit of the range we should contemplate for Stephen, who has not one but four years experience as a city employee, having worked for the Clerk, and also took into account his 2.5 years working for the Council as an intern.

Thus, we thought HR's suggested range too low. We felt that \$84,500-\$89,500 was the more appropriately narrow range to consider for Stephen's salary. Within that range, we felt that \$85,500 was an amount that reflected Stephen's experience, coming responsibilities, the esteem we CMs have for him, and sends the right message about room for longevity pay.

I hope this satisfies any concerns members may have about our offer, and that you will ratify it at tomorrow's special session. If you have any questions, please let me know.

Best regards == Steve

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On Thu, Jun 4, 2020 at 08:37 Isabel Piedmont-Smith <[piedmoni@bloomington.in.gov](mailto:piedmoni@bloomington.in.gov)> wrote:

Thank you to Steve and Jim for their negotiations. As to salary, could you please tell us:

- 1) What is Dan making?
- 2) What is the salary range of other positions ranked 12 in the city?
- 3) How did you arrive at \$85,500?

I also wonder whether any other conditions of employment were discussed. Any sense that Stephen has a "vision" for his position that may be different than what Dan has been doing?

In both of the above categories, I am just raising the points for discussion. I fully support hiring Stephen.

Thanks

Isabel

On Thu, Jun 4, 2020 at 9:13 AM Matt Flaherty <[matt.flaherty@bloomington.in.gov](mailto:matt.flaherty@bloomington.in.gov)> wrote:

Thanks, Steve. And thank you, all, for supporting an extra week to learn additional details.

I look forward to discussing this more.

Best,

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Matt Flaherty  
Bloomington City Council, At-Large  
[matt.flaherty@bloomington.in.gov](mailto:matt.flaherty@bloomington.in.gov)

On Wed, Jun 3, 2020 at 7:32 PM Stephen Volan <[volans@bloomington.in.gov](mailto:volans@bloomington.in.gov)> wrote:

All -- I neglected to send this to you all earlier today. We offered Stephen Lucas the position of attorney/administrator at a salary of \$85,500. I'd be happy to discuss how we arrived at that figure with anyone who is interested, but we felt that it was an appropriate figure based on his experience, the nature of the position within the Council office, and the relationship of the Council office to other offices of the mayor's administration, among other considerations.

I'm terribly sorry I neglected to report to you prior to tonight's meeting. Best regards == Steve

Stephen Volan  
Member, District VI, Common Council  
City of Bloomington, Indiana  
+1 812 349 3409

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	Isabel Piedmont-Smith
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