

Salary Review Commission

February 25, 2016

3:00 - 5:00 in City Hall Conference Room Lower Level A

Meeting Minutes

3:00PM Welcome

In attendance: Chair Bob Beaumier; Commissioner Christy Jeffers; Commissioner Alexander Scott; Commissioner Mark Bryant, Heather Lowe (HR), Debra Robole (Council Staff), Mike Piccolo (City Legal).

Chair called the meeting to order at 3:00PM and welcomed the commissioners and the public in attendance.

3:00PM Public Comment

Five citizens signed in to provide public comment – Paul Kropp, Sheila Collins, Anne Whigham, Lori Kinnear and Richard Rush. Lori Kinnear did not provide testimony. The four citizens presented their comments to the commission regarding the salary for city council. Mr. Kropp provided a handout of the SMC and a letter to the commission. The focus of the comments was directed toward the professionalism of the council, attracting the best candidates to the position in the future and paying an appropriate salary for the work that is done. All citizens indicated that the jobs were a full time job and should be compensated accordingly. Additional comments included working toward the job description and paying according to those terms as well as what the official role of the council is per the charter.

3:35PM Data Review

Commissioners discussed the packet contents and the new information was reviewed, including equalization charts requested by Chair Beaumier and total compensation requested by Commissioner Scott. Discussions continued on the relevance of some data over other data and how historically the decisions were made. Commissioner Jeffers provided additional information to correspond with the Median Family Income chart handed out during the last meeting.

4:05PM Public Comment Review

Commissioners took time to read the public comments submitted by email. Discussions continued regarding the ability for the Council to have another job and that the Mayor does not have this option. Mike Piccolo commented on the part time vs. full time question in that there was nothing in the new form of government charter to speak to the part time, only that the Mayor was full time and could not have outside employment.

4:25PM

Discussion

Commissioner Bryant asked what the budget for the City is and questioned why the Council President is making more than the Council Members. Staff support indicated total budget is \$824M and the general fund is \$170M. Chair Beaumier confirmed that Council President is elected by the public at large and serves as the Mayor if the Mayor leaves. Commissioner Bryant discussed the budget process and that the Council has to approve anything under the budget, which is a significant amount of oversight. Chair Beaumier confirmed that the Mayor writes the budget and Council reviews and approves.

4:35PM

Meeting Minutes

Commissioners reviewed the minutes and Commissioner Bryant moved to accept the minutes with a 2nd by Commissioner Jeffers followed by four affirmative votes. Council staff Robole requested that she be added to the minutes as attending and the motion to amend accordingly was moved by Jeffers, with a 2nd by Bryant following with four affirmative votes.

4:35PM

Discussion

Discussions regarding the decision and the justification used were raised, specific to the many issues and the data to be considered. Commissioners felt the report for the Mayor's salary was a good starting point and questions regarding the standard to be used were discussed – Median Household Income, Comparables, a set % of the Mayor's salary.

4:50PM

Next Meeting

Chair Beaumier requested that for the next meeting Commissioners come prepared to discuss the significant factors for them and which factors were not, an idea of whether to increase, decrease or stay flat and ideas on non-binding numbers.

4:51PM

Adjournment

Commissioner Bryant moved to adjourn the meeting and the motion was 2nd by Commissioner Jeffers with 4 affirmative votes. The meeting was dismissed at 4:51PM.

Prepared and submitted by Heather Lowe