

Salary Review Commission

March 10, 2016
3:00 - 5:00 in City Hall Conference Room 7B
Meeting Minutes - DRAFT

****PLEASE NOTE THAT THESE MINUTES ARE IN DRAFT FORMAT AND HAVE NOT BEEN APPROVED BY A VOTE OF THE SRC AS THERE HAVE NOT BEEN A SUBSEQUENT MEETING. THESE MINUTES WILL BE APPROVED DURING THE NEXT REGULARLY SCHEDULED MEETING, WHICH HAS NOT YET BEEN SCHEDULED.****

4:00PM Welcome & Meeting Minutes

In attendance: Chair Bob Beaumier; Commissioner Jeff Rugan; Commissioner Christy Jeffers; Commissioner Alexander Scott; Vice Chair Mark Bryant; Debra Robole (Council staff); Heather Lowe (HR staff); Mike Piccolo (Legal). Richard Rush (Mumm's LA) was also in attendance.

Chair Beaumier called the meeting to order at 4:00PM. Jeffers moved to approve the minutes as written with a 2nd from Bryant and the minutes were approved with 5 affirmative votes.

4:00PM Data Review & Discussion

Commissioners discussed the impact of their tentative decision. Bryant handed out updated charts and discussed that there have been only two changes in Council Members' salary in the last 17 years. Scott provided the Commissioners with a letter that provided his views and opinions regarding the part vs. full time issue that there have been no changes to the duties for over 15 years.

Methodology was discuss as well for the past salary reviews and what should be used for this review. Jeffers indicated an understanding of wanting a methodology but also wanted to ensure the importance of the community voiced opinions.

4:25PM Discussion & Deliberation – Council Member Salary

Chair Beaumier indicated that the tentative salary range agreed to in the previous meeting was \$45,000 - \$52,000, which was agreed to in a majority vote.

Scott moved to undo the range and the motion failed due to a lack of a 2nd.

Rugan moved to set the salary at \$45,000. Beaumier 2nd the motion and the motion failed with 3 nay votes.

Bryant moved to set the salary at \$52,000. Jeffers 2nd the motion and the motion failed with 3 nay votes.

Beaumier moved to set the salary at \$46,000 and the motion failed due to a lack of a 2nd.

Bryant moved to set the salary at \$50,000. Jeffers 2nd the motion and the motion failed with 3 nay votes.

Jeffers moved to set the salary at \$48,500. Bryant 2nd the motion and the motion failed with 3 nay votes.

Scott moved to the set the salary at \$45,100. Beaumier 2nd the motion and the motion passed with three affirmative votes.

Council Member Salary is approved by a majority vote decision to be set at \$45,100.

Discussion & Deliberation – Council President Salary

Commissioners discussed that there is a 27% difference between the Council Members and President. Commissioners then indicated their thoughts on a decrease, increase or no change to the salary.

Commissioner	Decrease	Same	Increase
Beaumier		X	
Scott	X		
Jeffers			X
Jeff			X (slight)
Mark			X (slight)

Additional discussions were had regarding methodology and how to arrive at a set number. Commissioners agreed that a percentage would be appropriate over the Council Members salary. Rukan indicated that he was leaning toward a 25% level over the Council Members salary but that would be a decrease.

Bryant moved to set the Council President salary at 30% of the Council Members salary, or \$58,630. Jeffers 2nd the motion and the motion passed with three affirmative votes.

Council President Salary is approved by a majority vote decision to be set at \$58,630, or 30% over the Council Member salary.

Final Report Discussion

Commissioners discussed the format of the previous reports and preferred to keep the report as simple as possible. Staff Support Lowe will prepare the new report using features of both the previous Council reports and the most recent Mayor report.

2017 Chair & Vice Chair

Commissioners discussed the process for electing the next Chair and Vice-Chair for 2017.

Scott moved to elect Beaumier as the Chair for 2017. Bryant 2nd the motion and the motion carried with four affirmative votes. (Beaumier abstained from voting.)

Rugan moved to elect Scott as the Vice-Chair for 2017. Scott 2nd the motion and the motion carried with three affirmative votes.

5:00PM Adjournment

Chair Beaumier moved to adjourn the meeting and the motion was 2nd by Rugan with 5 affirmative votes. The meeting was dismissed at 5:00pm.

Prepared and submitted by Heather Lowe