

Local Officers Compensation Commission
October 8, 2015

Present: Carolyn Gaswick, Elaine Rice, Scott Brown, Robert Kidder, Sandee MacGeorge

Absent: William Walsh

I. Call To Order

The October 8, 2015 LOCC meeting was called to order by Chairperson Gaswick at 9:01 a.m.

II. Election of Chairperson

Nominations were opened for the election of a chairperson. Rice nominated Carolyn Gaswick. No other nominations were received. Nominations were closed.

Rice moved, Brown supported, CARRIED unanimously, to elect Carolyn Gaswick as chairperson.

The commission thanked MacGeorge for her help and organization of the meetings over the years.

III. Approval of Prior Meeting Minutes

Rice moved, Brown supported, CARRIED, to approve the October 8, 2013 meeting minutes as presented.

IV. Review/Discussion

A. Council/Mayor's Compensation

MacGeorge reported that the City Manager and department heads were beginning work on the 2016 budget, noting that the City was continuing to look for ways to cut expenditures. As outlined in a memo from the City Manager, employees received a 1% pay increase in 2015 and a pay increase was not anticipated for 2016.

The current compensation package was reviewed and is as follows:

Mayor:

- Base \$3,000 annually (\$250/mo)

- \$40 per meeting (max 8 meetings per month)

Council:

- Base \$2,100 annually (\$175/mo)
- \$40 per meeting (max 4 meetings per month)

Brown questioned the way elected officials are compensated for meetings, noting it was dated. He indicated that compensation for elected officials in other entities is not handled this way, but was typically set as salary only.

It was the consensus of the commission they would like to see a move towards salary only instead of salary and payment per meetings attended. Discussion revealed two viable options to reach that outcome; 1) go to salary only and eliminate pay per meetings now, or, 2) increase base pay slightly and decrease the compensable number of meetings per month and work towards that goal by the next time the commission meets in 2017.

Payroll provided a spreadsheet for informational purposes of dollars paid year to date to Council Members and the Mayor in salary and monthly compensable meetings.

The commission discussed raising the monthly base pay and decreasing the number of meetings that were compensable per month.

Tom Mead, Finance Director, joined the meeting and reviewed Council's budget sheet reflecting wages and salaries, answering questions regarding the impact of a possible increase in base salary and restructuring how compensation is handled.

Brown moved, Kidder supported, CARRIED unanimously, to set the compensation for the Mayor and Council as follows:

Mayor:

- \$275.00 per month base salary (\$3,300 annual)
- \$40 per meeting (max 6 meetings per month)

Council:

- \$200.00 per month base salary (\$2,400 annual)
- \$40 per meeting (max 2 meetings per month)

V. Recommendation to Mayor and Council

It was the consensus of the commission that MacGeorge will draft a letter for Gaswick's signature outlining the commission's recommendation. Brown will be present at the meeting to answer questions.

VI. Adjournment

Rice moved, Brown supported, CARRIED, to adjourn the meeting. Meeting adjourned at 10:04 a.m.

Recorded By: Sandee MacGeorge