COMPENSATION COMMISSION

The Compensation Commission meeting was held on September 13, 2011 at 6:00 p.m. with Chairman Hogan presiding. Members present were Mr. Cook, Mr. Perza (arrived at 6:07 p.m.), Mrs. Webb, Mrs. Hawkins (Human Resources Director), and Mrs. Mitchell (Controller/Treasurer). Dr. Williams was absent.

AGENDA ADDITIONS/DELETIONS

By unanimous consent, members approved the agenda as presented.

Public Hearing - City of Dover Compensation for the Mayor, City Council, and Paid Members of City Committees, Commissions, and Boards

Mr. Hogan explained that the Compensation Commission was established by City Council on October 26, 2009 to consider compensation for the Mayor, City Council, and paid members of City committees and commissions. He explained that, by ordinance, the Commission is required to hold a public hearing prior to submitting their recommendation to City Council and that Council is scheduled to consider this matter on October 10, 2011. Mr. Hogan explained that the Commission reviewed a variety of information including surveys of Mayor and Council responsibilities and compensation paid by other jurisdictions, a history of compensation paid by the City for these services in the past, and a study of the amount of funds expended for this purpose during several previous years. He stated that the Commission recommended that the surveys of Mayor and Council responsibilities and compensation paid in other jurisdictions be completed on an annual basis and that no other recommendations had been formulated to date. He introduced the members of the Commission and opened the floor for public comment.

Mrs. Fran Savin, 226 N. Governors Avenue, read the following statement into the record:

> With confidence in Government at an all time low, coupled with the fact that only 4% of the registered voters in Dover actually voted in the last council election, I believe that there should be no pay for persons serving on the City Council. This would save the City of Dover $66,744 per year, especially in a year where Council seems more concerned with cutting the number of employees, their benefits and city services instead of trying to find creative revenue to at least maintain the status quo.
>
> I say that Councilpersons should run because they have the City's Best interest at heart! Many Councilpersons mention that they are on boards and committees of local non-profit and community organizations that they are not paid for, yet they expect the City to pay them.
>
> When an individual decides to run for a seat on Council, he or she asks the residents of their district to vote for them. Therefore, the City of Dover didn't hire them to serve as members, the citizens did in the form of their votes! (4%) I say if you don't really have the citizen's best interest in mind and don't want to volunteer your time, then don't run!!!
>
> With that being said, I would ask that if this policy was implemented tonight, how

> many council members seated today would choose to run for re-election. Are you indeed here to voice the will of your constituents and help the City of Dover move forward or are you just here for the pocket change!!
>
> Secondly, I believe the position of Mayor should be reduced back to a part-time position, saving the City of Dover an additional $25,000.00 per year.
>
> There is no need for the mayor to supervise the Dover Police Department, as that is what the qualified Chief of Police is paid to do. The Police Chief can answer directly to the City Manager, just as other Departments are required to do.
>
> The Mayor should simply become a much needed Ambassador for the City and be able to spend his time soliciting new businesses to come to Dover, thus creating jobs, Tax revenue, Electric, Water and Sewer revenue, Builders Fees etc.
>
> Thank you for your time.

Mr. Michael Hemmig, 740 E. Division Street, explained that he serves as the Chairman of the City of Dover Planning Commission. He emphasized that he was not speaking on behalf of the Commission or any of its members, but simply on his own behalf as he serves in that capacity. He stated that he felt it was fair that City Council members are compensated for their time and effort. Mr. Hemmig noted that if Council was not partially compensated, the City would have to hire individuals to perform functions that are currently being performed for a small stipend. In regard to compensation for commissions, he noted that Planning Commissioners receive $100 per month and attend one (1) meeting each month. Mr. Hemmig felt that this level of compensation was appropriate, explaining that this stipend provides compensation for the time expended (approximately ten (10) hours per month) in previewing properties being discussed at meetings and helps to defray the cost of gas used for this purpose. He noted that when he accepted his appointment to the Planning Commission, he was unaware that commissioners were compensated. However, having served on the Commission for over ten (10) years, he felt it was appropriate to recover some of the costs that are incurred in serving. Mr. Hemmig stated that he supported the compensation received by City Council and commissions.

Mr. Hogan invited the public to review the materials provided.

There being no one else present wishing to speak, the Public Hearing was closed.

By unanimous consent, the meeting adjourned at 6:14 p.m.

Kenneth L. Hogan
Chairman

KLH/JS/dd/tm
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