COMPENSATION COMMISSION

The Compensation Commission meeting was held on September 20, 2011 at 4:13 p.m. with Chairman Hogan presiding. Members present were Mr. Cook, Mr. Perza, 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.

Compensation for the Mayor, City Council, and Paid Members of City Committees, Commissions, and Boards

Mr. Hogan reiterated that the goal of the Commission was to develop a recommendation to Council regarding compensation for: 1) City Council, 2) the Mayor, and 3) members of City committees, commissions, and boards. He suggested that the Commission begin its task by formulating a recommendation in regard to City Council.

City Council

Mrs. Webb stated that she could not support a raise for Council in the current economic climate.

Mr. Cook felt that the Commission should establish a basis for their recommendation to Council regarding the level of compensation suggested. He noted that Council members are currently paid $7,416 per year and that a survey regarding Council's responsibilities revealed that members work an average of 20 hours per week (half-time). He advised members that the federal minimum wage is currently $7.25 per hour and that 20 hours per week at that rate would total $7,540 per year.

Mr. Cook moved to recommend that Council's level of compensation be changed to $7,540 annually, that this be the basis for future evaluation and recommendations regarding compensation, and that the Council President receive an additional 15% of this amount, or an annual salary of $8,671.

In response to Mrs. Hawkins, Mr. Cook stated that, under this proposal, if the federal minimum wage were to increase, this could be addressed during the Compensation Commission's regularly scheduled review of compensation.

Mr. Perza felt that tying compensation to the minimum wage rate could bring unintended consequences in the future.

Mrs. Webb noted that, since this was the first time the Compensation Commission would be presenting a recommendation to Council, their initial recommendation could serve as the basis for reviewing this issue in the future.

The motion to recommend that Council's level of compensation be changed to $7,540 annually, that this be the basis for future evaluation and recommendations regarding compensation and that the Council President receive an additional 15% of this amount, or an annual salary of $8,671, failed for lack of a second.

Mr. Hogan suggested that the Commission advise Council that, in reviewing this matter, members found that the current salary was reasonable and just for the work that Council members perform.

Mrs. Webb moved to recommend that, because: 1) in reviewing this matter, the Commission found that current Council salaries are very similar to compensation at the current federal minimum wage level for a half-time (20 hour per week) position; and 2) there was no empirical data or overwhelming public sentiment that demonstrated that change was indicated, current salary levels for City Council remain unchanged. The motion was seconded by Mr. Cook and unanimously carried.

Mayor

In reviewing the Mayor's salary, Mr. Hogan noted that there was no strong public opinion regarding a change in the current level of compensation.

Mr. Cook moved to recommend that the Mayor's salary and compensation remain at the current level ($45,000), in view of the lack of evidence of strong public opinion to support a change, seconded by Mr. Perza and unanimously carried.

City Committees, Commissions, and Boards

In considering compensation for members of City committees, commissions, and boards, Mr. Hogan felt that the City provides fair compensation to these individuals. He noted that members of the Election Board have had a decrease in responsibility since their compensation was set; however, he noted that they are involved in the City's redistricting process which occurs every ten (10) years following the census.

Mrs. Webb moved to recommend that no changes be made in the compensation of paid members of the City's committees, commissions, and boards but that Council review the compensation and work responsibilities of the members of the Election Board due to changes made by the State in regard to their duties. The motion was seconded by Mr. Perza and unanimously carried.

By unanimous consent, members agreed that the previous recommendations made by the Commission be incorporated in their final recommendations to be presented to City Council on October 10, 2011, as follows:

1) It is recommended that staff be directed to distribute a survey to outgoing members of Council each year, prior to their departure, to obtain information regarding the responsibilities and time commitment involved in service.

2) It is recommended that staff be directed to perform comparisons with other jurisdictions each year regarding the rates of compensation for the Mayor, Council, and paid members of committees, commissions, and boards.

By unanimous consent, the meeting adjourned at 4:37 p.m.

Kenneth L. Hogan
Chairman

KLH/JS/dd/tm
S:\AGENDAS & MINUTES\Misc-Minutes\COMPENSATION COMMISSION\09-20-11.wpd