# COMPENSATION COMMISSION

The Compensation Commission meeting was held on July 26, 2011 at 3:00 p.m. with Mr. Hogan presiding. Members present were Mr. Cook, Mr. Perza, Mrs. Webb, Dr. Williams, and Mrs. Mitchell (Controller/Treasurer). Mrs. Hawkins was absent.

**AGENDA ADDITIONS/DELETIONS**
**By unanimous consent, members approved the agenda as presented.**

**Review of Compensation Rates - Kent County and Town of Smyrna**
Members reviewed information regarding rates of compensation provided by Kent County and the Town of Smyrna to public officials.

The Commission took no action.

**Review of Compensation Paid by the City to Members of Committees, Commissions, and Boards and Election Workers During Previous Years**
Members reviewed information regarding Annual Payments to Mayor/Council/Committee Members/Commissions and Election Workers. Mrs. Mitchell explained that differences in annual compensation for the Mayor were the result of varying amounts of reimbursement for taxes paid due to vehicle use and computed income on life insurance; however, she noted that the Mayor's salary was established by charter at $45,000. She noted that fluctuations in the amounts paid to committee members resulted from variations in the number of meetings held and the number of members in attendance. Members also reviewed information regarding changes in the function of Election Board members resulting from amendments to the election law. Mrs. Mitchell advised members that the Election Board has five (5) members, one from each Council District and one (1) who represents the City at large. Mr. Hogan explained that all Election Board members must be available during an election.

The Commission took no action.

**Continued Research and Discussion Regarding the City of Dover Compensation for Public Officials**
Noting the requirement for a public hearing regarding compensation for public officials, Mr. Hogan suggested that this hearing be scheduled in early September, followed by a meeting of the Commission during which a final recommendation to Council regarding compensation could be developed. He stated that Mrs. Traci McDowell, City Clerk, could be consulted to determine an appropriate time frame for the public hearing. Mr. Hogan stated that copies of information reviewed by members in meeting packets could be made available and informational charts summarizing the information could also be presented during the public hearing. He felt that the public should be advised of the Commission's decision to obtain a compensation comparison between municipalities and survey of time commitment of the Mayor and Council on an annual basis.

In response to Mr. Perza, Mr. Hogan stated that the purpose of the public hearing would be to present the data gathered by the Commission and solicit public input regarding rates of compensation.

**By unanimous consent, members agreed to contact the City Clerk to request that a public hearing be scheduled for September 13, 2011, to schedule a follow-up meeting on October 4, 2011 to formulate the Commission's recommendations, and to present their final recommendations during the City Council Meeting scheduled for October 24, 2011.**

**By unanimous consent, the meeting adjourned at 3:30 p.m.**

Respectfully submitted,

Kenneth L. Hogan
Chairman

KLH/JS/ac/tm
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