

Northampton Elected Officials Compensation Advisory Board Meeting Minutes
June 24, 2014

In Attendance: Todd Thompson, Dennis Helmus, Trey Fortier, Douglas Loux, Linda Matson, Vicki Baum-Hommes

Absent – Jennifer Higgins

Minutes from the May 21, 2014 meeting approved

Todd shared that the Mayor had expected us to be done with our work already. This had not been previously shared so we reviewed our timeline to assure we would finish up our recommendations by early November. This includes offering a public forum to elicit feedback before the group deliberates on recommendations.

Dennis shared the data he had collected on 24 peer cities in the Commonwealth. We combined that data with the previous benchmark data that was collected on a smaller sample and reviewed it to determine what information made the most sense to gather and assess moving forward.

We agreed to include the following data on our spreadsheet in preparation for our next meeting:

- Health Insurance offered/% paid
- Average city population
- Per capita income
- # of households
- Median household income
- City budget
- Total compensation per position
- Rank of total compensation cost

Additionally since Jennifer was not able to be present at the meeting and had suggested we consider some qualitative factors for review. The committee debated the value of those factors but in the end agreed to collect it and look at it all with all the other information we gather and at that time decide whether to include any of it in our final deliberations.

After we assess all of the data, the committee will be in a better place to determine which should be the final group of towns we utilize for comparison purposes and what factors we want to include in our deliberations.

Other areas we discussed were important considerations in this process included:

- Median income is more important than population
- It's important to count the value of health insurance for non-employees for equity purposes i.e. city council, school committee

- The committee needs to be able to explain/justify why we chose the towns and comparison factors when making the final recommendations

It as suggested that at the end of our work we should also make a recommendation as to whether moving forward this committee makes periodic reviews or if those reviews are tied to something concrete.

All meetings will be held in the Lilly Library meeting room. Follow-up meeting schedule:

July 24, 2014 6:30 PM
August 28, 2014 6:30 PM
October 2, 2014 6:00 PM

The Public Forum date to be determined at our July meeting and will be held in the early fall.

We agreed that our October 2 meeting would start and end earlier to allow us to finalize our recommendations and to that end we will bring in dinner.

Minutes submitted by Vicki Baum-Hommes