

## EOCAB Meeting Minutes Table

**Next Meeting: Wednesday, October 15, 2014**

**Date: Thursday, October 2, 2014**

**Attendance:** Vicki Baum-Hommes, John (Trey) Fortier, Dennis Helmus, Jennifer Higgins, Douglas Loux, Linda Matson, Todd Thompson

Goal	Motion	Outcome	Status
Discussion of mayoral salary	<p>Motion: Dennis Helmus</p> <p>Second: Vicki Baum-Hommes</p>	Unanimously approved	<p>Todd suggested that we stick to a number with respect to making recommendations for salary.</p> <p>Doug suggested the board recommend to the Council to revisit the issue every third year of mayoral cycle, so in a sense every four years.</p> <p>Vicki urged the board to consider the fact that the mayoral salary dictates who can afford to run.</p> <p>Dennis suggested basing the salary increase on a 2% cost of living increase annually. These need to be done for retroactive payments as well going forward.</p> <p>Jennifer reminded the board of the mayor's comments regarding the professionalization of the position, and asked whether the mayor should be paid similarly to a town manager.</p> <p>Dennis to draft the board's report text for the mayor's salary, which was unanimously voted on to be \$92,500 for FY16.</p>
Discussion of city clerk's salary	<p>Motion: Linda Matson</p> <p>Second: Dennis Helmus</p>	Unanimously approved	<p>Trey suggested that the board take a similar approach to arriving at city clerk's salary.</p> <p>Dennis pointed out the fact that he regards Gloucester and Agawam to be outliers on account of how their salaries are drastically out of step with others the board is reviewing.</p> <p>Todd pointed out that the average salary of all towns is \$75,000.</p> <p>Linda stated that she believes it is closer to \$74,000 when she averages based on local towns only.</p> <p>Trey added that he believes the figure is closer to \$64,504 when local towns are considered.</p>

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			<p>Linda offered to draft the city clerk text for the board's recommendation, which was unanimously voted on to be \$75,000 for FY16.</p> <p>[N.B. This recommendation was subsequently revised at the October 15 meeting.]</p>
Discussion of city councilor's salary	<p>Motion: Doug Loux</p> <p>Second: Trey Fortier</p>	Unanimously approved	<p>Todd stated that he prefers to get rid of benefits for all part-time elected officials.</p> <p>Dennis informed the board that according to MGL 32B, part-time employees must work 20 hours per week to be entitled to receive benefits.</p> <p>Doug stated that he thought it is within the board's jurisdiction to recommend doing away with benefits and deciding the amount of the councilor's stipend.</p> <p>Vicki informed the board that she used the following mathematical equation to arrive at a figure: divided the \$32,651 used for health insurance by 9 councilors to arrive at a figure of \$3600 per year for a stipend.</p> <p>Linda motioned, and Vicki seconded, that the board remove benefits for part-time elected officials, which was unanimously approved.</p> <p>Dennis recommended using a 3-tier system for determining the salaries of the council president, at large council member, and councils.</p> <p>Jennifer inquired about what was the rationale for going higher than \$8600, which was what the figure that the board initially considered.</p> <p>Vicki replied that most other city councilors receive higher salaries and also receive health benefits.</p> <p>Trey added that he felt more comfortable with a figure of \$9,000 than \$10,000. This is closer to the average, he further added.</p> <p>Doug reminded the board that not everyone takes the benefits, and that it is a matter of equality as well.</p> <p>Trey to draft the board's report text for the city councilor's salary, which was unanimously voted on to be \$9,000 for FY16.</p>
Discussion of at-large city councilor's salary	<p>Motion: Linda Matson</p> <p>Second: Trey Fortier</p>	Unanimously approved	<p>Trey to draft the board's report text for the at-large city councilor's salary, which was unanimously voted on to be \$9,500 for FY16.</p>
Discussion of city	Motion:	Unanimously	Trey to draft the board's report text for the city council president's salary, which

council president's salary	Doug Loux Second: Jennifer Higgins	approved	was unanimously voted on to be \$10,000 for FY16.
Discussion of school committee member salary	Motion: Jenniifer Higgins  Second: Doug Loux	Unanimously approved	Jennifer recommended a figure of \$5,000 for school committee members.  Dennis offered up a suggestion of \$5,500 for committee at-large members.  Doug stated that he still preferred a figure of \$4,500 but that he could be convinced to go higher.  Vicki to draft the board's report text for the school committee member's salary, which was unanimously voted on to be \$5,000 for FY16.
Discussion of school committee at-large member salary	Motion: Jenniifer Higgins  Second: Linda Matson	Unanimously approved	Jennifer recommended a figure of \$5,500 for school committee at-large members.  Vicki to draft the board's report text for the school committee member's salary, which was unanimously voted on to be \$5,000 for FY16.
Discussion of Smith Vocational Trustee salary	Motion: Vicki Baum-Hommes  Second: Linda Matson	Unanimously approved	Jennifer recommended a figure of \$5,000 for Smith Vocational Trustees, stating that she felt uncomfortable providing them with a lower figure than that which is afforded school committee members.  Dennis added that the Smith Vocation Trustees' work is broad in scope.  Doug to draft the board's report text for the school committee member's salary, which was unanimously voted on to be \$5,000 for FY16.