

City of Salem, Massachusetts



"Know Your Rights Under the Open Meeting Law, M.G.L. c. 30A ss. 18-25 and
City Ordinance Sections 2-2028 through 2-2033."

The City Council Committee on Administration & Finance co-posted with the Committee of the Whole

met in the Council Chamber on Thursday, April 13, 2017 at 6:00 P.M.

for the purpose of discussing the matters(s) listed below. Notice of this meeting was posted on

April 11, 2017 at 1:20 P.M.

(This meeting is being recorded)

ATTENDANCE

ABSENT WERE: Ø

~~C. Sargent~~
COW: C. Milo

C. Sargent

C. Eppley.

SUBJECT(S)

18 - Compensation and Ordinances relative to the City Clerk and Assistant City Clerk

Lisa Cammarata, HR Director. - Salary survey used. Has spoken w/ Mayor. Current salary below range, along w/ COLA. to be approved for 7/1. Please note stipends are pensionable

C. Furey - supports the City Clerk + Asst City Clerk discussed History of City Clerks in Salem + City Hall. Take ~~the~~ early elections in future, into account. Need to come to common ground.

C. Lovely - clarification on COLA, stipend, base salary. Pay Asst City Clerk @ least avg: \$58,240.00

C. Dibble - Supports C. Lovely's recommendation, but suggests \$58,000.

C. McCarthy - stipend is part of salary b/c it counts towards pension. Discuss stipend. Non-union employees typically do not get COLAs. (cost of living adjustments)

L. Cammarata - reviewed Avg salaries on Survey. tried to

get to middle ground.

C. Milo - base salary in original discussion. Need to consider ~~min~~ min/max as well. ~~Stipend~~

Sarah Stanton - ^{Finance Director} anything that's pensionable is part of base

C. Dibble - motion to raise base salary \$58,120.00
stipend remains same at \$4000. No second.

L. Cammarata - is COLA included?

C. Lovely - compromise for COLA? COLA considered after.

Sarah Stanton - depends on position ~~\$20,000~~ ~~\$58,120.00~~

C. Lovely - motion to increase salary to ~~\$58,120.00~~ as
of July 1st. What to request? \$59,700.00

Sarah Stanton - Request to Mayor, make that determination.

C. McCarthy - clarify

C. Eppley: determinations on not accepting private monies
during business - ? → will not support w/o discussion

Sarah Stanton: set the salary for city clerk only, not asst
motion passes: 3 - 1 - 1 abstention.
favor against

~~City Clerk Salary:~~ City Clerk Salary:

C. Lovely: \$91000 + COLA discussed before.

L. Cammarata: position consistently increased annually.

C. Lovely: motions for \$92820.00 effective July 1st.

2nd by C. ~~Furey~~ Furey. Subject to funding.

C. McCarthy - clarification: building in increase w/o seeing budget?

C. Lovely: correct. concerned COLAs won't be included.

C. McCarthy: no problem compensating people but never seen
a salary set as an assumption across the board. Should
be looking across the department. Follow ordinance. → Pg 3

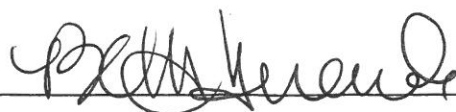
On the motion of C.

Furey

the meeting adjourned at

7:49

P.M.



(Chairperson)

C. McCarthy cont'd: Elections clerk should also be considered. How will this effect the rest of the office.

C. Dibble: support Ward 3 Councillor. Moved question.

Motion on the floor to increase City Clerks

Salary to 92 020.00 July 1.

Approved 5-0.