They added that he believes the figure is closer to $64,504 when local towns are
local towns only.

Linda stated that she believes it is closer to $74,000 when the averages based on

Tedd pointed out that the average salary of all towns is $75,000.

Televisioning:
on account of how their salaries are drastically out of step with others the board is

Dennis pointed out the fact that he regards Gloucester and Agawam to be outliers

They suggested that the board take a similar approach to arriving at city clerk's

salary.


<table>
<thead>
<tr>
<th>Status</th>
<th>Outcome</th>
<th>Motion</th>
<th>Goal</th>
</tr>
</thead>
</table>
| Decision of City Clerk's salary | Unanimously | Motion: Heimans | Goal: Budget

Discussion:

Unanimously voted on to be $92,500 for FY16.

Dennis to draft the board's report text for the mayor's salary, which was

similar to a town manager.

Jennifer reminded the board that the mayor's salary is a position, and asked whether the mayor should be paid

annually. These need to be done for retrospective payments as well going forward.

Dennis suggested basing the salary increase on a 2% cost of living increase

Wick suggested the board consider the fact that the mayor's salary disparities who can

that year of mayoral cycle, so in a sense every four years.

Dugg suggested the board recognize to the council to revisit the issue every

Recommended for salary.

Tedd suggested that we stick to a number with respect to making

Date: Thursday, October 2, 2014
Next Meeting: Wednesday, October 15, 2014

Attendance: Vicki Damm-Heimans, John (Trey) Forrester, Dennis Heimans, Jennifer Higgin, Linda Loux, Todd Watson
<table>
<thead>
<tr>
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<th>Approval</th>
<th>Second</th>
<th>City Councilors' Salary</th>
</tr>
</thead>
<tbody>
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<td>Propose salary cap for FT 2026 to be $75,000 for FY 18.</td>
<td>Vote on salary cap for FT 2026 to be $75,000 for FY 18.</td>
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Discussion:

They proposed the board's report text for the city councilors' salary, which was unanimously approved. They further suggested a salary cap for FT 2026 and a salary increase for all FT employees over the threshold.

Motion: Motion to approve the proposed salary cap for FT 2026 to be $75,000 for FY 18. Second: Motion to approve the proposed salary cap for FT 2026 to be $75,000 for FY 18. Vote: Vote on salary cap for FT 2026 to be $75,000 for FY 18. This recommendation was subsequently revised at the October 15 meeting.

Discussion of City Councilors' Salary:

The city councilors' proposed salary cap for FT 2026 to be $75,000 for FY 18. They further suggested a salary cap for FT 2026 and a salary increase for all FT employees over the threshold.

Motion: Motion to approve the proposed salary cap for FT 2026 to be $75,000 for FY 18. Second: Motion to approve the proposed salary cap for FT 2026 to be $75,000 for FY 18. Vote: Vote on salary cap for FT 2026 to be $75,000 for FY 18. This recommendation was subsequently revised at the October 15 meeting.
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For FY16, which was unanimously voted on to be $5,000 for FY16.

Vicki to draft the board’s report text for the school committee members’ salary.

Jennifer recommended a figure of $5,000 for Smith Vocational Trustees, stating that she felt uncomfortable presenting them with a lower figure than that which is

approved. Maeson
Linea
Second: Hommes
Higgins
Vicki
Melon: Vocational Trustee
Discussion of Smith

Jennifer recommended a figure of $5,000 for school committee at-large members.

Kimberly observed that the statement was still preferred a figure of $5,000 but that he could be

continued to go higher.

Doug stated that he also preferred a figure of $4,500 but that he could be

approved. Approved
Higgins
Jennifer
Melon: Committee at-large
Discussion of School

Approved
Melon: President

Approved
Melon: President