



City of Taunton Elected Officials Compensation Analysis

Presented By:

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Objective:

Compensation IQ

- ▶ Municipal Council
- ▶ Mayor

Comparison of Salaries

- ▶ Municipal Council
- ▶ Mayor
- ▶ Other Cities and Towns

Cost of Living (COLA) Adjustments

- ▶ Review Procedure

Cities and Town Compensation Comparison

City	Council	Mayor	Percent
Peabody	\$ 11,016.00	\$ 122,400.00	9.00%
Beverly	\$ 14,000.00	\$ 145,000.00	9.66%
Lynn	\$ 25,000.00	\$ 145,000.00	17.24%
Medford	\$ 30,639.00	\$ 148,410.00	20.64%
Revere	\$ 14,000.00	\$ 133,997.00	10.45%
Salem	\$ 15,500.00	\$ 150,000.00	10.33%
Brockton	\$ 15,000.00	\$ 153,037.00	9.80%
Quincy	\$ 35,533.00	\$ 150,943.00	23.54%
Framingham	\$ 5,000.00	\$ 165,000.00	3.03%
Somerville	\$ 25,000.00	\$ 180,000.00	13.89%
Newton	\$ 44,014.00	\$ 155,000.00	28.40%
Average	\$ 21,336.55	\$ 149,889.73	14.18%
Council Current / Mayor Current	\$ 10,000.00	\$ 125,500.00	7.97%
Council Proposed / Mayor Proposed	\$ 16,631.08	\$ 133,048.60	12.50%
Above / Below Avg	\$ 4,705.47	\$ 16,841.13	

Municipal Council

Municipal Council's Compensation

- ▶ No pay increase in nearly a decade
- ▶ Underpaid by 50% lower (\$10K) compared to other Cities and Towns
- ▶ Increased workload due to meeting the needs of citizens, City growth, revenue and capital projects

Mayor

Mayor's Compensation

- ▶ Chief Executive Officer of the City of Taunton
- ▶ Paid less than many of the direct reports
- ▶ Underpaid by 17% relative to other cities and towns

Proposed Pay Structure

Improve Municipal Council's Compensation

- ▶ Closer to Council in other Cities and Towns by decrease pay gap
- ▶ 8% of Mayor's Salary to **12.5%** of sample set average

Improve Mayor's compensation

- ▶ Closer to Mayor in other Cities and Towns by decrease pay gap
- ▶ Decreased from 17% to **11%** of sample set average

Politics out of Pay

- ▶ Mayoral or Municipal Council COLA's based on percentages of pay

Proposal	Council	Mayor	Percent
Average	\$ 21,336.55	\$ 149,889.73	14.18%
Council Current / Mayor Current	\$ 10,000.00	\$ 125,500.00	7.97%
Council Proposed / Mayor Proposed	\$ 16,631.08	\$ 133,048.60	12.50%
Above / Below Avg	\$ 4,705.47	\$ 16,841.13	

At a Glance:

- ▶ Councilor's compensation moves to 12.5% of Mayor's salary
- ▶ Mayor's compensation is average of top 5 civilian employees' compensation
- ▶ Internal Control Process (two part process)
 1. CFO certifies availability of funds and recommend transfer
 2. Council approves
 - ▶ Based on percent
- ▶ Compensation is objectively determined without bias
- ▶ Draft Ordinance
- ▶ Compensation is fair and equitable by taking the politics out of pay

Questions, Comments or Recommendations

Thank you!