

## **Finance Committee Minutes February 26, 2024**

**PRESENT:** Committee Chair Lesley DeSouza, Committee Vice-Chair Rick Haase, Committee member Tom Rounds, Finance Director Iaconis and Council Clerk Allen.

**IN THE AUDIENCE:** Councilwomen Palmisano and Maruschak

The meeting was called to order on Monday, February 26, 2024 by Chairwoman DeSouza at 6:00 p.m.

Clerk Allen called the Roll call: Haase, Rounds and DeSouza

Chairwoman DeSouza asked for a motion to approve the February 12, 2024 Finance Committee Minutes. Motioned by Councilman Rounds, seconded by Councilwoman DeSouza.

Clerk Allen called the Roll call: Aye: Rounds, DeSouza, Haase

*Minutes approved*

Chairwoman DeSouza asked Director Iaconis about the pay band increases for elected officials. Could you provide us with some range of increase and how that would affect the budget because it would not take effect until January 1, 2026? We would like to get your opinion on how this would look into the future based on your knowledge of the budget and how it changes annually.

Director Iaconis responded that based on what she was asked to review the 3.5% increase for City Council members is doable. You're looking at an annual increase of about \$405 each; \$2,800 total for council. Of course, only 4 members would receive the increase in 2026 and the other three would follow in 2028. For the mayor, I was asked to run figures for 20, 25 and 30%. Currently she is just under \$71,000; 20% would put her at \$85,100, 25% would be \$88,646 and 30% would be \$92,192. I can run other scenarios if you like.

Chairwoman DeSouza asked and how does that look with the budget?

Director Iaconis responded that when we're looking 2 years down the road, if everything stays consistent, I think that it's absolutely doable. If we want it to be an appealing position for years down the road, it is a 24/7 position, she's extremely active and hands on. I believe it's warranted. This doesn't prevent you from changing it going forward, if you found that the position was changing or after she's termed out.

Councilman Rounds added that if the mayor decided to run two more terms, during those terms there could be a revisit, cost of living at the very least. To recap we're looking at approx. \$23K per year for both council and mayor's increase, not to go in effect for 2 years before that impacts the budget. During our past conversation we noted that the Police and Fire Departments have had language buy back in the contracts, other departments have received equipment to bring them up to a good working order. My thought would be, if we did do an increase, I would not want it to put any hinderance on any events, someone would lose their job or we just can't sustain this. It seems to be a good time for this to become a part of our planning ahead for the future.

Director Iaconis added that our property values are increasing, which generates more revenue for the city. Our income tax has also been increasing on a yearly basis, we're always looking to bring in different businesses.

Chairwoman DeSouza said the expense side of things is what concerns me. Correct me if I'm wrong but we have the police and fire contracts in place for the next three years, correct?

Director Iaconis stated that just until the end of 2025, we still have this year and next. Up until 2026 we know what to expect salary wise for both police and fire. I don't anticipate the increase in the next contract to be nearly what they were.

Chairwoman DeSouza asked if we are on the same rotation with the Service Departments contract? Please remind me when the last non-union employees received an increase.

Director Iaconis responded yes, service is a more cut and dry negotiation. They are all on the same schedule now. The non-union employees received a 2.5% increase this past January, 2024, and prior to that in 2022 those salaries and positions were reviewed and adjusted accordingly.

Chairwoman DeSouza asked the director when the mayor's salary was last increase?

Director Iaconis responded stated that there was a small adjustment after Mayor Byrne left, going into the new Mayoral term. There is language in the ordinance that allows for an increase after the end of term.

Councilman Haase commented that he feels it's time to bring that salary into the 21<sup>st</sup> Century for the amount of work that gets done. I agree with you director that it's very deserved.

Councilman Rounds stated that he would support at minimum a 30% increase for the mayor because it reflects the work that goes into the position. Even for councilmembers in the future to attract individuals, a little bump in pay, could cause someone to consider running in the future. Although, you don't want people doing it for the money.


Director Iaconis stated that you want to be fairly compensated.

Chairwoman DeSouza thanked Director Iaconis for the overview. It's this type of information we were looking for.

Councilman Haase added it helps to put things in perspective for us.

To adjourn meeting: Council Clerk: Roll Call: Aye: Haase, Rounds, DeSouza

**Finance Committee meeting is adjourned at 6:18 p.m.**

  
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Barbara Allen  
Clerk of Council

  
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Lesley DeSouza  
Chair, Finance Committee