

City of Gainesville

*City Hall
200 East University Avenue
Gainesville, Florida 32601*



Minutes - Final

December 2, 2019

1:00 PM

City Hall Auditorium

Charter Review Commission Subcommittee

*Jorge Campos (Member)
Scherwin Henry (Member)
Jeremiah Tattersall (Member)*

CALL TO ORDER - 1:03 PM

AGENDA STATEMENT

ROLL CALL

Present 3 - Member Campos, Member Henry, and Member Tattersall

ADOPTION OF THE AGENDA

Adopted

BUSINESS DISCUSSION

[190670.](#) **Selection of Chair and Vice-Chair (NB)**

Member Henry motioned to name Member Tattersall as the Subcommittee Chair.

Tabled discussion until Member Campos' arrival.

1:17 PM Return to item. Member Henry motion to name Member Tattersall Subcommittee Chair, Member Henry Subcommittee Vice-Chair.

Vote: Motion passed 3 - 0.

RECOMMENDATION *Members of Sub-committee elect a Chair and Vice-Chair.*

Approved, as shown above

[190672.](#) **Implementation of City Commission Salary Increase (NB)**

Chair Tattersall introduced the discussion, referred to Mayoral salary data included in back-up materials. Noted an error in previous salary data. Reviewed previous meeting. Discussed implementing County salary formula with a Mayoral differential.

Vice-Chair Henry commented about setting Mayor salary at \$50,000-55,000; City Commission at \$40,000-42,000. Submitted additional data as back-up on Mayoral pay.

Vice-Chair Henry asked about County salary formula.

Member Campos arrived at 1:12 PM.

Vice-Chair Henry asked about including a formula in the City Charter.

Chair Tattersall discussed proposed language: Each member of the City Commission shall receive a salary based on the FL statute, with an additional 20% for the Mayor, to be implemented over a three-year period to begin October 1, 2021. Also, there would be a one-year period before implementation would begin; Commission could discuss how to implement. CRC as a body can discuss implementation, look at the formula again.

Vice-Chair Henry suggested deciding on salary, setting formula to align.

Chair Tattersall and Member Campos discussed. Chair Tattersall confirmed that \$59,000 is the figure generated by the formula. Discussed possible salary of \$60K for Commissioners/\$75 for Mayor.

Vice-Chair Henry commented on comparison to median income, commented that those amounts would be too high. Suggests \$40,000-45,000 for Commissioners. Chair Tattersall agreed, commented that tying the formula to County Commission would not be arbitrary.

Vice-Chair Henry responded about comparison to median income; numbers too high. Suggests \$40-45K for Commissioners.

Chair Tattersall agrees tying to same numbers as County Commission would be objective.

Vice-Chair Henry asked whether this decision will be in the Charter, going beyond the scope of the CRC's commission. Chair Tattersall stated that Commissioners want salary to be in the charter to remove it from political process. Supports including salary figure in the charter with a percentage for the Mayor differential.

Member Campos commented about Commission setting its own salaries, compared to the County Commission. Putting salary in the

Charter allows Commission not to set its own salary, but it could pass a charter amendment. Compared to salaries of City employees. Supports at least keeping salaries with cost of inflation. Chair Tattersall commented about cost of living increase, whether that is determined by ordinance.

Chair Tattersall commented that citizens will vote on the proposal. Referred to back-up information on average mayor salaries from League of Cities.

Vice-Chair Henry commented about possible salary formula and differential for \$51,000 and \$61,000 for Mayor, based on percentage of City population compared to County. Member Campos asked a question about his calculations. Chair Tattersall commented.

Member Campos discussed basing salary on a percentage of the County salary, rather than percentage of City population.

Chair Tattersall discussed application of the state formula. Vice-Chair Henry responded that the state's formula is still arbitrary as there is no formula for City Commission. Member Campos discussed salaries for elected officials depending on the make-up of the municipality.

Vice-Chair Henry commented about the role of the City Commissioners. Chair Tattersall responded.

Vice-Chair Henry discussed steps: (1) To present a salary recommendation. (2) To review the state's formula for recommendation from CRC to give some kind of raise to City Commission. (3) To decide a percentage. (4) Implementation of percentage.

Member Campos asked whether CRC voted on the formula. Chair Tattersall responded yes, next to discuss the mayor differential. Member Campos commented about the salary figure proposed based on City population. Chair Tattersall commented. Vice-Chair Henry commented.

Member Campos confirmed that the proposed salary based on the formula would be ~\$59K, with a differential for the Mayor. Commissioners would move from \$37,000 to \$59,000. Differential could be a percentage or a dollar amount. Chair Tattersall commented.

Chair Tattersall reiterated proposed language.

Vice-Chair Henry suggested proposing implementation language. Chair Tattersall asked if it should be included in the charter. Vice-Chair Henry responded yes, should be one submitted recommendation. Chair Tattersall suggested revising the proposed language to implement the increase "evenly".

Member Campos commented about the optics of a raise, acceptance by public. Chair Tattersall commented about increasing implementation to five years. Vice-Chair Henry agreed. Member Campos commented about election cycles, future candidacies.

Chair Tattersall asked about revising language to implementing the increase evenly over five years. Vice-Chair Henry agrees that five years would offer more leeway.

Member Campos and Chair Tattersall discussed the annual increase breakdown over 5 years.

Chair Tattersall discussed public response to an increase. Believes a five-year increase based on the state formula would be most palatable. Member Campos responded about compensating quality candidates.

Chair Tattersall and Vice-Chair Henry discussed the formula calculation. Vice-Chair Henry reached \$59,984. Chair Tattersall confirmed that this would be the base salary for the Commission, based on the current population.

Vice-Chair Henry commented about implementation. Chair Tattersall reiterated support for an even implementation over five years. Would like to consider Mayoral differential (percentage or dollar amount). Vice-Chair Henry would support some differential, not a lot. Discussed Mayoral salary data in back-up.

Chair Tattersall and Vice-Chair Henry discussed Mayoral term and compensation. Discussed potential differential percentage; currently 27%.

Member Campos suggested considering a \$10,000 stipend for the

Mayor rather than a percentage. Discussed implementation over five years. \$10,000 for Mayor would be implemented the first year.

Chair Tattersall stated that formula may change based on population and changes at state level. Comfortable with five-year implementation and \$10,000 increase for Mayor.

Member Campos suggested splitting \$10,000 into two years. Agrees with recommendation. Discussion about splitting the \$10,000 over five years (\$2,000/year).

Members proposed the following: To set Mayor and Commission salaries based on state formula, with Mayor receiving \$10,000 more than Commissioners. The increases would be implemented equally over a five-year period beginning October 1, 2021.

The Subcommittee directed the Clerk to bring figures calculated by Member Campos to the main CRC meeting in the afternoon.

Discussion about including term "stipend". Vice-Chair Henry asked if the amount should be salary or a stipend. Stipend may not count as salary. Member Campos responded. Chair Tattersall disagreed. Members discussed that the \$10,000 differential/increment for the Mayor should be part of salary each year, rather than a stipend or bonus.

Vice-Chair Henry moved to send the Subcommittee's recommendation to the CRC. Member Campos seconded. Vote passed; 3-0.

RECOMMENDATION *The subcommittee discuss.*

Approved, as shown above

PUBLIC COMMENT

ADJOURNMENT 2:35 PM

Motion by Vice-Chair Henry, seconded by Member Campos to adjourn the meeting. Vote 3-0.