



**Tuesday March 26, 2019
Organizational Meeting Minutes**

MEMBERS PRESENT:

Maurice Brown
Brian Gould
JoAnn Hernandez
Martha Lamparelli (via Phone)
Brian Manley
Dr. Constance Moss
Sharon Randaccio
Art Robinson
Stephanie Saunders
Gladys Herndon-Hill (Ex-Officio)

The organizational meeting of the Citizens Salary Review Commission was called to order at 5:32 p.m.

Motion by Ms. Lamparelli to nominate Mr. Brian Manley for Chair. Seconded by Mr. Robinson. Approved.

Motion by Ms. Lamparelli to nominate Ms. Stephanie Saunders for Vice Chair. Seconded by Mr. Robinson. Approved.

Mr. Manley asked staff to compile contact information and distribute to the members of the Commission.

The Commission members discussed the charge and scope of the commission. Ms. Randaccio stated that the Commission should compare the City's compensation to other cities in a similar tier of population and budget size. Mr. Robinson highlighted the difference in salary between elected officials in the City of Buffalo and their staff.

Ms. Randaccio requested that staff compile data from comparable cities on their total compensation. Dr. Moss asked to include demographic and population information in the data.

The Commission members finalized the meeting schedule and the protocol for public input at their meetings. Dr. Moss emphasized the importance of transparency and hearing the voices of the public who they are representing.

Ms. Randaccio asked staff to compile the job descriptions of each office as well as how each comparable city's school boards fit in the structure of their city government.

Ms. Saunders spoke on keeping any recommendations confidential before the final report is released to the public to preserve the integrity of the Commission.

Ms. Randaccio was excused from the meeting.

Mr. Manley requested that staff sends the data to the members of the commission seven (7) days before the April 9th meeting.

Mr. Gould requested the data be adjusted to the Consumer Price Index (CPI) since the last time the salaries of elected officials were adjusted.

The Commission members discussed how higher salaries could remove the need for Common Councilmembers to have additional sources of income and could lead to better job performance for their districts. They also discussed the impact that raising salaries could have on recruiting more people to run for office.

Ms. Hernandez mentioned giving each office a cost of living raise each year. Dr. Moss wanted the Commission to be prepared to answer questions on where the money will come from for any recommended raises.

Mr. Gould asked staff to acquire the minutes from the City of Buffalo's last Citizens Salary Review Commission.

Motion by Ms. Saunders to adjourn. Seconded by Mr. Brown.