



BLUE RIBBON COMMISSION

Report

Wednesday, April 24, 2019

Present: Co-Chair Claudia Dumond-Henderson, Co-Chair James Simons, Karen Carroll Bennett, Carolyn Gabbay, Doug Cornelius, Sue Flicop, Greg Reibman, Timothy Moran, Donald Siegel, Sharon Chan, John Stewart and Committee Clerk, Danielle Delaney

Absent: Kathy Sun and Andrea Steenstrup

Co-Chair Dumond Henderson opened the discussion to members of the public who were present. There was no public comment.

Commission members were provided with the final survey results of the general public and elected officials including comment, attached to this report.

Co-Chair Jim Simons provided Commission members with survey results from the Peer Group Sub-Committee explaining in detail the survey summary, list of cities and towns requested to participate, survey questions and responses. Commission members suggested the following revisions, a revised report is attached to this report.

The revisions include the following:

Mayor's pay compared to peers: The overall percent of Mayor's salary to peer community average salary has been adjusted to from 92% to 89% for summary purposes on slides 2 and 3, omitting Lowell (outlier); this figure now appears along with other percentages at the bottom of slide 8.

City Council ratios: The overall percentage of peer city council stipend to mayor has been adjusted from 15% to 14% upon omitting Lowell; other ratios are still noted on slide 9.

City Council ratios and cost: Slide 4 table has been adjusted to show the ratio change to 14%.

Mayor and City Council pay comparison summary of same communities in the 2005 and 2019 studies. The table on slide 3 has been expanded accordingly.

School Committee ratios and cost. Slide 4 table was adjusted to reflect cost of 8 members and ratio change noted above.

Retiree health care eligibility. On re-review of emails from the city council the right to retiree health benefits is allowed per state law. Council writes " Health Insurance benefits for municipal employees and retirees is governed by MGL c. 32B. Under this law, persons receiving a pension from the City are eligible to continue group health insurance

benefits. Under MGL c. 32B a municipality that has accepted certain sections of the statute (which Newton has) must contribute a percentage of the premium (as is done for active employees)."

Co-Chair Dumond-Henderson provided Commission members with retiree health and retirement benefits explaining in detail questions presented and answers from the City's Law Department.

Commission members asked of the 24 City Councilors, 8 School Committee members and Mayor capitalize on the health insurance? Co-Chair Simons answered that he received information from the former City Comptroller that 9 City Councilors, 5 School Committee members and the Mayor capitalize on this benefit. Nine out of 21 retired City Councilors who are vested capitalize on this benefit. Three members of the School Committee are eligible for retiree health benefits.

Co-Chair Jim Simons provided Commission members explaining in detail the report template, attached to this report. He explained the sections, descriptions and comments. He then stated that sections of the final report shall include, an introduction, background, current state, commission process, input to commission, discussion, vote, recommendation and appendices.

Doug Cornelius provided Commission members explaining in detail the process to create and adopt recommendations for the City Council's consideration. Included were the deliberation rules, questions and the process. The 4/25/19 version is attached to this report.

Commission members suggested the following for consideration when voting takes place.

- Voting to begin with the Mayor, followed by the City Council then the School Committee members.
- Vote with a straw vote.
- The tally of Commission votes, yea or nay, will be summarized along with member narratives.
- The vote shall include whether a compensation review should be regularly scheduled.
- Other recommendations or perks for to vote on will be suggested by Commission members prior to voting.

The Commission discussed in length whether the draft or final report should be provided to the public for feedback, clarity, errors, etc. At this time, Commission members took a straw vote that the public would not be provided a draft or final report before the Commission disbands. They then discussed whether it would be appropriate for the Law Department or other knowledgeable city sources to review the final report before the Commission issues the final report to the City Council.

The next meeting of the Commission is scheduled for April 30, 2019 in City Hall.

The Commission adjourned at 9:25 p.m.

Respectfully submitted,

Claudia Dumond-Henderson, Co-Chair

James Simons, Co-Chair

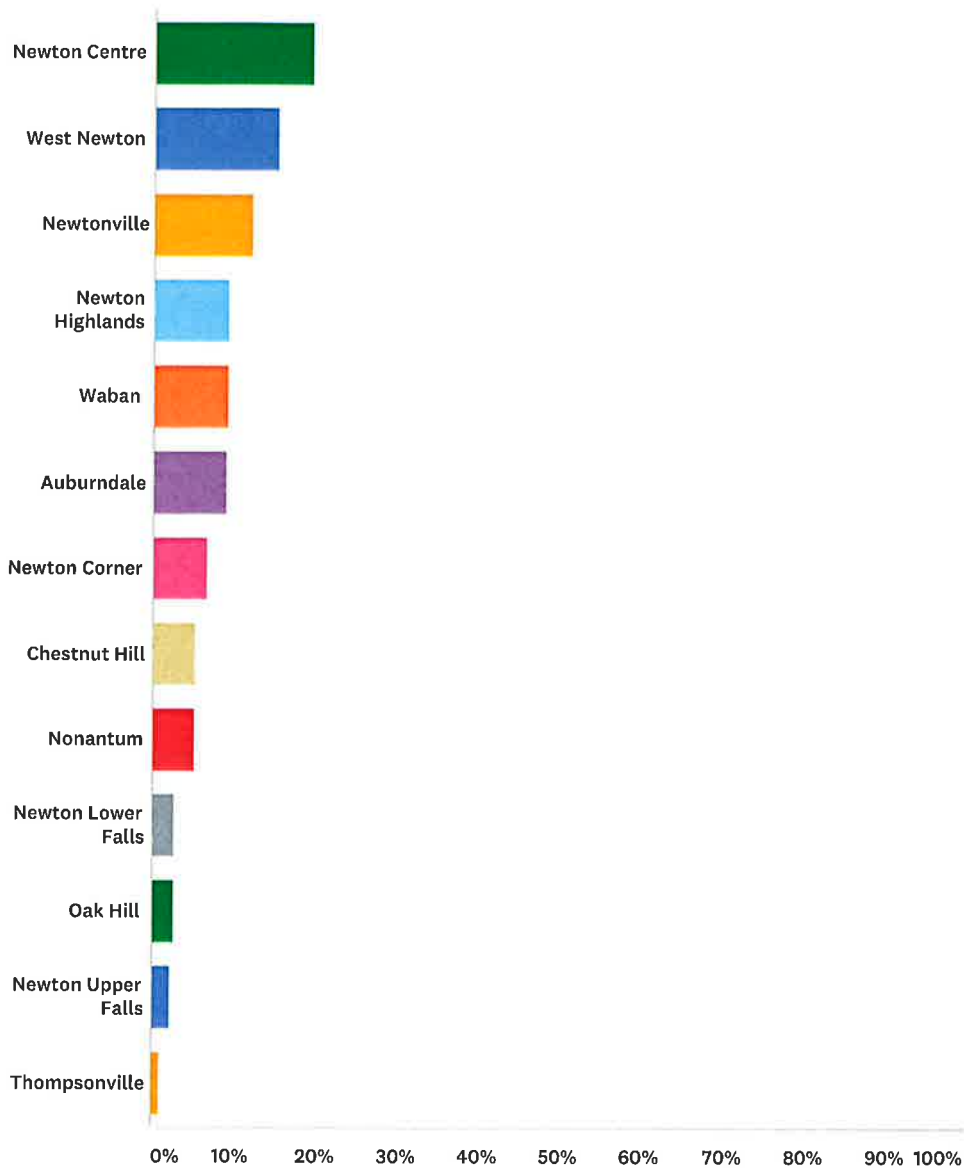
GENERAL PUBLIC

Blue Ribbon Commission on Elected Officials' Compensation

SurveyMonkey

Q1 In which village do you reside?

Answered: 303 Skipped: 2



ANSWER CHOICES

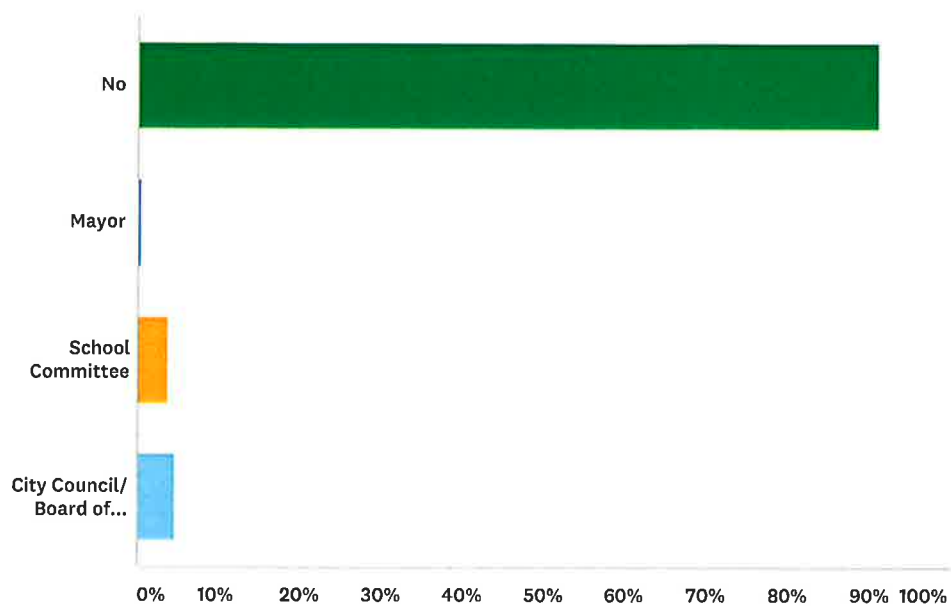
Newton Centre
West Newton
Newtonville
Newton Highlands
Waban
Auburndale

RESPONSES

19.47%	59
15.18%	46
12.21%	37
9.24%	28
9.24%	28
8.91%	27

Q3 Have you ever served in an elected role in the city of Newton?

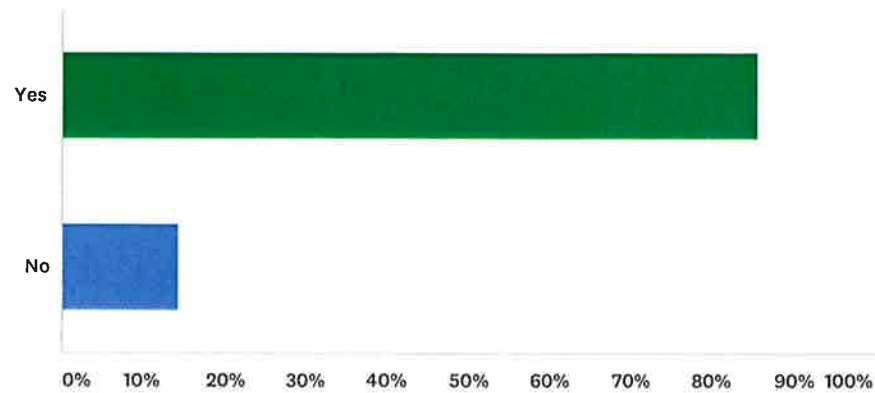
Answered: 299 Skipped: 6



ANSWER CHOICES	RESPONSES	
No	91.30%	273
Mayor	0.33%	1
School Committee	3.68%	11
City Council/ Board of Aldermen	4.68%	14
TOTAL		299

Q4 Do you believe council and school committee members should receive a salary?

Answered: 303 Skipped: 2



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

85.81%

14.19%

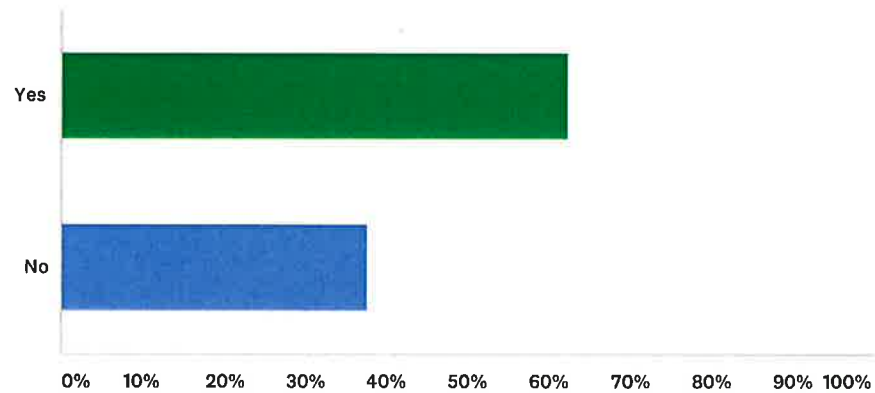
260

43

303

Q5 Do you believe the salary should be adjusted at the start of a term to reflect changes to cost of living?

Answered: 298 Skipped: 7



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

62.42%

37.58%

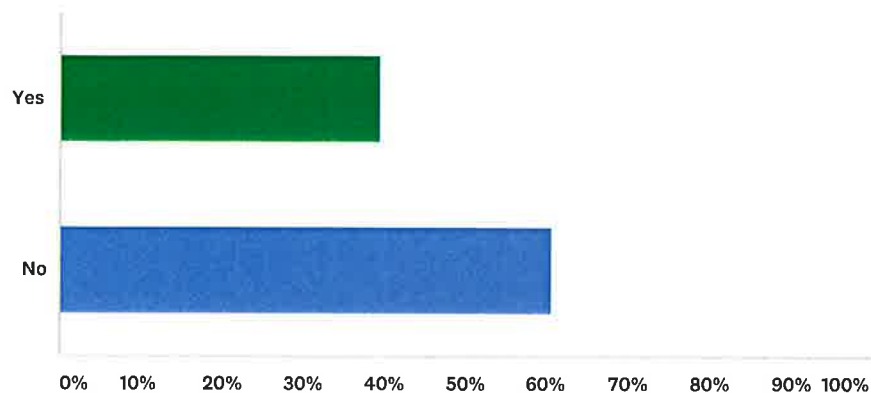
186

112

298

Q6 Should minimum wage be a factor when considering salaries for these roles?

Answered: 298 Skipped: 7



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

39.26%

60.74%

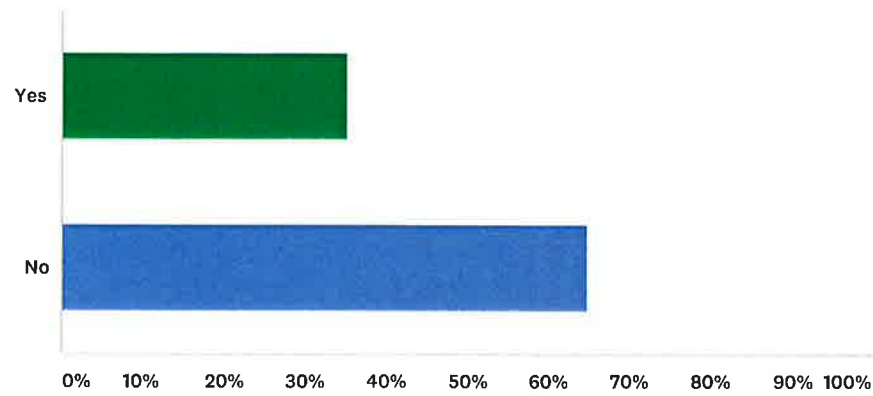
117

181

298

Q7 Would you or have you ever considered running for one of these elected positions?

Answered: 302 Skipped: 3



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

35.10%

64.90%

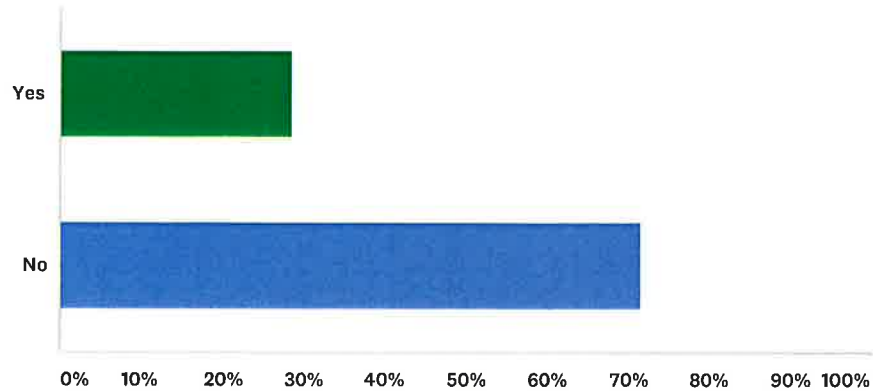
106

196

302

Q8 Would the compensation provided be a factor in your willingness or ability to run for one of these offices?

Answered: 302 Skipped: 3



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

28.48%

71.52%

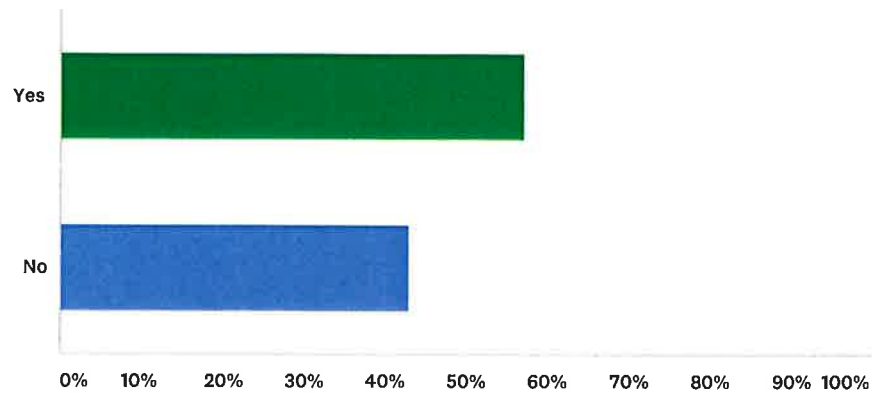
86

216

302

Q9 Do you believe the compensation has an impact on Newton’s ability to attract a socio-economically diverse pool of candidates?

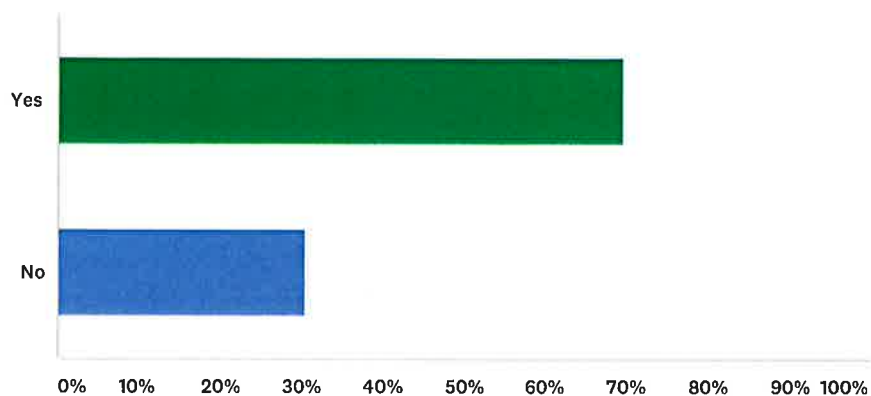
Answered: 299 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	57.19%	171
No	42.81%	128
TOTAL		299

Q10 Do you believe the mayor's compensation should be adjusted at the start of a term to reflect changes in the cost of living?

Answered: 300 Skipped: 5

**ANSWER CHOICES**

Yes

No

TOTAL

RESPONSES

69.67%

30.33%

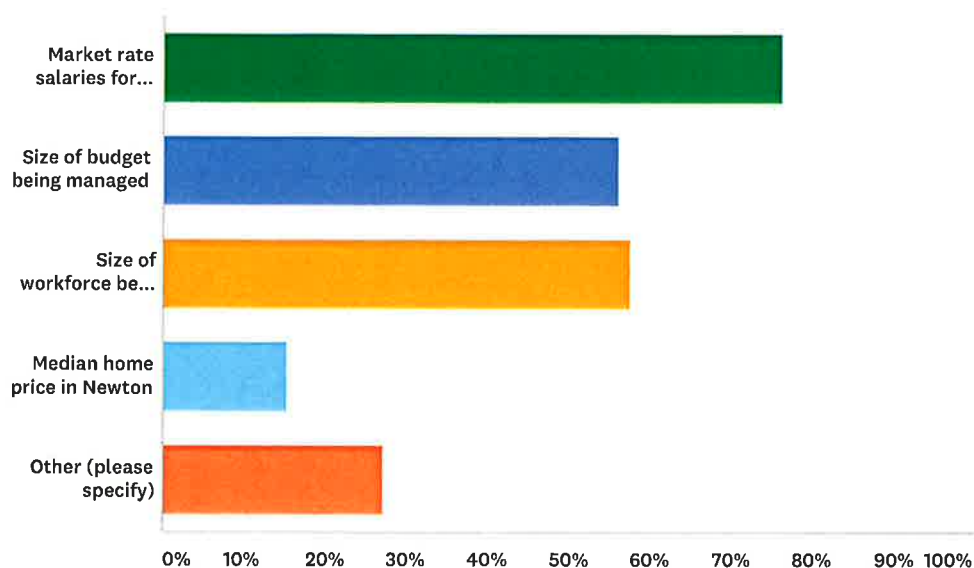
209

91

300

Q11 What criteria should be used to determine an appropriate total compensation for the mayor - please select all that you believe should apply from the following:

Answered: 301 Skipped: 4



ANSWER CHOICES

Market rate salaries for other comparable chief executive roles in surrounding cities

Size of budget being managed

Size of workforce being managed

Median home price in Newton

Other (please specify)

Total Respondents: 301

RESPONSES

76.41% 230

56.15% 169

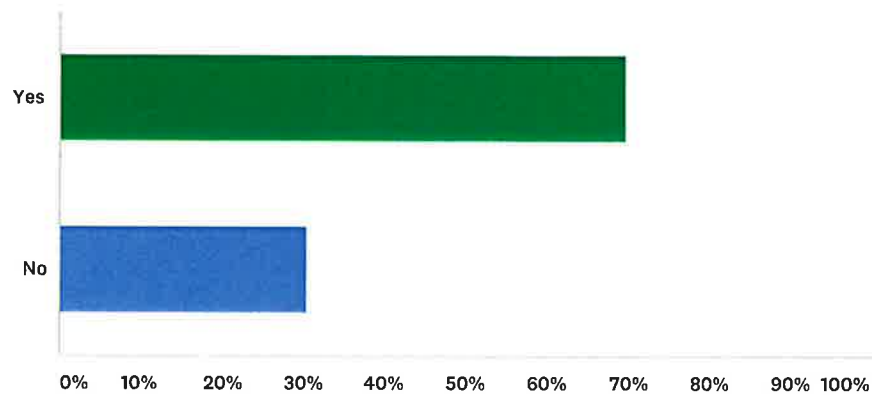
57.48% 173

15.28% 46

27.24% 82

Q12 In order to attract top talent, historically some city employees have earned more than the mayor. Do you believe this is an acceptable practice?

Answered: 303 Skipped: 2

**ANSWER CHOICES**

Yes

No

TOTAL

RESPONSES

69.64%

30.36%

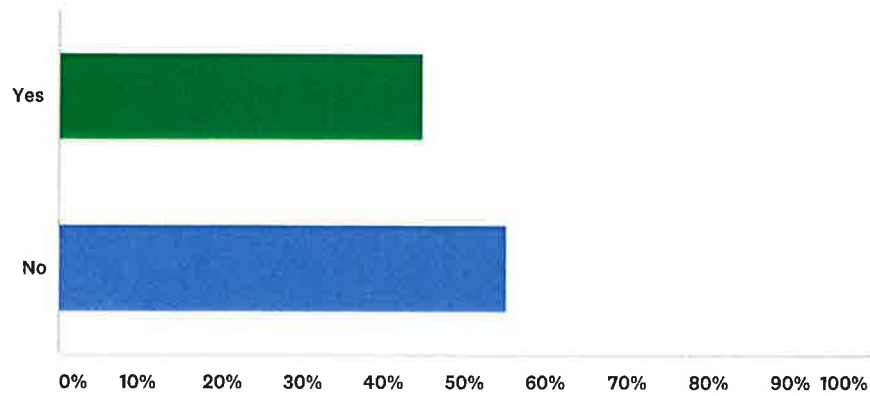
211

92

303

Q13 Do you believe the mayor's compensation has an impact on our ability to attract a socio-economically diverse pool of candidates?

Answered: 302 Skipped: 3

**ANSWER CHOICES**

Yes

No

TOTAL

RESPONSES

44.70%

55.30%

135

167

302

Q14 General comments about the elected officials' compensation:

Answered: 164 Skipped: 141

#	RESPONSES	DATE
1	I have served on both the School Committee and the City Council and compensation has not been a factor in my desire to serve the community. I view these jobs as a privilege and feel very fortunate to have been given these opportunities. With that said, I think that all three roles should be compensated and that the current rates of compensation are probably too low given the work involved and the length of time since compensation has been increased.	4/14/2019 3:54 PM
2	Thanks for soliciting citizen input on this important issue. My comments are: 1. The cost/value of pension and health benefits was not quantified but with a modest stipend (not really a salary) the pension benefit should not be that costly. The health benefit clearly is very valuable/costly — as much or more than the stipend. The CC and SC members are NOT employees. They are elected representatives and should not be classified as employees to access these benefits. People do not receive pensions from real employers (401K at best) and there is no reason for elected CC and SC members to be eligible for pensions regardless of the hours they put in. Likewise the health insurance benefit is out of line. Citizens do not get this benefit and a select group of elected representatives should not be raised to an elite by getting health benefits to be worth more than the stipend. Moreover that there are lifetime health benefits is particularly offensive—and an exorbitant expense for the City to give a select group of elected officials a lifetime “annuity” like that. Health benefits for SC is particularly out of place as their service is even more part time than the work of CC members. But in both cases health benefits are out of place. 2. Compensation for the SC and CC should be at token rates. A stipend to offset out of pocket expenses. It is an honor to serve — and to have power. These are not employment situations. 3. The Mayor is a full job so benefits are more reasonable in the case of that office. 4. There are few comparables for Newton around the state so benchmarking against other communities will be of little value. 5. I suspect that a number of SC and CC members get health insurance through their real jobs. If only some SC and CC members take the health benefit in addition to the stipend everybody gets they are collecting double (or more than double) compared to their peers. That inequality is not tied to value or performance or even level of engagement. Discontinue the health benefit — level the playing field to the citizenry that doesn't have this perk — and increase the stipend commensurately with the dollars saved on a budget neutral basis. That will make compensation fairer — and equal— across the board, not distorted by whether a SC or CC member opts for health insurance. And be budget neutral about this compensation restructuring. People are pressed to pay their real estate taxes, especially now that for so many of us they are no longer deductible under the new tax laws. 6. The Mayor's office does not need a big salary increase. People do not seek the job for the money. 7. Removing the pension and health benefit may encourage more much needed turnover on the (too) large and dysfunctional CC. Benefits should not be an incentive to hang onto office — and the prospect of valuable lifetime health benefits after 10 years of service must certainly cause some incumbents to hang onto office waiting to vest rather than graciously making way for new blood to join City government. Thanks for soliciting input.	4/12/2019 6:06 PM
3	I vote to downsize the number of councilors and view total package of compensation for all elected officials as a positive for the city. The lack of pay for elected severely narrows the base who might consider running.	4/9/2019 4:47 PM
4	While no one believes anyone takes these roles to get rich, the remuneration should reflect the commitment and the commitment (for mayor and council) is significant. They are essentially the executive leadership of a large, highly complex organization. I don't have as much of an appreciation for the role of the school committee as their work seems to be essentially dictated to them by the superintendent, so I don't feel as strongly about their pay being adjusted at the start of a term.	4/9/2019 4:09 PM
5	With fewer councilors, the City can compensate each better.	4/8/2019 2:57 PM
6	We ask our Councilors to become experts in many areas. They must read and process numerous documents, get assistance when needed and use good judgement which takes time to formulate. Many committee meetings are required of them during the week. I fully support increase in salaries.	4/7/2019 9:33 PM

7	The work of this commission is long overdue. However, a robust and honest evaluation of compensation for City Councilors can't take place until you grapple with the fact that the complexity, duties and time commitment of the job is proscribed by the fact that there are 24 Councilors. A rigorous job analysis would reveal that the job could and should be done by less than half that number and that those jobs should be full-time, and paid accordingly. I understand why you couldn't wait until the Council downsizes in order to do this work--because at this rate it may never downsize--but from a Human Resources and efficiency perspective, the Council needs to be reengineered in order to a) attract high caliber candidates and b) attract a diverse talent pool.	4/5/2019 4:35 PM
8	As a Councilor and knowing at least partially the motivation of many colleagues, I think the reason we serve is to serve. This is probably the tradition in a way in Newton. That is not to say that this will always be the case, meaning, compensation may be more important in attracting candidates in the future, but that may also depend on the size and amount of time required. I think the compensation is appreciated and some of it winds up getting contributed back to the various Newton charitable organizations - I am more motivated in that direction because I have these funds available. I spent around 1000 hours in my first year and I attended to city activities in one form or another most days, including weekends. But that is how I work; my professional career was management consulting in a Tier 1 firm and you are always "kind of on". Council work is a 7x24 job in some ways with lots of gaps. But you are always cognizant of your role and responsibility. You take calls and emails (I think most of us do) at any time. This makes it tough to really value the job, which is why I think of compensation in this case as an honorarium. I think given where we are, the history etc. it would be challenging to make any significant adjustment, and I think many of us (councilors) probably don't think it's worth it, all factors considered. The Mayor is different, that is a full time professional executive and the Mayor needs to be compensated as such and the salary needs to keep up with inflation and trends in that type of compensation. One thing I didn't mention, as up to now I haven't used the benefits, but these are fairly generous and for some a significant offset to a small salary. I think the health care benefit may be very attractive and be more important than salary as a motivator for some to run.	4/5/2019 12:49 PM
9	Thanks for your efforts on this survey.	4/4/2019 7:54 AM
10	The Mayor's salary has been depressed since Mayor Cohen made the mistake of turning down pay raises; it should rise to the market comparable level. As for School Committee and City Council, I don't know what those officials are actually paid in relation to the base salary, but I do know they put in a lot of time doing committee work; perhaps they are underpaid as well.	4/2/2019 1:28 PM
11	I think the information about school committee members being able to vest after 10 years is not accurate. State law requires a stipend of at least \$5000 to be eligible to vest.	4/1/2019 6:16 PM
12	None of the questions above asked about benefits, which was a serious omission. I would have stated that the city council and school positions absolutely should not receive benefits. Benefits should be only available as they are at most reasonable institutions, which is for people who spend at least half or 3/4 of their professional work week hours engaged in such positions. Or, alternatively, offer the benefits but make the employee's contribution (vs the employer's contribution) much higher, reflecting that they do not work even close to full time for the city. Also, the reason I am voting against cost-of-living increases is that I do not trust the political process to keep the increases reasonable. If you pegged the cost-of-living increases to the CPI, that would be acceptable.	3/31/2019 9:10 PM
13	I don't feel qualified to answer many of these questions. I suggest investigating methods to respect the available time of school-committee members.	3/31/2019 11:29 AM
14	We need to ensure that we attract excellent leaders and enable more socioeconomically diverse and experienced candidates to run.	3/31/2019 10:08 AM
15	Everyone in public positions need to be paid fairly.	3/30/2019 8:06 PM
16	I would like to know what the job descriptions are for city councilor and how this role relates to paid city employees' roles, is it supervisory, does it develop policy? What are the designated subcommittees of the council? Does this assignment increase the number of hours worked for a councilor? Should salary be adjusted accordingly? Who appoints a councilor to a committee or do they choose voluntarily? Is there a stated limit to "overtime"?	3/30/2019 11:13 AM

17	I'm of the mind that, apart from the mayor which is a full time job, that council members are volunteers who have a public service commitment. Some compensation is appropriate but this was not intended to be a paid job in the city. Given the #'s of people who seem to run in local elections, it also doesn't appear that there is a shortage of interested citizens willing to make the commitment. Public service requires significant time and energy; it always has and it always will. The increasing tax rates for residents, though not seriously impacted by increased compensation, is a small factor. It's time to shrink the City Council. If the City took that action first and then re-surveyed residents re: compensation for service, you might see some different answers. Thanks for the opportunity to offer input.	3/30/2019 7:25 AM
18	Mayor's salary should be significantly more.	3/30/2019 6:11 AM
19	Officials who do the best job for the citizens spend a considerable amount of time in preparation, meetings, and outreach. That should be compensated so that the pool of potential candidates is large enough to attract the best individuals.	3/29/2019 10:36 PM
20	City counselor job should be a volunteer job,in order to suffice public service requirements.	3/29/2019 6:22 PM
21	I know city councilors go to many meetings. Depended on what kind of outside jobs they have, I think they may need the money and possibly the benefits to make it worth their time to take on the role.	3/28/2019 6:33 PM
22	Eliminate Pension. Use 401k or similar retirement plans.	3/28/2019 11:00 AM
23	They are overpaid, waste taxpayers money, work is not justified for the money they make and perks they get! Stop burdening the taxpayers !!	3/28/2019 12:01 AM
24	It should not be the reason to serve but also not discourage service for those otherwise qualified by interest, experience, and desire to serve those they represent.	3/27/2019 8:29 PM
25	Pl. first reduce the size of City Council, before increasing the salaries.	3/27/2019 8:10 PM
26	If elected officials are serving the city as a part of their retirement activity, perhaps they may not require any salary. A small honorarium to appreciate their service and commitment to the community should be sufficient. Evidence shows that such activities are enormously beneficial to people in their retirement years—reduces social isolation and other benefits. But, if these are jobs that are held by young people in their preretirement years and are devoting full time, then they should be fully compensated with market based salaries and benefits.	3/27/2019 5:23 PM
27	I'm on the Newton Highlands Neighborhood Area Council. While I don't think we should receive financial compensation, I think it should be noted that we are elected officials, elected by the registered voters in our "service area", i.e. extended village.	3/27/2019 12:11 PM
28	Newton residents have reason to be grateful for the handful of city councilors we presently have who--following the example of past Newton councilors, school committee members, and mayors--understand public service and bring sound judgment to their tasks, as they strive to maintain Newton as a city that people of a broad array of backgrounds and economic levels can call home. We cannot adequately compensate those honorable officials. But elected offices are and ought to be voluntary positions, the rewards for which, besides the satisfaction of performing public service, are experience that may be useful in the officials' professional lives and the respect of their community. The financial rewards for all of the elected positions should be minimal, with only the mayor receiving a modest wage and benefits. That health benefits and quickly-vested pensions, massively expensive to taxpayers, are offered to city council and school committee members is unconscionable. These are matters between those officials and their actual employers. Newton's pension and health care expenses are already severely underfunded, with officials of successive administrations passing on debt as they move to greener pastures, while opening the city to the most pernicious of tax-promising interests. Personal financial security should not be the goal of office seekers. People of all backgrounds and incomes, and with great responsibilities at home, can and do volunteer and contribute resources to benefit others in the community: in the schools and religious institutions, in civic and charitable groups, for medical advancements, for the preservation of natural spaces. The purported goal of broadening participation in elected office by raising financial rewards is a cynical cover for the further corruption of Newton's civic life. Rewarding a mayor according to the size and scope of that official's responsibilities only encourages the already evident expansion of the reach of that office, too often for frivolous and damaging purposes, serving mainly the end of personal ambition, selling our city to the highest, most destructive bidders, then justifying still more feel-good programs and subsidies, a truly vicious cycle. The need to bring this city under control has never been greater, and that effort has to start somewhere. The compensation committee could do a great service by holding the line.	3/27/2019 10:14 AM

29	There should be performance benchmarks tied to salary increases, so that an elected officials' pay does not automatically increase without meeting a minimum performance standard. I think the number of hours and days that one puts into the work week for these jobs should be a factor. How often does school committee and city council meet. Is the Mayor's job 24/7? If so, 125K is a pitiful salary.	3/26/2019 10:35 PM
30	It's hard to know if the salaries are high or low without knowing details about medical and pension benefits. Salaries described above are probably on the low side and should be adjusted very modestly for inflation. However, they aren't really too low of the medical and pension benefits are generous.	3/26/2019 8:57 PM
31	City employees get a lot of benefits that private companies no longer offer. This is a left over from when public service needed to attract talent and compete with private companies salaries and pensions. This is no longer the case. City employees are guaranteed raises, have good healthcare, pensions--all kinds of benefits that workers today are no longer afforded. Anyone working at city hall now and our city councilors are doing better than many others in the private sector. This must all be considered when looking at compensation.	3/26/2019 4:02 PM
32	City employees are overpaid in general. The pension and overtime benefits are amazing. The elected officials should be looking to decreases salaries, not increase them.	3/26/2019 1:40 PM
33	1) Over time there has been too little turnover on the City Council, and sometimes it has appeared that Councilors (and in earlier years, "aldermen") can be reluctant to give up the medical and other benefits. The large size of the elected boards, especially the City Council, makes it possible to "phone it in," i.e. serve in a listless manner, continuing to attend some meetings but making too few contributions, all the while motivated by the benefits. Removing the benefits would create a more engaged Council, with more opportunity for new councilors to be elected. 2) While it may seem that having a salary for elected boards would attract candidates who are not wealthy, the greater factor in my eyes is to get some of the incumbents to step down. 3) I favor a salary for the mayor that reflects his/her role as chief executive of a large organization, coupled with ZERO salary for the School Committee and City Council.	3/25/2019 3:09 PM
34	Most workers receive reviews and pay raises each year. I think city leaders should be treated the same. They're executives with responsibilities for tens of millions of dollars and should be compensated as such.	3/25/2019 1:46 PM
35	what does "vesting" mean? I think the provision (as I understand it) that people who have served in elected positions for over 10 years will receive TOTAL health benefits upon retiring is really excessive. 50% would be fairer to the taxpayers	3/25/2019 12:16 PM
36	Elective position should not be seen as a pathway to wealth or power or as a stepping stone to higher office--in Newton or anywhere else. At one time, it was commonly accepted that public office might require sacrifice, but many of our best public officials were willing to pay that price.	3/25/2019 10:22 AM
37	We are never going to get a socio-economically diverse pool of candidates unless there is decent compensation meeting their needs. I don't know if there is any way to pay the elected officials based on their needs with a base minimum.	3/25/2019 10:19 AM
38	I believe that this survey is skewed to justify increases that are fiscally irresponsible and not related to what jobs Newton officials should be doing	3/25/2019 10:05 AM
39	Councilors and school committee members should not be vested and receive benefits.	3/24/2019 9:59 PM
40	If it is a full time job then compensation should be appropriate to the job. Less than full time should be a volunteer	3/24/2019 8:38 PM

41	I find this survey to be designed to be a distraction from the real issue: the City Council's lack of compensation. The mayor does not need a raise. She is of the 1% and should by standards of social decency... serve for free. She is doing a fine job, but frankly, she doesn't need the money. Donate it to charity or leave it in the treasury. City Councillors ultimately set the city budget and hence the overall policy for the city. The Councillors should be paid commensurately with their impact. Somewhere in excess of \$85,000.00 (Or higher?). Their current pay prevents attracting reasonably competent people for these positions. Hence the current composition of the council, where the only Councillors worthy of being called "public servants" have either an extreme commitment to their fellow citizens (at a financial detriment to themselves) or, are self-employed or, of substantial wealth, and thus can afford to spend their time on civic affairs. The rest of the council are either using their position as an avenue for a state pension or simply have too much time on their hands and are a liability to the body politic by taking up a seat. We should radically revisit this structure, rebuild it as a council of eight ward elected Councillors who are paid the same amount as the Mayor. Quite frankly, many of us are getting tired of the absurdity of at-large so called "representation." Really, quite a political and social embarrassment.	3/24/2019 5:44 PM
42	I think the salary is not enough and as such you tend to have candidates like mayor Fuller who are extremely wealthy — family money or previous jobs — as it is the money to run for elected office is outrageous! — also she downsized her house — going from a mansion to a more modest yet still \$2'or \$3 million home so to appear more in line with rest of Newton!! That being said, the salary shouldn't be why you apply for the job — thus prior public service experience and especially volunteer experience in Newton is absolutely critical.	3/24/2019 5:18 PM
43	I would rather we had a smaller city council that was better paid.	3/24/2019 3:20 PM
44	Pensions are unmanageable long-term. Let's go the way of private industry and provide a 401k-equivalent.	3/24/2019 3:11 PM
45	Compensation is not rocket science. Identify the most useful and effective measures and apply them to different positions in Newton city. Also, yes/no is not an appropriate way to address many issues (above). Failure to allow respondents to report "Not sure/Don't know " forced too many responses into invalid categories ("Yes/No"). Invalid statistics don't give people confidence in this effort. Next time try asking more experienced folks to review your questions. Good luck!	3/24/2019 1:01 PM
46	Running an effective government requires people with focus and commitment; failing to pay them enough to NOT have major other obligations in order to maintain a living results in the massively incompetent, small minded and distracted people we currently have running the city (outside of the Mayor). If you pay on scale with a dog walker (less than \$100 a week), then you get the intellectual equivalent of a moderately motivated middle schooler.	3/23/2019 5:32 PM
47	paying a pittance for elected official reduces the ability of people who do not have means to support themselves otherwise. Thus we skew towards the rich/wealthy in terms of those elected. Also, in this age of global warming it is ridiculous the mayor gets use of car from the city. We should eliminate this benefit and encourage our mayor to bicycle/carpool/walk/use public transportation to conduct official business.	3/23/2019 1:54 PM
48	I firmly believe that we get what we pay for. If we want "good" government, we must pay a competitive wage to attract and keep good candidates. All of these elected positions require very significant time commitments from the holders of these positions. We should compensate them for their time away from their families and their businesses or jobs. So much of our lives depend on continued good schools, efficient and fair government and a well run city. We need to invest in the people holding these offices. We get repaid not only by quality of life benefits but also by increases in home and property values. If we don't pay now, we'll pay later...	3/23/2019 12:08 PM
49	I think that whomever runs for office	3/23/2019 12:40 AM
50	City councilors should get \$20,000 per year, but only if they change the charter: 1. to make every seat unique and individually contestable - ie, At-Large A and At-Large B from each ward, so someone can run against the one person they want to oppose, not two incumbents at once, Or go to the 8 + 8 model; 2. abolish the anti-democratic, oppressive and regressive Planning Dept; and 3. give the City Council its own Law Dept. Time for tyrants Albright, Crossley and Lipsett to retire... Mayor and administration have far too much power. Stop corruption. End the developer-driven corruption. School Committee needs no raise. They need to end the groupthink and become completely transparent. Fire the superintendent, and get one at a lower salary who doesn't plagiarize.	3/22/2019 11:02 PM
51	It has been far too long since it has been updated. as a result, there is now little socio-economic, ethnic or racial diversity on the City Council.	3/22/2019 5:50 PM

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52	Public Service is a factor absent in most employment and represents a substantial (untaxed) benefit. Accordingly while being fairly compensated is important it should not overwhelm the traditional motive of "giving back".	3/22/2019 5:47 PM
53	The compensation appears to be in line with the amount of work performed	3/21/2019 4:20 PM
54	These are responsible positions whose base salaries seem generally low when compared to private sector occupations with similar levels of responsibility and time commitment, which may affect the supply of qualified candidates. Since low salaries in top government positions often affects the salary structure for other city employees, the recruitment and retention of other key city employees may be adversely affected.	3/21/2019 2:56 PM
55	The Mayor's salary is too low for the demands and responsibilities of the position. I don't think the elected officials need a raise. They get amazing health benefits and pension that extend well past the time of their service. Who among us gets to keep those benefits if we leave our day job? Also, the Mayor is full time and that's her/his only job. Most of the Councilors have day jobs that provide other compensation and benefits to them.	3/21/2019 12:09 PM
56	The candidates know the compensation prior to running. It is disingenuous to be in office for a year and a half and vote yourself a raise.	3/20/2019 11:23 PM
57	I oppose the idea of a full-time city council.	3/20/2019 11:20 PM
58	I believe the Voting Poll Workers should make minimal wage at least.	3/20/2019 5:04 PM
59	Everyone but the Mayor is NOT a full time job. This is a service to your city/community that they chose. They should not be getting benefits, pensions of any sort. A stipend is understandable but benefits and pension for life? Unsustainable!!	3/20/2019 4:39 PM
60	While minimum wage and COLA should absolutely be considered for city employees, elected officials serving on the City Council or the School Committee agree to run for the office knowing the salary & benefits for the positions. If elected, they are free to vote for and increases (or in the case of school committee request an increase) during their term of public service if they feel it is warranted.	3/20/2019 2:17 PM
61	our councilors are wonderful! Every time I came to a hearing I went home feeling good about our city government.	3/19/2019 10:39 PM
62	In the beginning of the USA, people served without compensation and out of duty. Government service has become more of a business rather than a public service or obligation as citizen.	3/19/2019 10:19 PM
63	They are elected officials. For the most part they all have full time jobs and are not in it for the money . With that said it is a huge time commitment. Offering them health and dental and life insurance is a benefit .. those that waive that and get benefits from their real day job should get some sort of benefit. I am not sure the money being paid now can even be considered as "salary" Perhaps a study needs to look hard at the time they work for the city in meetings and on boards. If you look at it as an hourly think I bet the city is getting a great deal. I bet they all work many more hours a week / month than. Many think Rather than increasing salary perhaps it you should explore a matching system of sorts to help them set aside more money for retirement in lieu of a salary now.	3/19/2019 8:52 PM
64	The fact that they get benefits such as pensions, health care as well as all those company cars we have to pay for means that they should be earning less salary than similar positions in other organizations.	3/19/2019 4:39 PM
65	I don't believe the City Council or School Committee members should receive the benefits package: Health, Dental, Vision, or Pension. This is an expense to the City of Newton. Most of these people have other full time positions.	3/19/2019 2:54 PM
66	\$125K is rather meager.	3/19/2019 8:55 AM
67	I'm all for improving the pay of public servants. However, I would not support improved pay or benefits for elected officials until the size of the city council is reduced.	3/19/2019 8:26 AM
68	If, on the other hand, the goal is to obliterate what diversity exists in Newton now, by all means, increase the salaries of civil servants: people who should not be entering public service with an eye to improving their financial situation - ESPECIALLY when their status is already extremely wealthy. It just looks rapacious, misses the supposed point of public service, and guarantees an even greater and speedier separation in the income inequality problem.	3/19/2019 3:13 AM

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69	You have not factored in the value of the health benefits when asking about elected officials' compensation, which, in my opinion is worth much more than the salaries of the council and school committee members. Most part-time jobs don't come with such comprehensive (and valuable) benefits, so to talk about "salaries" for these positions isn't really what the discussion entails. Also, we should determine the size of the council before discussing compensation.	3/19/2019 2:07 AM
70	I think the salaries have to be adjusted from time to time, but I don't think the salary should be the incentive to run for office. In theory, those serving the city have had and may still have jobs that also come with salaries, and the benefits are worth quite a bit as well.	3/18/2019 11:14 PM
71	City Councilors and School Committee members should receive a stipend to cover out of pocket costs. The Mayor needs a salary that is within competitive ranges, allows one to live in the community and relates to performance.	3/18/2019 9:27 PM
72	If a position requires a full time commitment between constituent services, public meetings, and other duties it should be compensated such that it can be the office holder's full time job. Otherwise we risk an applicant pool that is biased towards the needs of their day-jobs (particularly legal and real estate).	3/18/2019 8:47 PM
73	I would like to see all city officials compensated for the amount of time required to perform these jobs well. Otherwise the jobs will not attract candidates who represent the majority of residents: those who need a reasonable income to support living in Newton. Instead the jobs would likely attract interest only from those with another source of income - either a full-time job (and therefore limited time for their city role) or private wealth (which would likely affect their perspective on issues of concern to many residents).	3/18/2019 8:12 PM
74	In general, I would argue for a professional executive level salary for a job like mayor. You want it to be a factor when attracting top talent to run for the job. Elected board compensation is different. I would describe it as a stipend earned for public service. Once that stipend has been set, it is only right for it to vary with inflation. If there is a consensus that city councilor is a full-time job then I would revisit the idea of a bigger salary. I am not aware that it's a full-time job in Newton.	3/18/2019 7:43 PM
75	Councilors do an enormous amount of work. They should be compensated for that. Perhaps committee chairs should be compensated extra...	3/18/2019 7:04 PM
76	Our elected officials chose to run for the positions they hold knowing what the compensation will be. In the past, Alderman received no compensation. The fact that they receive health benefits while being allowed to hold jobs (Councilors), is quite a plus considering the cost of Health Insurance premiums.	3/18/2019 6:58 PM
77	it would be good to know who is making more money than the mayor per annum; what about salaries for police, firemen/firewomen, and other public employees?	3/18/2019 6:58 PM
78	Did I read that city council members receive healthcare for life? That seems crazy. If true, I strongly feel that practice should end. It is an unreasonable burden on taxpayers.	3/18/2019 6:51 PM
79	I think the School Committee members salary should be increased.	3/18/2019 6:42 PM
80	I think anyone earning a 6-figure salary who is an elected official meant to serve the community should willingly take a pay-cut. If you are a public servant, a 6-figure salary is outrageous, especially given that it's becoming nearly impossible for anyone from the lower to middle class to afford to live in Newton anymore (I certainly wouldn't be able to live here if my parents hadn't purchased the home I live in in 1963). And I have a PhD! That's just wrong.	3/18/2019 6:22 PM
81	Mayor. 250000 Council. 25000 School. 20000	3/18/2019 5:44 PM
82	Civic duty, particularly part-time positions like council and schoolboard, is a labor of love. Anyone who does it for the money already is automatically conflicted.	3/18/2019 5:16 PM
83	Without knowing what the city pays for benefits and what benefits are available to retirees it is impossible to judge. We have a \$1.3B liability for unfunded obligations already.	3/18/2019 5:02 PM
84	City council/school committee absolutely should not receive health/dental/vision benefits. Figure out how to reclassify council members to non-employees; pension eligibility is ridiculous.	3/18/2019 4:52 PM
85	1.) Please check out this interesting Oct 2018 article about Mayoral salaries. https://www.bizjournals.com/bizjournals/news/2018/10/05/public-paychecks-what-does-a-city-mayor-earn-heres.html 2) I am unable to answer Question 3 since I serve in an elected position in the City of Newton that is not listed in the choices. I have been an elected Waban Area Councilor for 4 years!	3/18/2019 4:52 PM

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86	Like the mayor, I believe high level officials, superintendent, chief of police, fire, staff, CFO, etc, should also be required to be residents.	3/18/2019 4:45 PM
87	While I support increasing the salary of city councilors, I do not believe they should receive health benefits unless their official number of hours per week is in keeping with the standard used for other city employees (20 hrs/week). If the city council is downsized, then I think the compensation issue should be revisited.	3/18/2019 4:09 PM
88	The City Council position and duties has changed radically in the past 20 years since the last City Council pay raise. Just on the face of it, if the current comp was fair in 1997, then it cannot possibly be today? The Councilor trying to work a fulltime job is addressing calls/emails/and drop-in residents all day, and usually 7 days a week. In this age of social media we are on call 24/7 and impromptu meetings can occur in a neighborhood in 2 days requiring our attendance. Also, not all Councilors use the medical/dental and if they don't participate they are not receiving an offsetting amount; and additionally, once an employee hits 65 they go on Medicare and are no longer costing the city. This makes medical and dental a semi-non issue in the discussion. Many elected officials serve only a few terms and would not receive a pension so that should also not be a consideration. I believe that the current system works for those that do not need to work (at many ages), retirees, and the very wealthy. Each time I run we have to evaluate the realities of lost work time, so I imagine with cost of about \$10K to win a seat, that many with tight incomes and rigid work schedules cannot consider running for office. Very frankly on School Committee comp, and with their role as more of a Board of Directors, and not addressing resident concerns and attend meetings like a City Councilor makes their role completely different. Having the SC comp at 50% of the City Council seems more than fair. I will submit a more detailed letter to the Comp Committee. Thank you. Jim	3/18/2019 4:00 PM
89	If you want to increase the elected officials compensation, you must reduce the number of elected officials, to many at present!	3/18/2019 2:54 PM
90	We are in a deficit with the pension for the city. With taxes going up every. I can't afford to live here. We are going to build a new senior center. A park over the mass pike. New everything from Newton conner to West Newton square. I don't know who is going to pay for this. If my taxes go up any more, I have to move. I live on Social Security.	3/18/2019 2:43 PM
91	Every one of the City Councilors is motivated by public service, not monetary compensation. I do not support any increase. The size of the Council should be addressed before compensation changes are even considered.	3/18/2019 2:41 PM
92	I think that as a rule the compensation offered for the position of mayor is not a major factor to the people running for that position.	3/18/2019 2:06 PM
93	Compensation is important, but it is not the reason that people seek elected office.	3/18/2019 1:45 PM
94	I think the mayor's salary and the base stipends for city council are too low. I don't know what is involved in being on the school committee so while the stipend there seems low, I can't comment on whether it really is. Superintendent David Fleishman's salary is too high, there is no need to pay folks > \$200K to get them to take that job.	3/18/2019 1:40 PM
95	Do think Mayor's salary is low compared to job responsibilities/amount of time dedicated to residents & public events. Some hard-working employee do not seem to be receiving pay commensurate with their work load & performance. In my opinion, there are employees both over AND under paid	3/18/2019 12:55 PM
96	The amount of compensation, in part, depends on whether the officials have outside employment	3/18/2019 12:27 PM
97	A market analysis should be done looking at comparable cities. Market rates for school superintendents may often exceed rates for mayors. Again, look at market data and see if that is true for cities that have a comparable high school ranking.	3/18/2019 12:22 PM
98	I think that alderman and school committee members should NOT receive health insurance benefits or pensions. I believe that they should have other employment outside of these positions. These are part time positions. I am good with a 403B and an employer contribution but NOT a pension. AND NOT health insurance.	3/18/2019 12:21 PM
99	The reason I'm supportive of more pay is my sense that the city council comprises too many people who make a living serving real estate development interests in Newton (e.g. architects and lawyers) who have other incentives to run for city council.	3/18/2019 12:11 PM

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100	Questions 5 and 6 assume that salaries for these roles are the sole salaries for the individuals serving. To what extent is this the case? For example, if an individual has another FT role, wouldn't that role consider factors such as housing increase and minimum wage? Are the majority of committee members serving in a PT capacity? Is committee involvement a secondary role for them? I need more information and data to fairly and adequately respond to these specific questions as currently posed.	3/18/2019 12:09 PM
101	Newton elected officials shouldn't be trying to manipulate the public into giving them lavish pay raises when they and their predecessors are collectively responsible for saddling Newton taxpayers with \$1.35 billion in debt and retirement benefit liabilities.	3/18/2019 12:07 PM
102	I believe it is low. I'm also not clear why City Council gets paid twice school committee. Do they really commit twice as much time to the job? That is not what I have witnessed.	3/18/2019 12:07 PM
103	While I don't think councilor or school committee salaries should be tied to the minimum wage, it's striking to me that the councilor's weekly salary is \$187.50 -- assuming a councilor works 15 hours per week, that's \$12.50/hour -- less than a teenage babysitter makes.	3/18/2019 12:03 PM
104	There are so many critical issues to be managed and regulated in a town of any size, let alone ours, much time, study and commitment is required- if the job is done well. Don't know how councilors with other major occupations manage it if they perform well.	3/18/2019 12:01 PM
105	There are too many city council members	3/18/2019 12:01 PM
106	people run for office in order to move to higher elected positions (congress, senate,etc) not for the salary as mayor,councilman etc.	3/18/2019 11:59 AM
107	It seems to me that Newton is well governed.	3/18/2019 11:40 AM
108	Have always believed that 'elected' officials should not be compensated like 'non-elected' jobs. One should not run for elected office solely for the salary. They should not be life-time positions either. I hope the commission remembers that when trying to determine a fair salary for the office of Mayor of Newton	3/18/2019 11:22 AM
109	It is important that other benefits, especially health insurance, be offered to all elected officials as they are to other employees. Elected officials are willing to serve at below-market salaries but should not be penalized by also withholding other benefits.	3/18/2019 11:14 AM
110	I don't think City Council members or School Committee members should receive health benefits, dental benefits or vision benefits. Nor do I think they should receive a pension.	3/18/2019 11:11 AM
111	Paid elected officials should be required to devote full time to the position to which they have been elected.	3/18/2019 11:01 AM
112	Want people dedicated enough to make financial sacrifices not those looking for a job	3/18/2019 10:57 AM
113	The benefits of Health, Dental and vision for our city councilors, school committee and Mayor should weigh in heavily as part of their compensation.	3/18/2019 10:55 AM
114	Newton is a BILLION \$ in debt to appease the union-friendly candidates !!! Stop taxing everyone and spending to appease the unions!	3/18/2019 10:55 AM
115	this survey is flawed because of lack of information on the dollar value of benefits. It is benefits, not the salary that probably encourages people to run for reelection!	3/18/2019 10:51 AM
116	I think market information should be reviewed for the council and school committee positions as well. I'm interested in understanding whether it is required by Massachusetts law/federal law that council and school committee members be employees. Particularly given what I understand to be the issues related to pension liabilities. Can these positions be made non pension eligible - they are not full time roles.	3/18/2019 10:49 AM
117	Mayor should be the only one who receives compensation	3/18/2019 10:49 AM
118	I am a member of Newton Citizens Commission on Energy. We collect no compensation and have no budget even for the most basic support. And yet, we work very hard on behalf of the City. I view the role of City Council the same way. They receive dental, health, etc insurance a symbolic compensation, and retirement benefits. That is MORE than enough. As to the mayor and top executives: I do not believe that increasing these salary will attract more talent that we already have (which is superior). And that includes socioeconomically diverse candidates for these positions.	3/18/2019 10:47 AM

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119	Elected officials are hard working-dedicated group of citizens and should be compensated for their long hours in chamber and their contribution to make Newton a better place for it's residents-	3/18/2019 10:46 AM
120	Overtime manipulation by police and fire to increase salaries should be reduced. The mayor should be higher	3/18/2019 10:42 AM
121	I believe our officials should be fairly compensated to ensure that government service is an attractive line of work for worthy and determined candidates — not a hobby for the richest	3/18/2019 10:39 AM
122	In addition to serving as an elected official I must work an additional full time job to support myself/family. I recognize that I was aware of the circumstances of city council compensation before I ran for public office, but am struck by how difficult it has been to maintain the two roles in practice. I often think how much more effective I could be as a city councilor if I only had one job. I think my voice on the council is important, as a working mother, but can completely understand why more working mothers are not able to do this role because the balance is too challenging. An increase in compensation would take pressure off of my full-time day job, (maybe I would only need to work part-time) and help pay for childcare expenses put in place because I am out of the home so many nights. I don't take the city offered insurance package, that is not a carrot for me, nor am I interested in the pension plan, as I think pension plans are challenging for the long-term health of the city and not a big enough benefit to CC for the amount of fiscal pressure it puts on the city. Thank you for considering this important issue.	3/18/2019 10:38 AM
123	I wouldn't change compensation every year for Councilors and SC, but I would increase SC compensation. This took an enormous amount of time and resources. Compensation could be revisited every 4 years or so, whatever's best with the functioning of the city's overall budget and plans, not necessarily every year. Good luck.	3/18/2019 10:24 AM
124	I don't think the Mayor's salary will can ever be "competitive" with the private sector or even some Town Managers but it does need to reflect how hard the role is and be attractive to someone who may need to leave a job that supports a family in Newton.	3/18/2019 10:23 AM
125	These salaries should enable people to give up their time to act as public servants, they shouldn't be the reason people give up their time act as public servants.	3/18/2019 10:19 AM
126	More governmental work should be handed over to professionals. The City Council and School Committee should not be full time jobs, just oversight committees.	3/18/2019 10:16 AM
127	Fewer council people	3/18/2019 10:14 AM
128	Because of Newton's demographics, I believe that people would run for the vision they have of the City and the things that are important way to effectuate their vision. The Mayor's salary, as it may be adjusted for COLA, is plenty adequate. If someone wants to make a lot of money, they shouldn't run for mayor. The job is about leadership and direction, not financial gain....I'd like to be asked about the NPS Superintendent's salary sometime...	3/18/2019 10:11 AM
129	I think that review and adjustments, from time to time, should be done in Newton. We were not asked about City Council and School Committee, but both of these amounts seemed low to me, especially for the City Council, which seems to require many hours of work.	3/18/2019 10:10 AM
130	our elected officials compensation ought to be somewhat comparable to those of other communities with comparable job responsibilities	3/18/2019 10:08 AM
131	I don't think salaries should be a main consideration for people when considering running for an elected position.	3/18/2019 10:04 AM
132	It seems that outside of the mayor only those who have significant additional outside income can serve on the city council or school committee. These roles are vitally important for our city and while it's great that people basically volunteer for the positions, I think it would be good to at least consider what the minimum wage would provide.	3/18/2019 10:03 AM
133	Thank you to all the elected officials who work so hard for our city!	3/18/2019 9:59 AM
134	For the responsibility, time commitment, and stress involved in a City Councilor's job, the current salary is ridiculously low. I would favor a significantly higher compensation (perhaps 1/2 to 3/4ths of the Mayor's salary, depending on the size of the Council), but with no pension. Most Councilors have other means of support or can use their post-office reputation to support themselves.	3/18/2019 9:57 AM
135	Benefits package sufficient to offset lower salary for councils and committees where workload is shared. Mayor's salary has already attracted a very good mayor at the current level. No evidence that compensation level is commensurate to performance that I am aware of. In fact, highly paid urban mayors seem statistically just as prone to good/poor performance as lower paid mayors.	3/18/2019 9:53 AM

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136	Having no adjustments for so many years is poor fiscal management regardless of budget pressures. Candidates have, in fact, "lost relative value". A performance and inflation based review / compensation process seems more realistic.	3/18/2019 9:52 AM
137	Elected officials need to be able to afford to live in Newton. Without adequate compensation, the field will be narrowed to only the wealthiest candidates. Our elected officials are dedicated to quality of life in Newton and surrounds, work diligently and thoughtfully and respectfully. They should be well compensated.	3/18/2019 9:52 AM
138	Although I do not believe in regular "cost of living" adjustments, I do believe in regular review and re-setting of appropriate levels of compensation. These decisions should reside with the elected officials and the accountability for those decisions comes during municipal elections.	3/18/2019 9:46 AM
139	I think the mayor's compensation is about right. The council and school committee's seems a bit low.	3/18/2019 9:40 AM
140	Question 4 did not allow differentiation between councillors and school committee members; I support councillors being paid a stipend, but not school committee members. It seems other committees have similarly time-consuming responsibilities that are not recompensed. In addition, if there is any upward movement in councillor salaries, I'd like to see more accountability to residents through regular communication from them as individuals. Thank you for the opportunity to comment.	3/18/2019 9:38 AM
141	While I appreciate that the position should not irrevocably harm one's life style, neither should one's lifestyle unduly benefit from it. This is public service and one ought not to be doing it for personal gain.	3/18/2019 9:37 AM
142	Medium-size hospital and college presidents would be a reasonable comparable	3/18/2019 9:35 AM
143	Given the rate, pace and strategic importance of the decision making demands on our elected officials, it is ludicrous to expect that they can do this while working full time because the current compensation structure is far below the Federal poverty level.	3/18/2019 9:32 AM
144	In assessing the value of a compensation package, the pension should probably be more than a footnote - it is a significant part of most public employee compensation and has a net present value - and is a benefit not part of most private sector jobs. Additionally, pension obligations are a significantly overlooked liability for many municipalities.	3/18/2019 9:14 AM
145	Consider eliminating the insurance and pension components for city councilors and school committee members. The salary is a stipend for their service, but their primary workplace should provide these other benefits vs. driving up costs for city residents.	3/18/2019 9:12 AM
146	I am actually surprised by the low compensation for Councilors. What is the average number of hours spent by Councilors in meetings and preparation?	3/18/2019 9:11 AM
147	I think after 200 or so years the white male has had his turn. Dont you. Give a minority a chance. Raise all boats.	3/18/2019 9:09 AM
148	Give them a bit more if they get more fiscally conservative and slow raising taxes and fees on everything.	3/18/2019 9:07 AM
149	city council should establish the salary scale, to be effective only at the beginning of the next term, and not effective currently. The scale should not be automatically adjusted--that is a cop out.	3/18/2019 9:05 AM
150	Served as elected member through area council. City Council members should not need medical benefits since Mass already required insurance through their full time jobs. Seems to be an outdated practice	3/18/2019 8:51 AM
151	Newton can and should pay elected officials competitive salaries. What the city needs to reign in are unsustainable retirement packages.	3/18/2019 8:49 AM
152	I think the amount it costs to campaign and run is more prohibitive to a socio-economically diverse pool of candidates than compensation.	3/18/2019 8:44 AM
153	City council and school committee members should receive pre rated benefits and higher compensation.	3/18/2019 8:40 AM
154	I don't believe the top level people at City Hall make enough money. I have no personal interest in any of this. I just think they are woefully underpaid. On the other hand, I think the fire and police chiefs make way too much. That is why I responded no to question 12.	3/18/2019 8:39 AM
155	Compensated just fine at the moment.	3/18/2019 8:31 AM

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156	seems that we have very qualified and capable candidates at the current salary level	3/18/2019 8:28 AM
157	I would be more supportive of salaries for our councilors if there were fewer councilors who would be doing the job "full time"	3/18/2019 8:22 AM
158	I think school and council positions should be volunteer positions, and I find it hard to believe that this city does not have enough good people who would not do it as part of their civic responsibility.	3/18/2019 8:21 AM
159	I believe the Mayor of a city the size of Newton should be earning at least \$200,000 in base salary.	3/18/2019 8:16 AM
160	Generally I think salaries should be higher but pensions have got to go. Or they should be explicitly imputed into the salary. The pension is probably going to cost us more than the salary. It is not a fringe benefit. Subject to that, city councilors and the school committee members are woefully underpaid.	3/18/2019 8:09 AM
161	For the hours council and school committee spend, their salary should be adjusted	3/18/2019 7:48 AM
162	Newton does not need a paid professional perpetual self-serving political class. Members of the community should serve for short periods of time. A stipend is appropriate to cover expenses incurred while serving , such as transportation, supplies, etc.	3/18/2019 7:33 AM
163	City Counselors should get a raise. It appears they put in a huge amount of work and have a large responsibility to shape the city for years to come. Grossly underpaid	3/16/2019 6:04 PM
164	I believe elected officials should receive reasonable compensation. For the mayor, compensation should be commensurate with the position. For school committee and city council, compensation should recognize the cost to those who serve but should not encourage members to turn these positions into "full time" jobs.	3/16/2019 5:22 PM

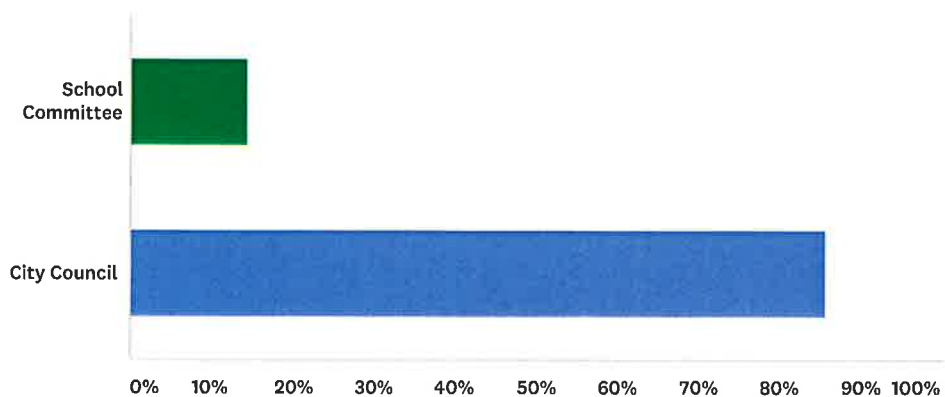
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Newton Corner	6.60%	20
Chestnut Hill	5.28%	16
Nonantum	5.28%	16
Newton Lower Falls	2.64%	8
Oak Hill	2.64%	8
Newton Upper Falls	2.31%	7
Thompsonville	0.99%	3
TOTAL		303

Q1 Are you on the school committee or city council?

Answered: 14 Skipped: 0



ANSWER CHOICES

School Committee

City Council

TOTAL

RESPONSES

14.29%

85.71%

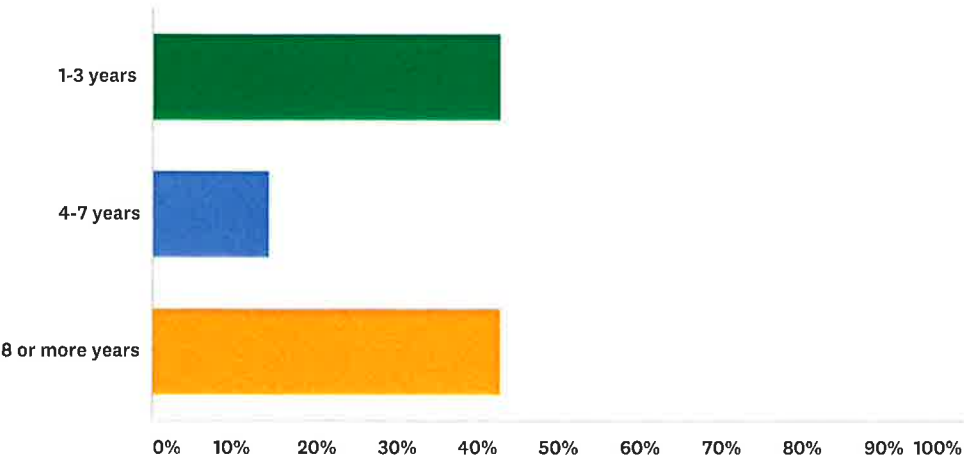
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12

14

Q2 How many years have you served as an alderman/city council or school committee member?

Answered: 14 Skipped: 0



ANSWER CHOICES

1-3 years

4-7 years

8 or more years

TOTAL

RESPONSES

42.86%

14.29%

42.86%

6

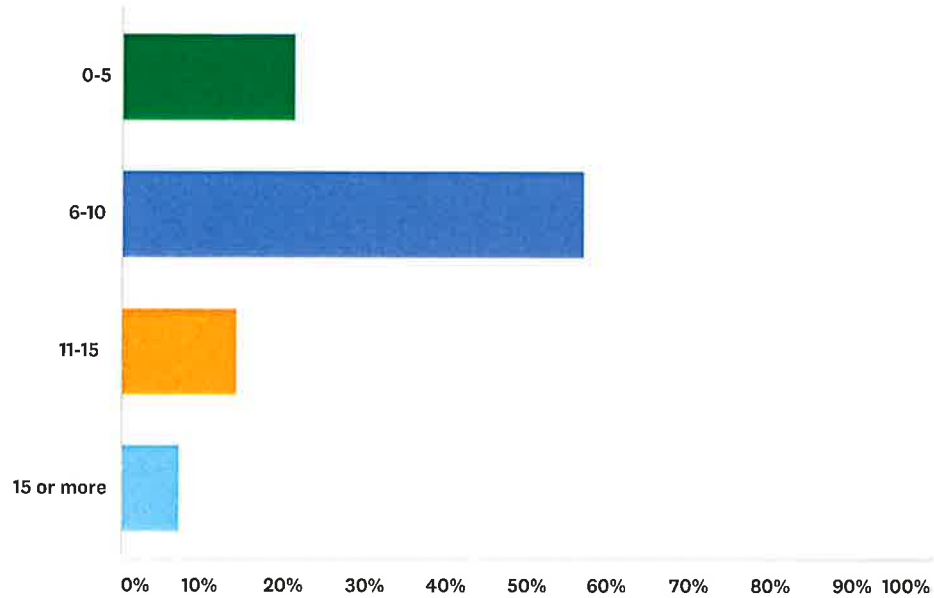
2

6

14

Q3 How many hours on average a week do you spend in scheduled meetings at City Hall?

Answered: 14 Skipped: 0

**ANSWER CHOICES**

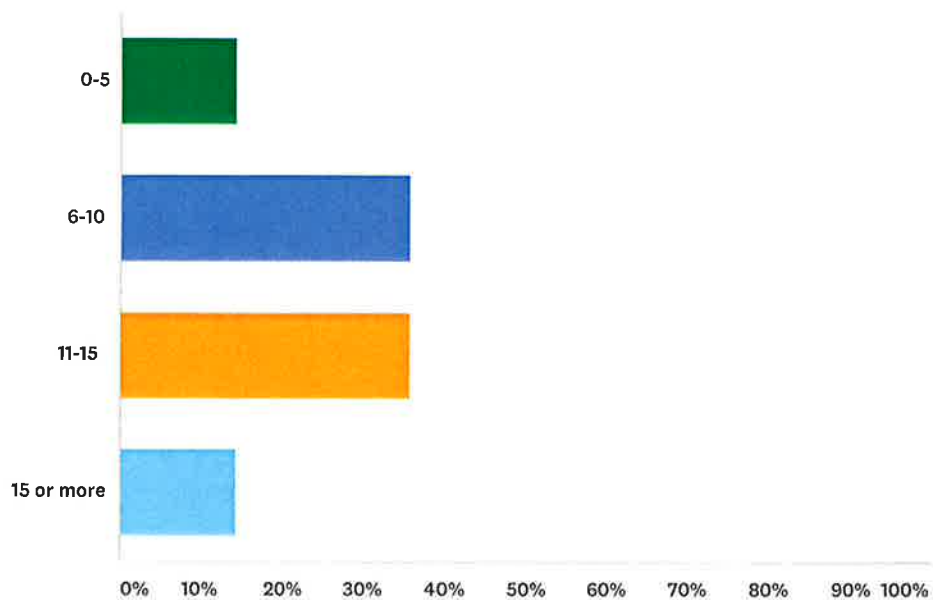
0-5
6-10
11-15
15 or more
TOTAL

RESPONSES

21.43%	3
57.14%	8
14.29%	2
7.14%	1
	14

Q4 How many hours on average a week do you spend outside of scheduled meetings at City Hall?

Answered: 14 Skipped: 0



ANSWER CHOICES

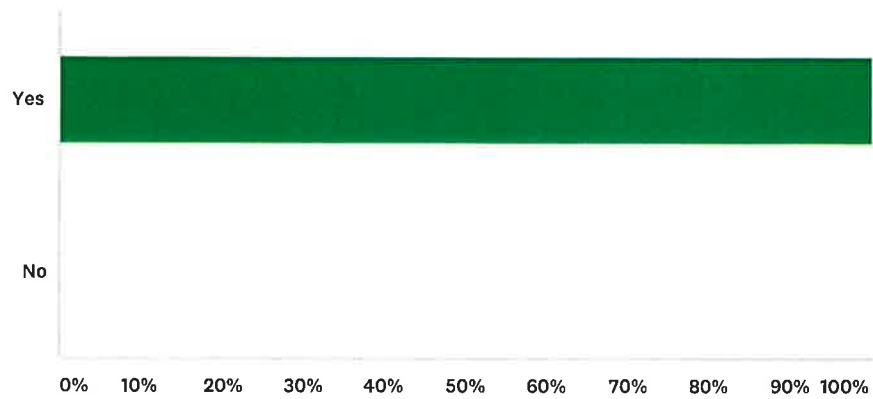
0-5
6-10
11-15
15 or more
TOTAL

RESPONSES

0-5	14.29%	2
6-10	35.71%	5
11-15	35.71%	5
15 or more	14.29%	2
TOTAL		14

Q5 Do you believe city councilors should receive a salary?

Answered: 14 Skipped: 0



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

100.00%

0.00%

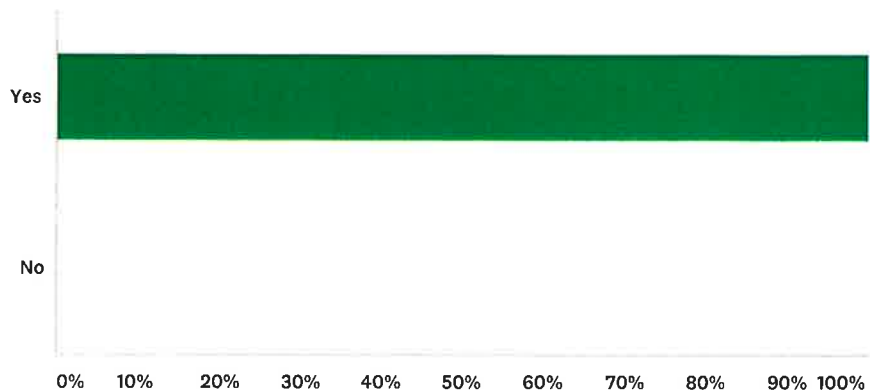
14

0

14

Q6 Do you believe school committee members should receive a salary?

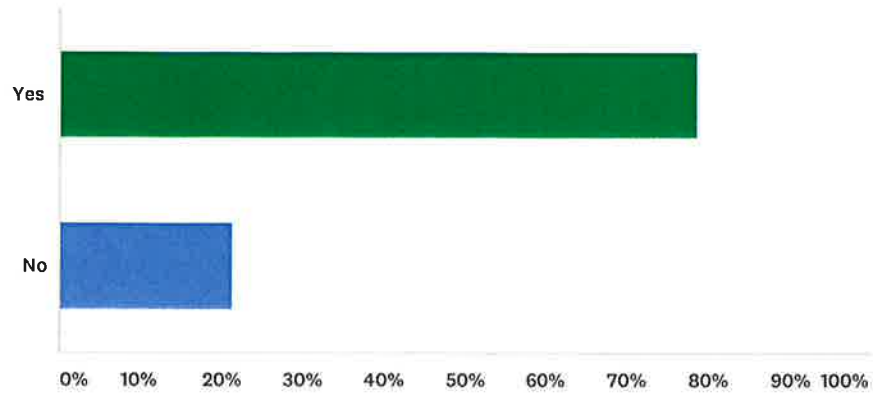
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	14
No	0.00%	0
TOTAL		14

Q7 Do you think health benefits are an essential component of your total compensation?

Answered: 14 Skipped: 0



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

78.57%

21.43%

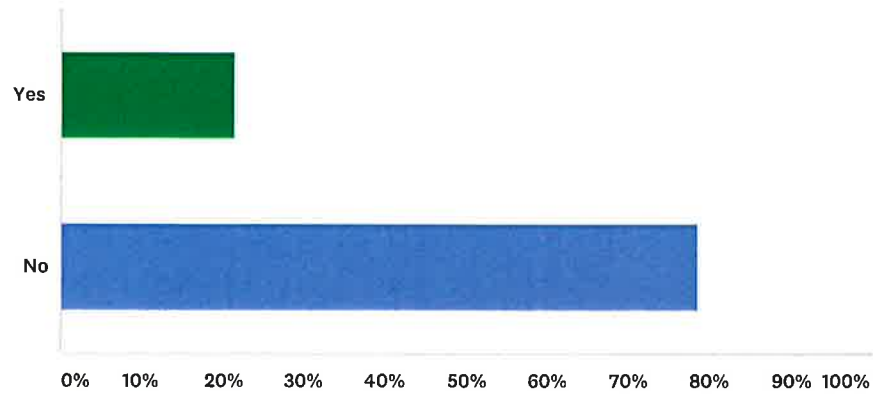
11

3

14

Q8 Do you believe salary should be differentiated for city councilors by Ward vs. At-Large representation?

Answered: 14 Skipped: 0



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

21.43%

78.57%

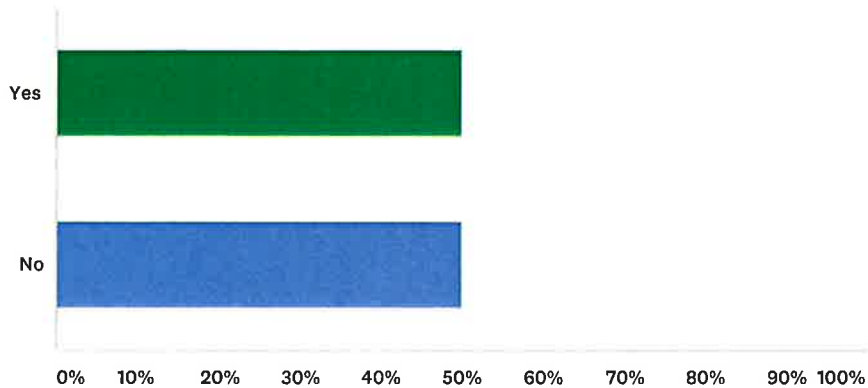
3

11

14

Q9 Do you believe the salary should be adjusted at the start of a term to adjust for changes to the cost of living?

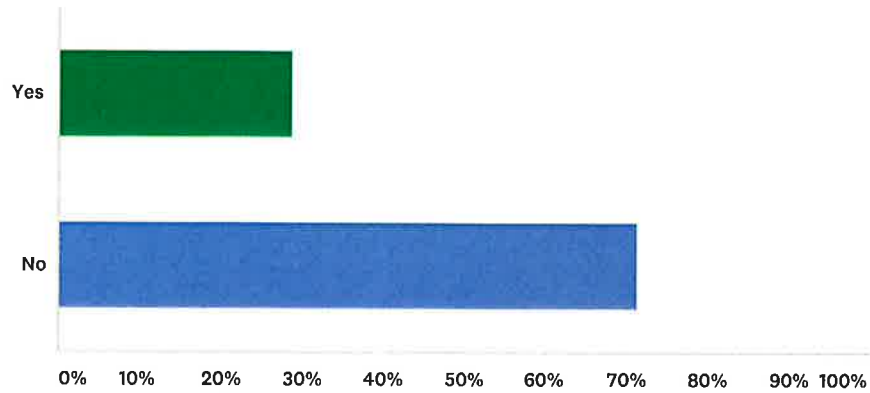
Answered: 14 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		50.00%	7
No		50.00%	7
TOTAL			14

Q10 Do you believe the current total compensation is appropriate relative to the commitment you are making? (If yes, skip to the last question)

Answered: 14 Skipped: 0



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

28.57%

71.43%

4

10

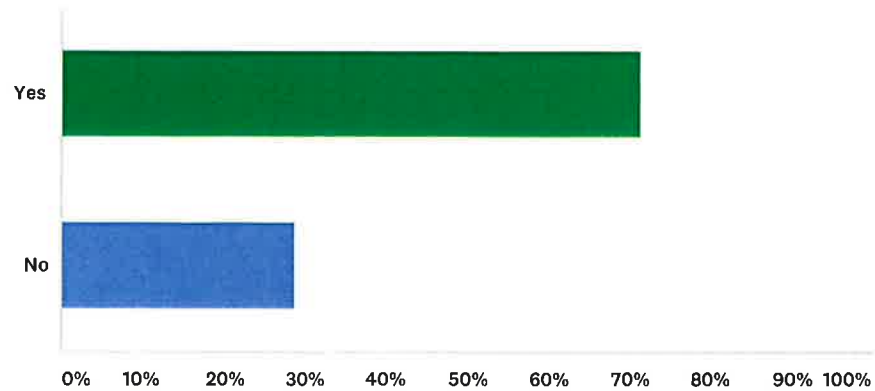
14

Q11 What do you think the appropriate total compensation should be for city councilors relative to the commitment?

Answered: 9 Skipped: 5

Q13 Do you believe the salary amount has an impact on Newton's ability to attract a socio-economically diverse pool of candidates?

Answered: 14 Skipped: 0

**ANSWER CHOICES**

Yes

No

TOTAL

RESPONSES

71.43%

28.57%

10

4

14

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 04, 2019 7:57:46 AM
Last Modified: Thursday, April 04, 2019 8:00:56 AM
Time Spent: 00:03:10
IP Address: 174.192.12.125

Page 1: Survey for Councilors and School Committee

Q1 Are you on the school committee or city council? **City Council**

Q2 How many years have you served as an alderman/city council or school committee member? **8 or more years**

Q3 How many hours on average a week do you spend in scheduled meetings at City Hall? **6-10**

Q4 How many hours on average a week do you spend outside of scheduled meetings at City Hall? **6-10**

Q5 Do you believe city councilors should receive a salary? **Yes**

Q6 Do you believe school committee members should receive a salary? **Yes**

Q7 Do you think health benefits are an essential component of your total compensation? **Yes**

Q8 Do you believe salary should be differentiated for city councilors by Ward vs. At-Large representation? **No**

Q9 Do you believe the salary should be adjusted at the start of a term to adjust for changes to the cost of living? **Yes**

Q10 Do you believe the current total compensation is appropriate relative to the commitment you are making? **Yes**
(If yes, skip to the last question)

Q11 What do you think the appropriate total compensation should be for city councilors relative to the commitment?

Respondent skipped this question

Q12 What do you think the appropriate total compensation should be for school committee members relative to the commitment?

Respondent skipped this question

Q13 Do you believe the salary amount has an impact on Newton's ability to attract a socio-economically diverse pool of candidates?

Yes

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 04, 2019 9:12:20 AM
Last Modified: Thursday, April 04, 2019 9:14:33 AM
Time Spent: 00:02:13
IP Address: 174.192.26.3

Page 1: Survey for Councilors and School Committee

- Q1** Are you on the school committee or city council? **School Committee**
- Q2** How many years have you served as an alderman/city council or school committee member? **1-3 years**
- Q3** How many hours on average a week do you spend in scheduled meetings at City Hall? **0-5**
- Q4** How many hours on average a week do you spend outside of scheduled meetings at City Hall? **11-15**
- Q5** Do you believe city councilors should receive a salary? **Yes**
- Q6** Do you believe school committee members should receive a salary? **Yes**
- Q7** Do you think health benefits are an essential component of your total compensation? **No,**
Please explain.:
I rely on health benefits from my employer
- Q8** Do you believe salary should be differentiated for city councilors by Ward vs. At-Large representation? **No**
- Q9** Do you believe the salary should be adjusted at the start of a term to adjust for changes to the cost of living? **No**
- Q10** Do you believe the current total compensation is appropriate relative to the commitment you are making? (If yes, skip to the last question) **Yes**

Q11 What do you think the appropriate total compensation should be for city councilors relative to the commitment?

Respondent skipped this question

Q12 What do you think the appropriate total compensation should be for school committee members relative to the commitment?

Respondent skipped this question

Q13 Do you believe the salary amount has an impact on Newton's ability to attract a socio-economically diverse pool of candidates?

No

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 04, 2019 10:48:46 AM
Last Modified: Thursday, April 04, 2019 10:56:54 AM
Time Spent: 00:08:07
IP Address: 50.255.144.45

Page 1: Survey for Councilors and School Committee

- Q1** Are you on the school committee or city council? **City Council**
- Q2** How many years have you served as an alderman/city council or school committee member? **4-7 years**
- Q3** How many hours on average a week do you spend in scheduled meetings at City Hall? **11-15**
- Q4** How many hours on average a week do you spend outside of scheduled meetings at City Hall? **6-10**
- Q5** Do you believe city councilors should receive a salary? **Yes**
- Q6** Do you believe school committee members should receive a salary? **Yes**
- Q7** Do you think health benefits are an essential component of your total compensation? **No,**
Please explain.:
I have options at work, so I take whatever one is best that given year
- Q8** Do you believe salary should be differentiated for city councilors by Ward vs. At-Large representation? **Yes**
- Q9** Do you believe the salary should be adjusted at the start of a term to adjust for changes to the cost of living? **Yes**
- Q10** Do you believe the current total compensation is appropriate relative to the commitment you are making? (If yes, skip to the last question) **No**

Q11 What do you think the appropriate total compensation should be for city councilors relative to the commitment?

Just an example, but if we adjust for the inflation rate on what was thought a good salary in 1997 (last increase) then we would be around \$16,000. Today, though, times have changed and due to social media and cell phones we are called upon 24/7 and attend many many community meetings. The city has a lot going on and attending meetings that may have developed on no notice, costs time at my day job. Additionally, we don't have staff so we must do our own research on everything we do.

Actual belief is that an At Large Councilor should be at \$22K, and a Ward Councilor at \$15K.

Q12 What do you think the appropriate total compensation should be for school committee members relative to the commitment?

I would base there comp on an inflation adjusted rate from 1997. The SC job is completely different from the CC, and they are not at all involved in the amount of outside activities and meetings as the CC does.

The SC role is more of a Board of Directors role and they do little beyond that duty.

Q13 Do you believe the salary amount has an impact on Newton's ability to attract a socio-economically diverse pool of candidates? **Yes**

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 04, 2019 6:22:17 PM
Last Modified: Thursday, April 04, 2019 6:26:35 PM
Time Spent: 00:04:18
IP Address: 107.19.188.138

Page 1: Survey for Councilors and School Committee

Q1 Are you on the school committee or city council?	School Committee
Q2 How many years have you served as an alderman/city council or school committee member?	4-7 years
Q3 How many hours on average a week do you spend in scheduled meetings at City Hall?	0-5
Q4 How many hours on average a week do you spend outside of scheduled meetings at City Hall?	6-10
Q5 Do you believe city councilors should receive a salary?	Yes
Q6 Do you believe school committee members should receive a salary?	Yes
Q7 Do you think health benefits are an essential component of your total compensation?	Yes, Please explain.: I think there should be a stipend and health benefits or some kind of remuneration. Those of us who are self-employed and devote signifiatnt time have to take it out of the business.
Q8 Do you believe salary should be differentiated for city councilors by Ward vs. At-Large representation?	Yes
Q9 Do you believe the salary should be adjusted at the start of a term to adjust for changes to the cost of living?	No
Q10 Do you believe the current total compensation is appropriate relative to the commitment you are making? (If yes, skip to the last question)	Yes

Q11 What do you think the appropriate total compensation should be for city councilors relative to the commitment?

Respondent skipped this question

Q12 What do you think the appropriate total compensation should be for school committee members relative to the commitment?

Respondent skipped this question

Q13 Do you believe the salary amount has an impact on Newton's ability to attract a socio-economically diverse pool of candidates?

Yes

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Saturday, April 06, 2019 10:19:09 AM
Last Modified: Saturday, April 06, 2019 10:30:06 AM
Time Spent: 00:10:56
IP Address: 108.26.181.170

Page 1: Survey for Councilors and School Committee

- Q1** Are you on the school committee or city council? **City Council**
- Q2** How many years have you served as an alderman/city council or school committee member? **1-3 years**
- Q3** How many hours on average a week do you spend in scheduled meetings at City Hall? **6-10**
- Q4** How many hours on average a week do you spend outside of scheduled meetings at City Hall? **11-15**
- Q5** Do you believe city councilors should receive a salary? **Yes**
- Q6** Do you believe school committee members should receive a salary? **Yes**
- Q7** Do you think health benefits are an essential component of your total compensation? **Yes,**
Please explain.:
I think of the salary as an honorarium. Given where it is today, it would be difficult to ever make it compensation commensurate with work. However, for some folks, the benefits may help attract candidates. So, to the extent that compensation is any kind of motivation, or at least not a "de-motivator" the benefits may help, specifically health care. The pension isn't meaningful given the base for accumulation.
- Q8** Do you believe salary should be differentiated for city councilors by Ward vs. At-Large representation? **No**

Q9 Do you believe the salary should be adjusted at the start of a term to adjust for changes to the cost of living? **No**

Q10 Do you believe the current total compensation is appropriate relative to the commitment you are making? **No**
(If yes, skip to the last question)

Q11 What do you think the appropriate total compensation should be for city councilors relative to the commitment?

I am satisfied with the compensation. I only answered "NO" so I could comment. I don't think we could raise the compensation (politically and otherwise) to match the hours spent (in my case 800 - 1000 hours last year). This is also the kind of role where you are always on and can be engaged. That is, conversations with people you run into on the street, the market, schools, etc. When people know you are a councilor you get a lot of informational questions in addition to their opinions/comments, so you are always "on". This is part of the job and you know it when you sign on, but it would be hard to imagine a commensurate salary that could be accommodated that would have some relation to the market. Personally, as I wrote, I am fine with the compensation/honorarium. I don't expect my salary to match the hours worked or qualifications.

Q12 What do you think the appropriate total compensation should be for school committee members relative to the commitment?

As I wrote, to me these are honorariums. So, something similar to what we do today, maybe in line pro-rata with the Mayor's salary (5%)

Q13 Do you believe the salary amount has an impact on Newton's ability to attract a socio-economically diverse pool of candidates? **No**

City of Newton Blue Ribbon Commission on Elected Officials Compensation

A Report to the Commission

4/25/19



Blue Ribbon Commission comp survey 4-25-19

1

Survey Summary

At the request of the Newton City Council, a Blue Ribbon Commission has convened to make recommendations regarding compensation of its elected officials: Mayor, City Councilors and School Committee members. The Commission has collected input from various sources including a survey of peer communities, the basis for this summary, supplemented by publically available data.

Initial Survey/Data Findings

Mayor and City Council (13 communities reviewed and summarized)

- Newton's Mayor salary and City Council member stipends are 89% and 50% respectively of peer community averages
- More than half of communities reporting state that compensation reviews are unscheduled
- Methods to adjust compensation were not well reported although two communities apply an inflation factor
- Access to group health plan benefits, subsidized or not, is common for communities reporting

School Committee (11 communities reviewed and 10 summarized)

- Only one of 10 peer communities report a stipend or benefits to members. The city of Cambridge was a significant outlier paying committee members an average of \$38,000/yr. No benefit eligibility reported.

2

2

Survey Summary *cont'd*

The difference in peer communities selected for the 2019 and 2005 studies does not allow a fair comparison over time. Still, the ratio of Mayor's salary to peers average salary is fairly consistent for the two periods as shown below.

	Avg. Salary Mayor		Average Stipend City Council		School Committee	
	2019	2005	2019	2005	2019	2005
Newton	\$125,000	\$97,500	\$9,750	\$9,750	\$4,875	\$4,875
Peer Communities – all	140,367 ¹	105,958	19,399 ²	9,046 ³	Insuff. data	3,311
Newton Pct. of peers	89%¹	92%²	50%	108%		147%
Communities summarized – all	13	15	13		10	
Same communities summarized 2005 and 2019	6 ^{1,4}		7 ^{2,3}		5	
Same communities 2005 and 2019 avg.	\$155,529 ^{1,4}	\$111,695	\$20,025 ^{2,3}	\$12,045		
Newton Pct. of same communities avg. 2005 and 2019	85%	87%	49%	81%		

For officials other than Mayor, the 2005 Commission used the approach to set City Council and School Committee member stipends as a percentage of the Mayor's salary, 10% and 5% respectively. The more recent average percentages for Newton and peer communities are as follows⁵:

2019	Avg. City Council Stipend: Mayor's Salary
Newton	8%
Peer Communities	14% ^{1,2}

1 Excludes outlier City of Lowell

2 Excludes outlier City of Cambridge

3 Includes communities not paying any stipend

4 Same communities with job title of Mayor or City Council 2005 and 2019: Brockton, Framingham, Haverhill, Lynn, Quincy, Somerville:

5 (excluding school committee due to insufficient date)

3

3

Survey Summary *cont'd*

- Mayor's salary is peer-competitive (89%) and if no peer based change is recommended for this position, the Commission could decide to resume the practice of setting City Council and School Committee as a percent of Mayor's salary, or move to set stipends at levels consistent with survey averages. In sum, City Council stipends could:
 - Remain as is, set to 8% ratio to mayor's salary, or
 - Revert to the historical 10% ratio, or
 - Adopt an external survey approach and raise stipends to the peer community average of 14%
- School Committee stipends, could continue at 50% of the City Council stipend decision. An increase to School Committee stipend over \$5,000/yr. will trigger voluntary eligibility for the Commonwealth pension plan.

City Council (24)

Annual Stipend per Councilor				Gross Annual Stipend Expense		
Current stipend ratio to Mayor's salary	8% of Mayor's salary (current practice)	10% of Mayor's salary (prior practice)	14% (match Peer avg.)	8%	10%	14%
8%	\$9,750	\$12,500	\$17,500	\$234,000	\$300,000	\$420,000
Pct of Peer avg. →	50%	64%	100%	net cost over current →	\$66,000	\$186,000

School Committee (8)

Annual Stipend per Member (50% of City Council)				Gross Annual Stipend Expense		
Current ratio to Mayor's salary	4%	5%	7%	4%	5%	7%
4%	\$4,875	\$6,250	\$8,750	\$39,000	\$50,000	\$70,000
				net cost over current →	\$11,000	\$31,000

4

4

Survey Summary *cont'd*

Health Benefits

The data committee for the study did not collect peer community health care costs. Some commission members have expressed interest in current health plan costs for Newton but this will be of limited use without competitive norms for comparison.

Insofar as expense to the City, the 33 Newton elected officials constitute just 1.3% of the city's 2,550 active, benefit eligible employees. Although the number of elected officials taking health benefits was not summarized for this study as of April 25, 2019, we assume elected officials cost in relation to all others is not significant.

Upon leaving office, elected officials may only continue health coverage as permitted by law (COBRA) and may commence health coverage upon the date vested pension benefits commence.

5

5

Requests to Complete a Survey

Request (✓) to participate in an online survey was issued April 1, 2019 to the following peer communities.

Community	Mayor	City Council	School Committee
Bedford		✓	✓
Brockton	✓	✓	
Brookline			✓
Cambridge	✓	✓	✓
Concord			✓
Everett	✓	✓	
Framingham	✓	✓	
Haverhill	✓	✓	
Lawrence	✓	✓	
Lexington			✓
Lowell	✓	✓	
Lynn	✓	✓	
Malden	✓	✓	
Needham			✓
Quincy	✓	✓	
Somerville	✓	✓	✓
Taunton	✓	✓	
Waltham	✓	✓	
Wayland			✓
Wellesley			✓
Weston			✓
Westwood			✓
Surveys issued	13	13	11
Survey results reported	5	5	0
Reported from other sources*	8	8	10

* Phone conversations with community HR representatives or news outlets

6

6

Survey Questions – Mayor / City Council / School Committee

Category	Question	Response options
Compensation	1. Annualized salary or stipend	Fill in amount
	2. What year did the last pay increase occur?	Fill in year
	3. What was the method used to arrive at the last increase?	- Cost of living adjustment since prior review - Calculated competitive salary to peer communities
	4. What was the reason for the last increase?	- Periodic update for: - Inflation - Remain comparable to other communities - Alignment with city employees - Ability to field candidates
	5. Are pay increases scheduled?	- Yes - annually - Yes - other than annual - Unscheduled
	6. Who approved the last increase?	- Mayor - City Council - Referendum
	7. What are other forms of compensation (indirect) provided?	- Use of car - Reimbursement for elective conferences - Committee Chair or other ongoing leadership role
Benefits	8. Does your community offer medical insurance to these positions?	- Yes, unsubsidized - Yes, subsidized - Not offered
	9. If "yes" to above, can these positions continue community sponsored medical insurance (following) COBRA as a retiree?	- Indefinitely, following minimum years of service - Yes, for a stated period of time - No coverage extended following COBRA period
Profile	10. Provide job descriptions	Provide text description
	11. Which governing profile best describes your community? *	'Strong' or 'weak' (<i>see appendix</i>)

* Question omitted from school committee survey

7

7

Peer Community Mayors – Survey Responses/Public Data

Community	Gov't Profile	Mayor's salary	Year of last pay increase?	Method to arrive at last increase?	Are pay increases scheduled?	Reason for the last increase?	Other compensation (indirect)	Medical insurance offered?	If "yes" to subsidized, continue insurance as a retiree?
Brockton	Strong mayor	\$151,402	2018	Cost of living	Yes – annually	Periodic update for inflation		Yes, Unsubsidized	
Cambridge	Weak mayor	\$119,024							
Everett		\$160,000*							
Framingham	Strong mayor	\$187,630	2018	Compared to Town Manager's compensation	Unscheduled		Use of car; Reimburse elective conferences	Subsidized	Indefinitely, following minimum years of service
Haverhill	Strong mayor	\$110,000	2017	Competitive salary comparison	Yes – annually	Inflation; stay competitive; align with city employees; field candidates		Subsidized	Indefinitely, following minimum 10 years of service
Lawrence	Strong mayor	\$100,385	2008	Competitive salary comparison	Unscheduled		Use of car	Yes, Unsubsidized	Yes, for a stated period of time
Lowell	Weak mayor	\$30,000							
Lynn	Strong mayor	\$145,000	2018	Competitive salary comparison	Unscheduled			Yes, Unsubsidized	No coverage following COBRA election period
Malden		\$105,000							
Quincy		\$159,142							
Somerville		\$180,000							
Taunton	Weak mayor	\$125,500	2018	Competitive salary comparison	Unscheduled		Use of car; Reimbursement for elective conferences	Yes, Subsidized	Yes, indefinitely, following minimum years of service (described in "Other")
Waltham		\$138,450							
Average all		\$131,877							
Avg. excluding Lowell		\$140,367							
Average 'strong' profile		\$138,883							
Average 'weak' profile		\$91,508							
Newton		\$125,000							
Newton ratio to 'all'		95%							
Newton ratio excl. Lowell		89%							

* Scheduled to increase to \$185,000, January 2020

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8

Peer Community City Councils – Survey Responses/Public Data

Community	Councilors average salary	Councilor Chair or President (additional)	Year of last pay increase?	Method to arrive at last increase?	Are pay increases scheduled?	Reason for the last increase?	Other compensation (indirect)	Medical insurance offered?	If "yes" to subsidized, continue insurance as a retiree?
Brockton	\$15,473		2019	Cost of living	Unscheduled	Periodic update for inflation		Yes, Unsubsidized	
Cambridge	\$78,768								
Everett	\$28,608	\$37,190*							
Framingham	\$5,000	\$8,000	2018	Compared to Town Manager's compensation	Unscheduled		elective conferences reimbursement; \$3,000 committee chairmanship	Subsidized	Indefinitely, following minimum years of service
Haverhill	\$15,000	\$18,000	2017	Competitive salary comparison	Annually	Inflation; stay competitive; align with city employees; field candidates		Subsidized	Indefinitely, following minimum 10 years of service
Lawrence	\$15,000		2008	Competitive salary comparison	Unscheduled			Yes, Unsubsidized	Yes, for a stated period of time
Lowell	\$25,000								
Lynn	\$25,000	\$27,000	2013	Competitive salary comparison	Unscheduled			Yes, Unsubsidized	No coverage following COBRA election period
Malden	\$17,500								
Quincy	\$27,000								
Somerville	\$25,000								
Taunton	\$10,000			Competitive salary comparison	Unscheduled			Yes, Subsidized	Yes, indefinitely, following minimum years of service
Waltham	\$21,502	\$22,302			Unscheduled				
Average all \$23,758 Excl. Cambridge \$19,399 Newton \$9,750 Newton ratio: • to all 41% • Excl. Cambridge 50%									

* The City Council President of the City of Everett receives a 30% premium for additional duties

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9

Peer Community School Committee –Survey Responses/Public Data

Community	School Comm. Avg. salary	Year of last pay increase?	Medical insurance offered?
Bedford	\$0		No
Brookline	\$0		No
Cambridge	\$38,000*		No
Concord	\$0		No
Lexington	\$0		No
Needham	\$0		No
Somerville	\$0		No
Wayland	\$0		No
Wellesley	\$0		No
Weston	\$0		No
Westwood	\$0		No
Newton	\$4,875		

* Source: CambridgeDay, 10/6/17, <https://www.cambridgeday.com/2017/10/06/including-meetings-canceled-til-nov-21-school-committee-is-best-paid-less-busy/>

10

10

Benefits – Retiree Health

Newton elected officials or unelected employees are eligible for retirement health benefits if pension vesting requirement is met per City Counsel. Response to questions summarized below.

Q: May health benefits to elected officials continue following service and without age limit after a certain period of time?

A: Per the Newton City Solicitor, "Rights of the Mayor, Board of Alderman and School Committee members to health and retirement benefits is governed by state law. Massachusetts General Laws Chapter 32B provides that government employees (including elected officials) are eligible for group insurance benefits if 1) they work more than 20 hours per week or 2) the Mayor determines that said officials are eligible for such insurance. A Mayor of the City has at some point determined these officials to be eligible for benefits regardless of the number of hours worked. The Mayor, City Councilors and School Committee members are officials elected by popular vote so, assuming they file a timely written application, they are all entitled to membership in the Newton Retirement system.

Q: What is the Newton Retirement System and what is the connection to retiree health eligibility?

A: The Newton Retirement System is one of 104 contributory retirement systems for public employees bound under Chapter 32 of the Massachusetts General Laws. If any elected official is a member of the retirement system, vests in the retirement system and ultimately retires from Newton, that person is entitled to health insurance benefits for life as a Newton retiree just like any other vested and retired Newton employee. All elected officials are credited 100% full time equivalence for service credit.

Q: When do retiree health benefits commence?

A: Retiree health commences upon taking a retiree pension. The elected official or other city employee who qualified for a pension and has a break in service prior to commencing his or her pension may (re)commence health benefits, medical or dental, when the pension begins.

Source: City Solicitor

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Benefits – Retirement

Newton vesting and pension formula aligns to Commonwealth of MA pension rules

Vesting	- You entered state service prior to April 2, 2012 and you have 20 years of full-time creditable service at any age, or - You entered state service prior to April 2, 2012 and you attain the age of 55 with ten years of full-time creditable service, or - You entered state service on or after April 2, 2012 and you attain the age of 60 if retiring from Group 1 (officials and general employees), with ten years of full-time creditable service.
Design and Benefit	- Enrollment is optional - Upon enrollment the plan requires pre-tax contribution of 5-9% based on service date (above) - Benefit based on formula: - Age - Length of credible service - Highest 5 years of pay (entering Apr 2012 or later)
Other	- If you leave state service after you are vested, you may leave your retirement contributions in the system and receive a state pension once you meet the minimum age requirement. - Can request distribution if termination prior to vesting; 3% interest accrued

Sources: Source: MASSACHUSETTS STATE EMPLOYEES' RETIREMENT SYSTEM GUIDERETIREMENT SYSTEM; MSERS Retirement Benefit Guide Feb.2018.pdf; https://www.mass.gov/files/documents/2018/05/30/MSERS%20Retirement%20Benefit%20Guide%20Feb.2018.pdf?_ga=2.238315593.854907249.1555528155-634149091.1555261642

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Appendix

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Peer Communities at a Glance

Community	Type	City Budget* (\$M)	# City Councilors	# School Committee members
Bedford	Town	\$96	5	4
Brockton	City	\$387	11	8
Brookline	Town	\$318	5	9
Cambridge	City	\$636	9	7
Concord	Town	\$107	5	5
Everett	City	\$177	11	9
Framingham	City	\$288	11	10
Haverhill	City	\$194	9	7
Lawrence	City	\$301	9	7
Lexington	Town	\$221	5	5
Lowell	City	\$332	9	7
Lynn	City	\$320	11	5
Malden	City	\$178	11	9
Needham	Town	\$208	5	7
Quincy	City	\$311	9	8
Somerville	City	\$242	11	7
Taunton	City	\$157	9	10
Waltham	City	\$269	13	8
Wayland	Town	NR	5	5
Wellesley	Town	NR	5	5
Weston	Town	\$77	3	5
Westwood	Town	\$99	3	5
Newton	City	\$413	24	8

* Most recently approved or proposed

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Survey Responses – Process to Collect Data Summary

Responses input online by community representatives or collected by the BRC subcommittee from other sources

Community	Data Resource
Bedford	Survey Monkey
Brockton	Survey Monkey
Brookline	Patch.com, 3/29/19
Cambridge	FY19 City of Cambridge Budget; FY19 School Committee Budget; Cambridgeday.com, 10/6/17
Concord	Phone
Everett	Everettindependent.com, 6/17/17; Myeverettnews.com, 11/22/17
Framingham	Survey Monkey
Haverhill	Survey Monkey
Lawrence	Survey Monkey; FY19 City of Lawrence Budget
Lexington	Phone
Lowell	Lowellsun.com, 9/28/16; FY19 Proposed City of Lawrence Budget
Lynn	Survey Monkey
Malden	FY18 City of Malden Adopted Budget
Needham	Phone
Quincy	Patriot Ledger, 3/9/18
Somerville	FY19 City of Somerville Budget; Bostonglobe.com, 1/19/13
Taunton	Survey Monkey
Waltham	Patch.com, 1/9/19
Wayland	No response
Wellesley	Phone
Weston	Phone
Westwood	Phone

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Survey Questions – Governing Profile*

Strong Mayor Profile

- The mayor is elected by citizens to that office.
- The mayor is the chief executive officer, centralizing executive power.
- The mayor directs the administrative structure, appointing and removing of department heads.
- While the council has legislative power, the mayor has veto power.
- The council does not oversee daily operations.

Weak Mayor Profile

- Mayor serves a council-manager form, and are elected from within the city council.
- The council is powerful, with both legislative and executive authority.
- The mayor is not truly the chief executive, with limited power or no veto power.
- The council can prevent the mayor from effectively supervising city administration.
- There may be many administrative boards and commissions that operate independently from the city government.

*Source: National League of Cities, www.nlc.org/mayoral-powers

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2019 BRC on Elected Official's Compensation Recommendation – Report Template

Section	Description	Comment
Introduction	• Study request • Mission/scope • BRC members • Commission process • Executive summary	Process should summarize the period the Commission met and number of meetings
Background	• Legal basis for pay or benefits • Prior study	
Current state	• Current salaries and benefits • Basis for current pay or benefits	
Commission Process	• Describe how BRC organized tasks and committee work	• Established guiding principles • Committees selected for core tasks
Input to Commission	• City wide survey • In person visit to BRC meetings • City Council survey • Peer community survey	Each committee to summarize process and result
Discussion	Issues raised by BRC	• Comparison to city officials • Inflation as means to increase pay • Reduce or eliminate benefits to control costs • Additional stipend for leadership roles
Vote	• Tally votes per question • Narrative of arguments for/against	
Recommendation	Narrative including basis for recommendations	
Appendices	Results from surveys	

Process to Create and Adopt Recommendations

Final – April 25, 2019

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Deliberation rules

- Comments are two limited to two minutes per member
- Employee benefits include health insurance, dental insurance and vision
- Employee benefits under consideration **do not** include state-mandated pension which is beyond the scope of the commission's and the city council's ability to change
- The size of the city council is beyond the scope of the commission
- All votes will be incorporated with names attributed in the final report
- Final recommendations will be based on majority ruling (vs. consensus)
- Dissents will be captured in the final report

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Mayor

- **Should the mayor receive compensation?**
 - Comments from commission members
 - Vote - Yes or No
- **Should the mayor be eligible for employee benefits?**
 - Comments from commission members
 - Vote - Yes or No
- **Should the mayors' cash pay be adjusted?**
 - Comments from commission members
 - Vote - Yes or No
- **Should cash pay be decreased?**
 - Comments from commission members
 - Vote - Yes or No
- **Should cash pay be increased?**
 - Comments from commission members
 - Vote - Yes or No
- **What amount should the commission recommend as the new cash payment?**
 - Comments from commission members with a recommended amount
 - Straw poll on various levels of compensation selected by chair from comments
 - If chair determines there is a consensus on an amount, Vote - Yes or No on that amount

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City Council

- **Should city councilors receive compensation?**
 - Comments from commission members
 - Vote - Yes or No
- **Should city councilors be eligible for employee benefits?**
 - Comments from commission members
 - Vote - Yes or No
- **Should city councilors' cash pay be adjusted?**
 - Comments from commission members
 - Vote - Yes or No
- **Should cash pay be decreased?**
 - Comments from commission members
 - Vote - Yes or No
- **Should cash pay be increased?**
 - Comments from commission members
 - Vote - Yes or No
- **What amount should the commission recommend as the new cash payment?**
 - Comments from commission members with a recommended amount
 - Straw poll on various levels of compensation selected by chair from comments
 - If chair determines there is a consensus on an amount, Vote - Yes or No on that amount

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School Committee

- **Should school committee members receive compensation?**
 - Comments from commission members
 - Vote - Yes or No
- **Should school committee members be eligible for employee benefits?**
 - Comments from commission members
 - Vote - Yes or No
- **Should school committee members' cash pay be adjusted?**
 - Comments from commission members
 - Vote - Yes or No
- **Should cash pay be decreased?**
 - Comments from commission members
 - Vote - Yes or No
- **Should cash pay be increased?**
 - Comments from commission members
 - Vote - Yes or No
- **What amount should the commission recommend as the new cash payment?**
 - Comments from commission members with a recommended amount
 - Straw poll on various levels of compensation selected by chair from comments
 - If chair determines there is a consensus on an amount, Vote - Yes or No on that amount

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Additional Committee Recommendations

- Other perqs that should be considered?
- Suggested review period?

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Process

- **Finalize recommendations**
- **Subcommittees draft their sections accordingly**
- **Discussion of draft**
 - Comments from commission members on report
 - Vote - Yes or No on whether to accept changes
- **Presentation of final report**
 - Vote on approval with majority prevailing
 - Presentation to city council