

*Robert J. Pasch*

TOWN COUNCIL MAJORITY OFFICE

2019 MAR 20 A 9:44

ORDINANCE COMMITTEE

TOWN CLERK  
EAST HARTFORD

MARCH 18, 2019

PRESENT Rich Kehoe, Chair; Councillors Linda Russo and Esther Clarke

ALSO Marcia Leclerc, Mayor

PRESENT Mike Walsh, Finance Director

Mary Mourey, Republican Registrar of Voters

Steve Watkins, Democratic Registrar of Voters

CALL TO ORDER

Chair Kehoe called the meeting to order at 5:37 p.m.

APPROVAL OF MINUTES

January 29, 2019 Meeting

MOTION By Linda Russo  
seconded by Esther Clarke  
to **approve** the January 29, 2019 meeting minutes.  
Motion carried 3/0.

OPPORTUNITY FOR RESIDENTS TO SPEAK

None

NEW BUSINESS

Section 2-3 Mayor's Salary

The Chair explained that we have historically reviewed the Mayor's salary, as well as the Registrars of Voters salaries, every two years in order to keep those salaries up-to-date with inflation and in comparison with similar positions in similarly situated towns. The Ordinance Committee reviewed the CPI for 2017 and 2018 which was 2.1% and 2.2% respectively. The Committee also reviewed a Connecticut Conference of Municipalities (CCM) survey of chief elected officials in similarly sized towns and towns that were close geographically to East Hartford. The Mayor's salary is significantly less than the median salary for similarly situated towns. The Committee determined that the best approach would be to provide a 2.5% increase in each of the next two years, which would be slightly higher than the CPI for the preceding two years, but would move the salary range a little bit closer to the overall median salary for chief elected officials in strong mayor forms of government.

MOTION By Linda Russo  
seconded by Esther Clarke  
to **send** the revised March 18<sup>th</sup> draft of the "Mayor's Salary" ordinance to the Town Council for the purposes of setting a public hearing date.  
Motion carried 3/0.

Mayor's Salary  
(March 18, 2019 draft - Revised)

Section 1. Section 2-3 of the town of East Hartford Code of Ordinances is hereby repealed and the following is substituted in lieu thereof:

Beginning November 14, 2007, the Mayor's salary shall be \$78,723, which is a zero increase and beginning on November 14, 2008, the Mayor's salary shall be \$81,400 which is an increase of 3.4%, representing the increase in the consumer price index for 2005. Beginning November 11, 2014 and annually thereafter, the Mayor's salary shall increase by fifty percent of the increase in the consumer price index-all urban consumers for the preceding calendar year, provided that the Mayor's salary for November 11, 2013 shall be increased by fifty percent of the consumer price index-all urban consumers for the calendar years 2006 through 2012 inclusive. Effective November 2015, the Mayor's salary will be \$90,067 which is based on the increase in the 2013 consumer price index. Effective November 2016, the Mayor's salary will be \$91,688 which is based on the increase in the 2014 consumer price index. Effective November 13, 2017, the Mayor's salary shall be \$93,522 which is an increase of 2% and effective November 1, 2018, the Mayor's salary shall be \$95,392 which is an increase of 2%. Effective November 11, 2019, the Mayor's salary shall be \$97,777 which is an increase of 2.5% based on the increase in the 2017 Consumer Price Index. Beginning November 1, 2020, the Mayor's salary shall be \$100,221 which is an increase of 2.5% based on the Consumer Price index for 2018.

It was pointed out to the Committee that Section 2-5 of the town ordinances establishes the vacation time for the Mayor. It was thought that this section should also be reviewed by the Committee in connection to the adjustment to the Mayor's salary.

MOTION By Linda Russo  
seconded by Esther Clarke  
to **amend** the agenda as follows:  
  
Under New Business:  
A. **Section 2-3 Mayor's Salary and Section 2-5 Vacation**  
  
Motion carried 3/0.

Section 2-5 Vacation

The Committee reviewed the ordinance which establishes a three week vacation for the Mayor or the vacation that the Mayor would receive under the existing town personnel rules, whichever is greater. It would also allow the Mayor to receive any accumulated vacation time that has accumulated during the last year prior to leaving office. The Committee discussed the concern that the Mayor controls the town's personnel policy and could therefore adopt changes to the policy that would directly impact that Mayor. It was determined that it would be best to set a standard vacation policy in ordinance and to look at

what is generally provided to executives in this area. It was noted that currently the directors receive between four and five weeks of vacation time and can accumulate up to seventy-five days of vacation time. The Committee felt that it would be more appropriate for an incoming Mayor to receive four weeks of vacation time, but that if the Mayor has the experience of two terms as Mayor, that vacation time would go up to five weeks, consistent with how the increase in vacation time is handled for the directors and in town employees' union contracts. It was also determined that similar to personnel policy and union contracts, the Mayor could accumulate vacation time of up to fifty days, such that there would be a cap on accumulated vacation that the Mayor would be entitled to upon leaving office.

MOTION        By Linda Russo  
                     seconded by Esther Clarke  
                     to **rescind** the motion to send the revised March 18<sup>th</sup> draft of the "Mayor's Salary" ordinance to the Town Council for the purposes of setting a public hearing date.  
                     Motion carried 3/0.

It was noted that the above motion would allow for the Ordinance Committee to combine any amendments to Section 2-5, entitled "Vacation" with amendments to Section 2-3, entitled "Mayor's Salary" such that there would be one recommended ordinance reflecting the Mayor's salary and vacation time.

MOTION        By Linda Russo  
                     seconded by Esther Clarke  
                     to **send** the revised March 18<sup>th</sup> draft of the "Mayor's Salary" and "Vacation" ordinance to the Town Council for the purposes of setting a public hearing date.  
                     Motion carried 3/0.

Mayor's Salary and Vacation  
(March 18, 2019 draft - Revised)

Section 1. Section 2-3 of the town of East Hartford Code of Ordinances is hereby repealed and the following is substituted in lieu thereof:

Beginning November 14, 2007, the Mayor's salary shall be \$78,723, which is a zero increase and beginning on November 14, 2008, the Mayor's salary shall be \$81,400 which is an increase of 3.4%, representing the increase in the consumer price index for 2005. Beginning November 11, 2014 and annually thereafter, the Mayor's salary shall increase by fifty percent of the increase in the consumer price index-all urban consumers for the preceding calendar year, provided that the Mayor's salary for November 11, 2013 shall be increased by fifty percent of the consumer price index-all urban consumers for the calendar years 2006 through 2012 inclusive. Effective November 2015, the Mayor's salary will be \$90,067 which is based on the increase in the 2013 consumer price index. Effective November 2016, the Mayor's salary will be \$91,688 which is based on the increase in the 2014 consumer price index. Effective November 13, 2017, the Mayor's salary shall be \$93,522 which is an increase of 2% and effective November 1, 2018, the Mayor's salary shall be \$95,392 which is an increase of 2%. Effective November 11, 2019, the Mayor's salary shall be \$97,777 which is an increase of 2.5% based on the increase in the 2017 Consumer Price Index. Beginning November 1, 2020, the Mayor's salary shall be \$100,221 which is an increase of 2.5% based on the Consumer Price index for 2018.

Section 2. Section 2-5 of the town of East Hartford Code of Ordinances is hereby repealed and the following is substituted in lieu thereof:

Sec. 2-5. Vacation

The Mayor shall have ~~[three]~~ four weeks vacation each year except that if the Mayor has served at least four years, such Mayor shall receive five weeks vacation each year thereafter [or the amount of vacation he would receive under the then existing town personnel program or policy, whichever is the greater. However,] The Mayor shall ~~[not]~~ be entitled, upon leaving office, to any accumulated vacation time up to fifty days. ~~[other than vacation for the year in which he left office.]~~

*At this time, Councillor Clarke recused herself from discussion and vote on Section 2-3b Registrar of Voters Salary.*

Section 2-3b. Registrars of Voters Salary

The Committee reviewed the Registrars current salary – which is \$25,000 annually – having been established effective January 1, 2018, and the Deputy Registrars salary of \$8,000 annually. The Committee reviewed similarly situated salaries from various towns for Registrars of Voters and noted that the compensation varies significantly from town to town. However, most Registrars were compensated at a higher rate than the East Hartford Registrars. Those Registrars with less salary than the East Hartford Registrars also had health benefits and potential pension benefits such that it would increase their overall compensation as compared to East Hartford's Registrars, who do not receive any medical or pension benefits. It was decided that, because a 2.5% increase in the Registrars' salaries would lead to an odd number, the increase should be rounded up to the nearest \$1000. Therefore, it was determined that the Registrars salary should be \$26,000 effective January 1, 2020 and then increase another \$1000 effective January 1, 2021 to \$27,000.

The Deputy Registrars would be increased by \$1000 for the full two years, i.e., the Deputy Registrars' salary would be \$9,000 effective January 1, 2020 and would remain \$9,000 January 1, 2021.

MOTION        By Linda Russo  
                     seconded by Rich Kehoe  
                     to **send** the March 18<sup>th</sup> draft of Section 2-3b "Registrars of Voters Salary"  
                     ordinance to the Town Council for the purposes of setting a public hearing  
                     date.  
                     Motion carried 2/0. **Abstain:** Clarke

DRAFT 03-18-19

Sec. 2-3b Registrars of Voters Salary

Beginning on January 1, 2020 ~~[2018]~~, the salary for each registrar of voters shall be \$ 26,000 ~~[25,000]~~ and the salary for each of the deputy registrar of voters shall be \$9,000 ~~[8,000]~~ and beginning January 1, 2021 the salary for each registrar of voters shall be \$27,000 and the deputy registrar of voters shall be \$9,000 provided: (1) the registrar of

voters office shall be open to the public no less than twenty-four hours per week; (2) the registrar of voters and deputy registrar of voters shall conduct no less than four voter outreach session in locations outside of town hall annually; (3) the registrars of voters and deputy registrars of voters shall take state mandated training for such offices; (4) the registrar of voters and the deputy registrar of voters shall comply with all state election law requirements; and (5) the registrars of voters shall provide an annual written report to the mayor and town council within two months after each election which shall consist of an overview of the office's activities for the year, an appraisal of the conduct of voting process for the previous election including any primary or special elections and recommendations for improving the election process. The Town Council may reduce the salary of a registrar of voters or a deputy registrar of voters if it determines that such person violated any provision of this section.

### ADJOURNMENT

MOTION        By Linda Russo  
                     seconded by Esther Clarke  
                     to **adjourn** (7:05 p.m.)  
                     Motion carried 3/0.

cc: Mayor Leclerc  
     Mike Walsh, Finance Director  
     Mary Mourey, Republican Registrar of Voters  
     Steve Watkins, Democratic Registrar of Voters