

Item 1, continued:

Chairman Thompson suggested bundling the two OMA items for one discussion as well as bundling the Norman Regional Hospital equitability with an item already in the resolution regarding increasing the number of members of the Board of Norman Regional Hospital. He said the ward boundary creation process could be a stand-alone item for discussion.

Items submitted for the record

1. Resolution R-1819-66, Amendment No. 1

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Item 2, being:

DISCUSSION OF ARTICLE II, SECTION 1, OF THE CITY CHARTER TO CONSIDER INCREASING THE MONTHLY STIPEND PROVIDED FOR THE MAYOR AND COUNCILMEMBERS.

Ms. Walker said in 2005, the Charter Review Commission (CRC) recommended a compensation increase for the Mayor and Councilmembers, but a compensation increase was not included in the municipal election. In 2015, verbiage changed from "compensation" to "stipend" and the most recent proposed stipend increase appeared in R-1819-66; however, no recommendations was made on a specific amount. She said Staff has provided a chart of comparable cities for Mayor and Council salaries. She said Mayor and Council currently receive \$50 per month plus an additional \$10 per meeting attended, but salary cannot exceed \$100 per month.

Vice-Chairman Cubberley felt the stipend should be increased, especially for the Mayor, because the Mayor and Council can spend 30 to 40 hours per week working on City business and the Mayor spends twice that time on the job than Councilmembers.

Member Stawicki said the current stipend amount has been in place since the 1960's so it is time to look at increasing that.

Member Jennings agreed the stipend should be increased, but wondered what would be compatible today compared to \$50 in 1968. What can the City afford to pay because the amount has to be reasonable.

Member Dillingham said the stipend should be increased, but does not want to get into a position where this becomes a job. Sbe said one of the most important things about local government is the aspect of volunteering.

Member Eller felt the stipend should be in the ballpark with comparable cities. He said Council will never have a salary, but the job should not be done for free either.

Item 1, continued:

Member Prather said citizens that run for Council are people that can already afford to sacrifice their time so a higher stipend may allow lower income citizens who may not have the luxury to spend the amount of time needed to be on Council to run for Council.

Member Jennings felt Norman's stipend should be the same as Edmond's (\$350 per month).

Member Bates suggested a range of \$450 to \$650 per month would be appropriate and Member Jungman agreed. Member Bates felt the Mayor should be paid more than Council due to the extra duties the Mayor performs.

Ms. Walker asked if Mayor and Council should be paid a flat fee per month and Ms. Brenda Hall, City Clerks, said a flat fee would be much easier for purposes of processing.

Member McBride suggested a fee at half the rate of Oklahoma City (\$1,000 per month).

Member Stawicki said he would like to see an increase, but not as high as Oklahoma City.

Member Vinyard suggested \$550 to \$750 per month.

Vice-Chairman Cubberley said the Mayor may not have more authority than Council, but the Mayor spends a lot more time on City business than Councilmembers and deserves a slightly higher stipend than Council.

Member Bates said he would be willing to increase the Mayor's stipend in the range of \$675 to \$975.

Ms. Walker said she is hearing the CRC wants to give a stipend increase Council's stipend in the range of \$450 to \$650 for Councilmembers and \$675 to \$975 for the Mayor and Members concurred. She said she would bring that language to the CRC at the next meeting.

Items submitted for the record

1. Article II, Section 1 – Stipend increase for Mayor and Councilmembers
2. Chart of comparable cities – Total Yearly Stipend/Salary

Item 3, being:

**DISCUSSION OF ARTICLE II, SECTION 1, OF THE CITY CHARTER TO CONSIDER ADDING REIMBURSEMENT FOR CELL PHONE EXPENSES AS ADDITIONAL COMPENSATION RECEIVED BY CITY COUNCILMEMBERS.**

Ms. Walker said adding reimbursement for cell phone expenses as additional compensation for Councilmembers is a new proposal and past CRC's have not considered this issue. The proposal first came forward in Resolution R-1819-66. She said Staff has provided a chart of comparable cities for Mayor and Council cell phone compensation; however, no other comparable cities compensate their Councilmembers for cell phone expenses.

Item 2, continued:

YEAS: Members Cubberley, Eller, Griffith, Hackelman, McBride, Pipes, Stawicki, Vinyard and Chairman Thompson

NAYES: None

The Chairman declared the motion carried and the minutes approved; and the filing thereof was directed.

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Item 3, being:

CONTINUED DISCUSSION AND POSSIBLE ACTION OF ARTICLE II, SECTION 1, OF THE CITY CHARTER TO CONSIDER INCREASING THE MONTHLY STIPEND PROVIDED FOR THE MAYOR AND COUNCILMEMBERS.

Interim City Attorney Kathryn Walker provided draft language for the Committee's consideration based on feedback received at the previous meeting. The language provided a range of stipend for Mayor of \$8,100-\$11,700 annually and a range of \$5,400-\$7,800 for Councilmembers.

Chairman Thompson allowed Mr. Paul Arcoli to present some information to the committee related to this topic since he was not able to do so the previous meeting. Mr. Arcoli said the fixed stipend currently in place makes it difficult for hourly wage individuals to participate in City Council activities. He said the stipend should be increased and suggested the stipend recognize to a degree, the level of tenure for each Councilmember.

Committee members discussed several options; e.g., using minimum wage as a basis for pay with some type of trigger for increases, tie increases to CPI, establishing a Compensation Committee to review and make recommendations to Council for increases. Vice-Chairman Cubberley did not support automatic increases and suggested establishing a committee. Member McBride supported the creation of a Committee and tying increases to something that is not arbitrary like CPI.

Chairman Thompson said the consensus is to create the base number and create a Compensation Committee to review every three years to be effective the following term. He asked Staff to prepare draft language for the Committee's consideration at the next meeting. Ms. Walker said she would need to review using the word stipend vs. salary so that it would not create a problem of making Council City employees.

Items submitted for the record

1. Article II, Section 1 – Stipend increase for Mayor and Councilmembers including draft language for amendments

Item 2, continued:

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| YEAS:  | Members Bates, Cubberley, Eller, Griffith, Hackelman, McBride, Vinyard, Williamson-Jennings and Chairman Thompson |
| NAYES: | None  |

The Chairman declared the motion carried and the minutes approved; and the filing thereof was directed.

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Item 3, being:

CONTINUED DISCUSSION AND POSSIBLE ACTION OF ARTICLE II, SECTION 1, OF THE CITY CHARTER TO CONSIDER INCREASING THE MONTHLY STIPEND PROVIDED FOR THE MAYOR AND COUNCILMEMBERS.

Committee members discussed the drafted language and found it to be consistent with direction given at a prior meeting. Member Cubberley asked if the language, as drafted, would require City Council to approve its own stipend increases. Interim City Attorney Kathryn Walker stated that the drafted language did not explicitly require Council approval, but that formal action from the Compensation Commission would be needed and Council approval would likely occur in the context of budget approval.

Member Cubberley moved that the draft language for Article II, Section 1, be approved, which motion was duly seconded by Member McBride;

Item submitted for the record

1. Article II, Section 1 – Stipend Increase for Mayor and Councilmembers including draft language for amendments

and the question being upon approving the draft language for Article II, Section 1, a vote was taken with the following result:

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| YEAS:  | Members Ali, Bates, Cubberley, Eller, Griffith, Hackelman, McBride, Pipes, Vinyard, Williamson-Jennings and Chairman Thompson |
| NAYES: | None  |

The Chairman declared the motion carried and the draft language for Article II, Section 1, approved.

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