

**CITY OF GARDNER, MASSACHUSETTS
CITY COUNCIL FINANCE COMMITTEE MEETING
Monday – April 3, 2017 – 7:00 PM
City Council Chamber - City Hall**

AGENDA

CALL TO ORDER

ANNOUNCEMENT OF OPEN MEETING RECORDINGS

Any person may make a video or audio recording of an open session of a meeting, or may transmit the meeting through any medium, subject to reasonable requirements of the chair as to the number, placement and operation of equipment used so as not to interfere with the conduct of the meeting. Any person intending to make such recording shall notify the Chair forthwith. All Documents and exhibits used or referenced at the meeting must be submitted in duplicate to the City Clerk, as they become part of the Meeting Minutes.

- 1-1 Review and Approval of the March 20, 2017 Meeting Minutes.
- 2-1 #9755 – An Order Appropriating \$50,000.00 from Free Cash to Community Development & Planning, Zoning Code Update Account.
- 3-1 A Measure Confirming the Mayor’s Appointment of Darrell Sweeney to the Position of Inspector of Wires for the term expiring March 20, 2020 *(Reappointment)*.
- 3-2 A Measure Confirming the Mayor’s Appointment of Patricia Darby to the position of Member, Board of Registrars of Voters, for the term expiring March 9, 2020 *(Reappointment)*.
- 3-3 A Measure Confirming the Mayor’s Appointment of Mario Guay to the position of Member, Board of Registrars of Voters, for the term expiring March 9, 2020 *(Reappointment)*.
- 3-4 A Measure Confirming the Mayor’s Appointment of George Ouellet to the position of Member, Housing Authority, for the term expiring March 24, 2022 *(Reappointment)*.
- 3-5 A Measure Confirming the Mayor’s Appointment of Stephen Hancock to the position of Member, Housing Authority, for the term expiring March 24, 2022 *(Reappointment)*.
- 4-1 #9741 – Review of Yearly Salaries for Various Positions (§171-66 of the City Code).

ADJOURNMENT

Items listed on the Agenda are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

CITY OF GARDNER, MASSACHUSETTS
CITY COUNCIL FINANCE COMMITTEE
MINUTES OF MEETING OF MARCH 20, 2017

Finance Committee Members Present: President Ronald Cormier and Councillors James Walsh and Marc Morgan.

Other Participants: Community Development & Planning Director Trevor Beauregard; City Auditor John Richard; and, City Clerk Alan Agnelli.

The meeting was called to order by President Ronald Cormier at 6:45 p.m. in the City Council Chamber, City Hall.

President Cormier asked if anyone present planned to record the meeting, in accordance with the requirements of the Open Meeting Law, as follows:

Any person may make a video or audio recording of the open session of this meeting so long as it does not interfere with the conduct of the meeting. All documents and exhibits used or referenced at this meeting shall be submitted in duplicate to the City Clerk, as they become part of the minutes of the meeting. Is there anyone present who will be recording this meeting?

No one responded.

1-1 Reading and Approval of Minutes of Prior Meeting(s).

On a motion by Councillor Marc Morgan and seconded by Councillor James Walsh, it was voted to approve the Minutes of the Meeting of March 6, 2017, as printed.

2-1 An Order Appropriating \$50,000.00 from Free Cash to Community Development & Planning, Zoning Code Update Account.

Citing the BSC Zoning Experience Summary provided to the Committee, Councillor James Walsh questioned the Consultant's experience as it relates to the City's proposed "comprehensive scope of work" and expressed concern that the City obtained only one proposal for the Zoning Code update. He said that he spoke with the City's Purchasing Director about soliciting the services of more vendors and was informed that several procurement options are available to the City.

Community Development & Planning Director Trevor Beauregard stated that he solicited the services of three firms and only one responded. He said that there is a limited number of consulting firms that have the specialized skills for the type of work that the City is seeking and he noted that BSC provided services to the City in the past, having completed two Urban Renewal plans and the Timpany Boulevard Street Study. He added that BSC's price proposal is reasonable.

Councillor Walsh questioned the elements that are involved in this particular effort and asked Mr. Beauregard if he has participated in similar zoning ordinance re-writes.

Mr. Beauregard stated that he participated in the City of Leominster's zoning re-write project in 2000.

CITY OF GARDNER, MASSACHUSETTS
CITY COUNCIL FINANCE COMMITTEE
MINUTES OF MEETING OF MARCH 20, 2017

President Cormier questioned whether Mr. Beauregard conducted any research concerning zoning re-writes in Gardner.

Mr. Beauregard stated that it has been over the years since the last re-write - the City of Gardner re-wrote its Zoning Ordinances in 2005 and 2006. The work was performed by Taintor Associates at a cost of \$65,250.00, he added.

Councillor Walsh noted that the Zoning re-write in 2005/2006 was a complete re-write of the City's Zoning Ordinances and questioned the level of re-write under this proposal.

Mr. Beauregard stated that the proposal seeks to make minor changes, such as Senior Housing Overlay and Marijuana Ordinance considerations, as well as concerns raised by the Building Commissioner, adding that the project scope is in the specifications.

President Cormier stated that it is the sense of the Finance Committee that the City should issue RFPs in order to solicit the maximum number of proposals possible.

Mr. Beauregard said that the RFP process would take from 3 to 4 months to complete.

On a motion by Councillor James Walsh and seconded by Councillor Marc Morgan, it was voted to recommend that the City issue an RFP for the zoning ordinance re-write and to request that the Mayor be offered Leave to Withdraw AN ORDER APPROPRIATING \$50,000.00 FROM FREE CASH TO COMMUNITY DEVELOPMENT & PLANNING, ZONING CODE UPDATE ACCOUNT.

3-1 A Measure Confirming the Mayor's Appointment of Duncan Burns to the Conservation Commission for the term expiring February 28, 2020 (Reappointment).

On a motion by Councillor Marc Morgan and seconded by Councillor James Walsh, it was voted to recommend that the Council confirm the Mayor's appointment of Duncan Burns to the Conservation Commission for the term expiring February 28, 2020.

3-2 A Measure Confirming the City Clerk's Appointment of John A. Olivari to the Position of Assistant City Clerk for the term expiring March 20, 2020.

On a motion by Councillor James Walsh and seconded by Councillor Marc Morgan, it was voted to recommend that the Council confirm the City Clerk's Appointment of John A. Olivari to the Position of Assistant City Clerk for the term expiring March 20, 2020.

4-1 Review of Yearly Salaries for Various Positions (§171-66 of the City Code).

Councillor Walsh stated that the City Clerk is collecting Mayoral and Council salary information from communities with comparable municipal operating budgets and would also include several more communities in between in order to reach the operating budget levels of the Cities of Fitchburg and Leominster. He said that the Committee would also seek an opinion from the City Solicitor to ascertain whether it is legal to adjust the Mayor's salary based on CPI indexing or other factor.

Concluding his remarks, Councillor Walsh said that in the Salary Analysis in MA with Mayor-City Council Form of Government that the Mayor provided with his January 27, 2017 correspondence, the Mayor listed the annual salary for the Mayor of North Adams at \$129,421.00; however, that figure included the entire Executive Office payroll, not just the Mayor's salary. Mr. Walsh said that North Adams City Clerk provided the Committee with the Mayor's actual annual salary, which is \$84,470.00.

The Committee agreed to postpone further discussion until the Committee receives a legal opinion from the City Solicitor concerning the legality of indexing the Mayor's salary.

ADJOURNMENT

On a motion by Councillor James Walsh and seconded by Councillor Marc Morgan, it was voted to adjourn at 7:01 p.m.

March 20, 2017

RECEIVED

Commonwealth of Massachusetts

2017 Worcester County

City of Gardner

CITY CLERK'S OFFICE
GARDNER MA

CERTIFICATE OF APPOINTMENT

I appoint Darrell Sweeney to the position of Inspector of Wires, and I certify
613 South Road, Templeton, MA
that in my opinion he/she is a person specially fitted by education, training, or experience to perform the
duties of said office, and that I make the appointment solely in the interests of the City.



Mayor

Mark P. Hawke

Confirmed by City Council _____

City Clerk

Alan L. Agnelli

Expires: March 20, 2020

Worcester, ss., _____

Then personally appeared the above named Darrell Sweeney and made oath that he/she
would faithfully and impartially perform the duties of the office of Inspector of Wires according
to law and the best of his/her abilities.

Before me,

City Clerk

Chapter 303 Acts of 1975
and
Chapter 409 Acts of 1983

Received _____

March 9, 2017

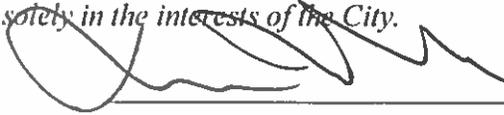
RECEIVED Commonwealth of Massachusetts

2017 MAR 24 AM 9 08
Worcester County
CITY CLERK'S OFFICE
GARDNER MA

City of Gardner

CERTIFICATE OF APPOINTMENT

I appoint Patricia Darby to the position of Member, Board of Registrars, and I certify
83 Cross Street, Gardner, MA
that in my opinion he/she is a person specially fitted by education, training, or experience to perform the
duties of said office, and that I make the appointment solely in the interests of the City.



Mayor
Mark P. Hawke

Confirmed by City Council _____

City Clerk
Alan L. Agnelli

Expires: March 9, 2020

Worcester, ss., _____

Then personally appeared the above named Patricia Darby and made oath that he/she
would faithfully and impartially perform the duties of the office of Member, Board of Registrars
according to law and the best of his/her abilities.

Before me,

City Clerk

Chapter 303 Acts of 1975
and
Chapter 409 Acts of 1983

Received _____

March 9, 2017

RECEIVED

Commonwealth of Massachusetts

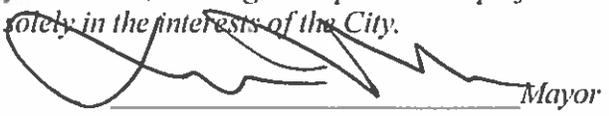
2017 MAR 24 AM 9 08

Worcester County
CITY CLERK'S OFFICE
GARDNER MA

City of Gardner

CERTIFICATE OF APPOINTMENT

I appoint Mario Guay to the position of Member, Board of Registrars, and I certify
195 Lawrence Street, Gardner, MA
that in my opinion he/she is a person specially fitted by education, training, or experience to perform the
duties of said office, and that I make the appointment solely in the interests of the City.



Mark P. Hawke

Confirmed by City Council _____

City Clerk
Alan L. Agnelli

Expires: March 9, 2020

Worcester, ss., _____

Then personally appeared the above named Mario Guay and made oath that he/she
would faithfully and impartially perform the duties of the office of Member, Board of Registrars
according to law and the best of his/her abilities.

Before me,

City Clerk

Chapter 303 Acts of 1975
and
Chapter 409 Acts of 1983

Received _____

March 24, 2017

Commonwealth of Massachusetts

RECEIVED

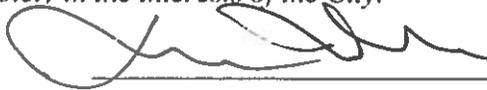
Worcester County 24 AM 11 32

City of Gardner

CITY CLERK'S OFFICE
GARDNER MA

CERTIFICATE OF APPOINTMENT

I appoint George Ouellet to the position of Member, Housing Authority, and I certify
199 Bickford Hill Road, Gardner, MA
that in my opinion he/she is a person specially fitted by education, training, or experience to perform the
duties of said office, and that I make the appointment solely in the interests of the City.

 Mayor

Mark P. Hawke

Confirmed by City Council _____

City Clerk

Alan L. Agnelli

Expires: March 24, 2022

Worcester, ss., _____

Then personally appeared the above named George Ouellet and made oath that he/she
would faithfully and impartially perform the duties of the office of Member, Housing Authority
according to law and the best of his/her abilities.

Before me,

City Clerk

Chapter 303 Acts of 1975
and
Chapter 409 Acts of 1983

Received _____

March 24, 2017

RECEIVED
Commonwealth of Massachusetts

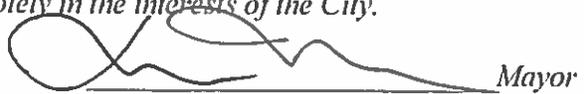
Worcester County 2017 MAR 24 AM 11 32

City of Gardner

CITY CLERK'S OFFICE
GARDNER

CERTIFICATE OF APPOINTMENT

I appoint Stephen Hancock to the position of Member, Housing Authority, and I certify
146 Leo Drive, Gardner, MA
that in my opinion he/she is a person specially fitted by education, training, or experience to perform the
duties of said office, and that I make the appointment solely in the interests of the City.



Mark P. Hawke

Confirmed by City Council _____

City Clerk

Alan L. Agnelli

Expires: March 24, 2022

Worcester, ss., _____

Then personally appeared the above named Stephen Hancock and made oath that he/she
would faithfully and impartially perform the duties of the office of Member, Housing Authority
according to law and the best of his/her abilities.

Before me,

City Clerk

Chapter 303 Acts of 1975
and
Chapter 409 Acts of 1983

Received _____

City of Gardner, Executive Department

4-1



Mark Hawke, Mayor

RECEIVED

2017 JAN 27 PM 12 01

CITY CLERK'S OFFICE
GARDNER MA

January 27, 2017

Ronald F. Cormier, President
And Finance Committee Members
95 Pleasant Street
Gardner, MA 01440

RE: Mayor's Salary

Dear President Cormier and Councilors,

At your January 11, 2017 Finance Committee meeting, I was asked to provide input as to my thoughts on the current Mayor's Salary and provide any recommendation for an increase.

City Code Chapter 171, Article XV, §171-66 states, in part, "*On or after January 1 of each odd-numbered year beginning in 2007, the Finance Committee of the City Council shall report to the Council, as a committee of the Whole, its recommendations for adjustment, if any, to the salaries of the Mayor and City Councilors.*"

The salary of the Mayor was last increased on January 4, 2016. The salary increased from \$78,650 to \$88,650. The reason for the large increase was simply that the salary was low and had not been increased in seven (7) years.

In reviewing the salaries of forty-one (41) Mayors from across the Commonwealth (spreadsheet attached, Boston and Springfield excluded) we find the current average salary is \$109,381.98 and the median salary is \$108,021.00.

In Gardner, we tend to compare ourselves to communities of similar size and similar socio-economic indices. If we sort the data by population and average the five (5) cities higher and lower than Gardner (population range of 13,533 to 29,393), the average Mayoral salary is \$97,512.18. If we sort the data by per capita income ranking and average the five (5) cities higher and lower than Gardner, the average Mayoral salary is \$107,941.19. All of these numbers are likely to increase in two years as all cities are looking at possible increases in salaries at this time.

After the Mayor's salary was increased in Gardner, a two-percent (2%) raise was included in the FY 17 Budget for all exempt employees. The FY 18 Budget will include the same two-percent increase. Given that any increase in the Mayor's salary would not take effect until January of 2018, and making the assumption that a two-percent (2%) increase would occur in FY 19 and FY 20, the Mayor's salary will always be lagging behind the rest of the City employees by at least four-percent (4%).

In calculating a recommendation we should add the two-percent (2%) FY 17 and FY 18 increases to the current salary. Since this salary will be in effect for FY 19 and FY 20, I would add an estimated one and a half percent (1.5%) increase for each year, note this is less than the anticipated two-percent (2%) we have in our five (5) year outlook.

Given the above analysis, I would recommend the Mayor's salary be set at a minimum of \$94,980 (FY17-FY20 increases) and a maximum of \$97,512 (the lowest of any of the averages calculated). This will still result in a Mayoral salary that is lower than approximately seventy-five percent (75%) of the Mayor's in the Commonwealth.

Respectfully,

A handwritten signature in black ink, appearing to read 'Mark Hawke', written in a cursive style.

Mark Hawke
Mayor, City of Gardner

Population and Salary of 5 higher and lower Cities.

Population	Population Rank		Mayor's Salary
29,393	57		\$100,000.00
28,705	62		\$85,000.00
28,684	63		\$110,000.00
28,495	64		\$92,500.00
27,690	68		\$125,000.00
20,354	93	Gardner	\$88,650.00
17,800	108		\$98,376.00
17,492	111		\$88,687.00
16,650	117		\$80,000.00
15,971	124		\$75,000.00
13,533	148		\$129,421.00
Average			\$97,512.18

Per Capita Income and Salary of 5 higher and lower Cities

Per Capita Income	Per Capita Income Rank		Mayor's Salary
\$23,494	280		\$95,000.00
\$22,874	289		\$115,057.00
\$22,649	291		\$114,000.00
\$20,160	308		\$128,092.00
\$20,136	309		\$88,687.00
\$18,848	321	Gardner	\$88,650.00
\$18,694	322		\$136,542.00
\$18,644	323		\$85,000.00
\$18,542	324		\$108,021.00
\$18,382	325		\$145,000.00
\$17,307	334		\$83,312.00
Average			\$107,941.91

#	Community	Mayor Form	Chief Municipal Officer	Legislative Body	Population	Population Rank	Per Capita Income (2013)	Per Capita Income Rank	Current Mayor	Salary	Salary Source	Notes
1	North Adams	A	Mayor	Council (9)	13,533	148	\$15,110	343	Richard Alcombright	\$129,421.00	North Adams FY'16 Budget	
2	Easthampton		Mayor	Council (9)	15,971	124	\$26,514	248	Karen Cardieux	\$75,000.00	MassLive	
3	Amesbury	F	Mayor	Council (9)	16,650	117	\$32,950	158	Ken Gray	\$80,000.00	Amesbury 2016 Budget	2015 - Mayor Gray votes City Council order to increase Mayor salary from \$80,000 to \$90,000 (+12.5%)
4	Greenfield		Mayor	Council (13)	17,492	111	\$20,136	309	William Martin	\$88,687.00	City Clerk Data	
5	Newburyport	B	Mayor	Council (11)	17,800	108	\$50,964	58	Donna Holaday	\$98,376.00	City Clerk Data	\$3,000 for expenses, \$2,000 for travel
6	Gardner	B	Mayor	Council (11)	20,354	93	\$18,848	321	Mark Hawke	\$88,650.00	Gardner FY'17 Budget	
7	Melrose	B	Mayor	Aldermen (11)	27,690	68	\$42,056	94	Robert Dolan	\$125,000.00	City Clerk Data	7,000 travel and conference
8	Northampton	B	Mayor	Council (9)	28,495	64	\$30,172	198	David Narkewicz	\$92,500.00	Northampton FY'17 Budget	
9	West Springfield	A	Mayor	Council (9)	28,684	63	\$25,698	260	William Reichelt	\$110,000.00	MassLive	Increased to \$110,000 in 2016
10	Agawam	A	Mayor	Council (11)	28,705	62	\$26,876	243	Richard Cohen	\$85,000.00	Agawam 2016 Budget	
11	Gloucester		Mayor	Council (9)	29,393	57	\$32,591	162	Sefatia Romeo Theken	\$100,000.00	Gloucester FY'17 Budget	
12	Braintree		Mayor	Council (9)	36,727	43	\$36,980	122	Joseph Sullivan	\$128,366.00	Braintree 2016 Budget	
13	Woburn		Mayor	Aldermen (9)	39,083	40	\$34,899	140	Scott Galvin	\$103,000.00	City Clerk Data	
14	Marlborough	B	Mayor	Council (11)	39,414	39	\$31,176	181	Arthur Vigeant	\$85,105.00	Marlborough FY'16 Budget	
15	Holyoke	A	Mayor	Council (15)	40,249	38	\$15,099	344	Alex Morse	\$85,000.00	Holyoke FY'16 Budget	
16	Fitchburg	B	Mayor	Council (11)	40,383	37	\$17,307	334	Stephen DiNatale	\$83,312.00	Fitchburg FY'17 Budget	
17	Beverly	A	Mayor	Council (9)	40,664	36	\$38,632	110	Michael Cahill	\$106,047.00	Beverly FY'17 Budget	Increases \$5,000 annually according to ordinance and is reviewed every two years
18	Leominster	A	Mayor	Council (9)	41,002	35	\$25,693	261	Dean Mazzarella	\$81,256.00	Sun Chronicle - 6/27/2016	
19	Westfield	B	Mayor	Council (13)	41,301	34	\$24,387	271	Brian Sullivan	\$100,000.00	MassLive - 3/29/16	\$5,000 for travel; 2015 salary - "The annual salary of a mayor for the city with a population of 41,608 is \$100,000."
20	Salem	B	Mayor	Council (11)	42,544	32	\$26,662	245	Kimberley Driscoll	\$120,461.00	Salem News - 2/28/14	
21	Everett		Mayor		42,935	31	\$18,542	324	Carlo DeMaria	\$108,021.00	City Clerk Data	
22	Attleboro		Mayor	Council (11)	43,886	30	\$28,225	226	Kevin Dumas	\$119,267.00	Sun Chronicle - 6/27/2016	Step Increases every two years up to \$151,060
23	Pittsfield	B	Mayor	Council (11)	44,057	28	\$23,494	280	Linda Tyer	\$95,000.00	MassLive	
24	Methuen		Mayor	Council (9)	48,514	26	\$27,089	240	Stephen Zanni	\$80,000.00	Methuen FY'16 Budget	
25	Peabody	D	Mayor	Council (11)	52,044	25	\$29,062	217	Edward Bettencourt, Jr.	\$110,000.00	City Clerk Data	
26	Revere	B	Mayor	Council (11)	53,756	24	\$20,160	308	Brian Arrigo	\$128,092.00	City Clerk Data	\$6,000 vehicle and travel

Salary Analysis - Municipalities in MA with a Mayor-City Council Form of Government

#	Community	Mayor Form	Chief Municipal Officer	Legislative Body	Population	Population Rank	Per Capita Income (2013)	Per Capita Income Rank	Current Mayor	Salary	Salary Source	Notes
27	Weymouth		Mayor	Council (11)	55,419	23	\$30,221	197	Robert Hedlund	\$110,750.00	City Council member	
28	Chicopee		Mayor	Council (13)	55,717	22	\$18,644	323	Richard Kos	\$85,000.00	Chicopee 2016 Budget	
29	Taunton		Mayor	Council (9)	56,069	21	\$22,874	289	Thomas Hoye	\$115,057.00	City Clerk Data	
30	Medford	A	Mayor	Council (7)	57,170	20	\$32,853	159	Stephanie Burke	\$138,400.00	City Clerk Data	\$2,400 gas & mileage
31	Malden	A	Mayor	Council (11)	60,509	17	\$22,649	291	Gary Christenson	\$114,000.00	City Clerk Data	\$2,400 gas & mileage
32	Haverhill	A	Mayor	Council (9)	62,088	16	\$25,662	262	James Fiorentini	\$110,000.00	City Clerk Data	\$3,300 for travel
33	Waltham	B	Mayor	Council (15)	62,227	15	\$32,021	171	Jeannette McCarthy	\$130,704.00	Waltham FY'17 Budget	
34	Lawrence		Mayor	Council (9)	77,657	13	\$13,083	347	Daniel Rivera	\$100,769.00	City Clerk Data	
35	Somerville	A	Mayor	Aldermen (11)	78,804	12	\$31,465	178	Joseph Curtatone	\$180,000.00	City Clerk Data	
36	Newton	A	Mayor	Aldermen (24)	87,971	11	\$104,821	10	Setti Warren	\$125,482.00	Wicked Local	2016 - Newton's Highest Paid City Employees
37	Fall River	A	Mayor	Council (9)	88,697	10	\$15,413	341	Jasiel Correia	\$119,598.00	Herald News	
38	Lynn	A	Mayor	90000*1.06	91,589	9	\$18,382	325	Judith Flanagan Kennedy	\$145,000.00	Boston Globe	
39	Quincy	A	Mayor	Council (9)	93,494	8	\$30,093	201	Thomas Koch	\$153,216.00	Quincy FY'17 Budget	\$720 vehicle
40	Brockton		Mayor	Council (11)	94,089	7	\$18,694	322	Bill Carpenter	\$136,542.00	Brockton Enterprise - 5/14/16	"Brockton Mayor Bill Carpenter ranks at No. 91 on the list. He took in \$140,268 last year."
41	New Bedford	B	Mayor	Council (11)	95,078	6	\$15,410	342	Jon Mitchell	\$114,582.00	Southcoast Today	

Average Salary: \$109,381.98

**Cities with Mayor-City Council form of gov't not included

- 1 City Rationale
Population of city (645,966), not a relevant comparison
- 2 City Rationale
Population of city (153,703), not a relevant comparison

4-3

City of Gardner, MA
Wednesday, January 25, 2017

Chapter 171. Personnel

Article XV. Yearly Salaries for Various Positions

§ 171-66. Yearly salaries established.

The yearly salaries for the Mayor, Council President, City Councilors and various other positions shall be as set forth in Schedule 1 included at the end of this chapter. On or after January 1 of each odd-numbered year beginning in 2007, the Finance Committee of the City Council shall report to the Council, as a Committee of the Whole, its recommendations for adjustment, if any, to the salaries of the Mayor and City Councilors.

PERSONNEL

171 Attachment 1

City of Gardner

Schedule 1

Yearly Salaries

[Last amended 9-8-2015 by Ord. No. 1583]

	1-1-2009	Effective 1-4-2016
Mayor	\$78,650	\$88,650
Council President	\$9,500	\$10,707
City Councilors	\$6,500	\$7,326
Board of Assessors		
Clerk		\$2,000
Third member		\$2,000
Board of Health		
Chairperson		\$2,500
Other 2 members, each		\$500
Civil Code Enforcement Hearings Officer/Purchasing/ Civil Enforcement Director (MGL c. 148A, § 5)		\$2,500
Clerk of the Council/City Clerk (MGL c. 41, § 19F)		\$3,500
Conservation Commission		
Chairperson		\$700
Other 6 members, each		\$500
License Commission		
Chairperson		\$700
Other 2 members, each		\$500
Municipal Grounds Commission		
Chairperson		\$700
Members (each)		\$500
Planning Board		
Chairperson		\$800
Members (each)		\$600
Registrars of Voters		
Chairperson		\$700
Other 2 members, each		\$500
Clerk (MGL c. 41, § 19G)		\$50 per thousand registered voters or major fraction thereof
Retirement Board		
Member [MGL c. 32, § 20(6)]		\$3,000
City Auditor (ex officio) [MGL c. 32, § 20(6)]		\$3,000
City Treasurer		\$300
School Committee		
Members, each (excluding Chairperson)		\$5,000
Zoning Board of Appeals		
Chairperson		\$800
Second and third members (each)		\$600
Alternate members (each)		\$100