

PRESIDENT
Elizabeth J. Kazinskas

COUNCILLORS AT LARGE
James S. Boone
Craig R. Cormier
Ronald F. Cormier
Judy A. Mack
George C. Tyros

WARD 1 COUNCILLOR
James M. Walsh, Esq.

WARD 2 COUNCILLOR
Dana M. Heath

WARD 3 COUNCILLOR
Paul Tassone

WARD 4 COUNCILLOR
Karen G. Hardern

WARD 5 COUNCILLOR
Aleks Dernalowicz, Esq.

CITY OF GARDNER
MASSACHUSETTS 01440-2630

OFFICE OF THE
CITY COUNCIL



February 14, 2023

CITY COUNCIL INFORMAL MEETING

Date: Tuesday, February 21, 2023
Time: 6:15 P.M.
Location: City Council Chambers, Room 219, City Hall

AGENDA

10885 – An Ordinance to Amend the Code of the City of Gardner, Chapter 171, Thereof, Entitled “Personnel,” to Change Compensation Schedule 1, Yearly Salaries, Mayor and City Councillors. *(In the City Council and Referred to Finance Committee 1/17/2023; Referred to Committee of the Whole 2/6/2023)*

CITY COUNCIL OF GARDNER

Elizabeth J. Kazinskas

ELIZABETH J. KAZINSKAS
Council President

NOTICE: Items listed on the Council Calendar are those reasonably anticipated by the Council President 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, MA
Thursday, January 12, 2023

Chapter 171. Personnel

Article XV. Yearly Salaries for Various Positions

[Adopted 9-21-1987 by Ord. No. 935; last amended 8-6-2012 by Ord. No. 1542]

§ 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.

Original Proposal

CITY OF GARDNER



IN CITY COUNCIL

REGULAR MEETING OF AUGUST 1, 2022

Councillor Nathan Boudreau voting for JENNIFER A. DYMEK
 Councillor Craig Cormier voting for JENNIFER A. DYMEK
 Councillor Ronald Cormier voting for JENNIFER A. DYMEK
 Councillor Aleksander Dernalowicz voting for JENNIFER A. DYMEK
 Councillor Karen Hardern voting for JENNIFER A. DYMEK
 Councillor Dana Heath voting for JENNIFER A. DYMEK
 Councillor Judy Mack voting for JENNIFER A. DYMEK
 Councillor George Tyros voting for JENNIFER A. DYMEK
 President Elizabeth Kazinskas voting for JENNIFER A. DYMEK

Having received ten (10) votes for, Jennifer A. Dymek was declared and elected City Treasurer effective August 19, 2022, for term expiring August 19, 2025.

#10768

On a motion made by Councillor Ronald Cormier and seconded by Councillor Nathan Boudreau, it was voted viva voce, ten (10) yeas, President Elizabeth Kazinskas and Councillors Nathan Boudreau, James Boone, Craig Cormier, Ronald Cormier, Aleksander Dernalowicz, Karen Hardern, Dana Heath, Judy Mack, and George Tyros to Remove from the Calendar *An Ordinance to Amend the Code of the City of Gardner, Chapter 171, Section 68, Entitled "Compensation Schedule, Attachment A: Mayor, Attachment B: City Council, and Attachment D: School Committee."* (Submitted by Councillor Judy Mack) and present it in January 2023.

REPORTS OF STANDING COMMITTEES**PUBLIC SERVICE COMMITTEE****#10740**

Councillor George Tyros requested More Time on *A Petition by National Grid and Verizon New England, Inc., Keyes Road – To install beginning at a point approximately 700 feet southeast of the centerline of the intersection of West Street. Relocate Pole #2 across the street to accommodate for bridge construction and upgrade to a 45 foot class 2.* The Committee had more questions regarding the Petition. There being no objections, More time was Granted.

NEW BUSINESS

Councillor Aleksander Dernalowicz would like if National Grid to attend their Public Service Committee Meetings.

Titi Siriphan

From: Judy Mack
Sent: Monday, June 27, 2022 3:22 PM
To: Titi Siriphan
Cc: Elizabeth Kazinskas
Subject: Ordinance: Salary Proposal
Attachments: Compensation Elected Officials.docx

RECEIVED
2022 JUN 27 PM 4:21
CITY CLERK'S OFFICE
GARDNER, MA

June 27, 2022

Ms. Titi Siriphan
Gardner City Clerk
95 Pleasant Street
Gardner, MA 01440

Dear Ms. Siriphan,

Please see the enclosed ordinance I'm proposing to increase the salary of the Mayor of Gardner. The salary of the mayor for years has not been aligned with other positions within the city. Based on the City of Gardner earnings report, for FY '21 the mayor is listed as #48 on the list based on salary.

The Mayor per the City charter is the chief executive of the city. The fact that so many other city employees, including many within city hall, have higher salaries than their boss, positions that don't have the responsibilities that the executive of the city has is erroneous and long overdue to be corrected.

In 2021, the city had a special election for a mayor that cost the City of Gardner more than raising the salary that was requested for that time. The members of the City Council at that time voted down a raise of 2%, \$1,800. The cost of this special election was well over \$25,000.

Of the salaries within the city, the mayor's salary has remained rather stagnant for quite some time and deserve more equity in pay in comparison to the fire, police, school and other city departments. I'm proposing a \$15,000 raise to be spread out over three years with an increase of \$5,000 a year.

Per the charter, the council is able to look at the mayor's salary at any time. As the salary can't per the charter go in effect during a term, this is proposed for the next term starting in FY24. If we, the city council, want the city to be run by qualified individuals, then compensation needs to increase. Compensating the leader who is the representative of our city, a person that works more than 8 hours a day and 40 hours a week. The same person attends many events on the city's behalf in the evening, on weekends and who is always on call, is long overdue.

Included in the Compensation of Elected Officials attached, listed under A and D, are the positions of City Councilor and School Committee members which include a small increase in compensation to members of the City Council and School Committee. The increase is the same 2% COLA that all city employees receive. As with the proposed increase in the salary of the mayor, if passed it would not be effective until FY 24.

Sincerely,
Judy A. Mack
Councilor at Large

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, SECTION 68 OF CHAPTER 171, ENTITLED COMPENSATION SCHEDULE, ATTACHMENT A: MAYOR, ATTACHMENT B: CITY COUNCIL, AND ATTACHMENT D: SCHOOL COMMITTEE

Be it ordained by the City Council of the City of Gardner as follows:

SECTION 1: Attachment A, entitled Mayor, of Section 68 of Chapter 171, entitled Compensation Schedule, be stricken in its entirety and replaced with the following:

Exhibit A
Mayor

Position	Annual Salary	
Mayor	Effective January 1, 2024	\$97,196
	Effective January 1, 2025	\$102,196
	Effective January 1, 2026	\$107,196

SECTION 2: Attachment B, entitled City Council, of Section 68 of Chapter 171, entitled Compensation Schedule, be stricken in its entirety and replaced with the following:

Exhibit A
City Council

Position	Annual Salary	
Council President	Effective January 1, 2024	\$10,921.14
	Effective January 1, 2025	\$11,139.56
	Effective January 1, 2026	\$11,362.35
City Councilor	Effective January 1, 2024	\$7,472.52
	Effective January 1, 2025	\$7,621.97
	Effective January 1, 2026	\$7,774.41

SECTION 3: Attachment D, entitled School Committee, of Section 68 of Chapter 171, entitled Compensation Schedule, be stricken in its entirety and replaced with the following:

Exhibit D
School Committee

Position	Annual Salary	
School Committee Member (excluding Chairperson)	Effective January 1, 2024	\$5,100.00
	Effective January 1, 2025	\$5,202.00
	Effective January 1, 2026	\$5,306.04

SECTION 4: This ordinance take effect upon passage and publication as required by law.

New Amended Proposal

**AN ORDINANCE TO AMEND SECTION 68 OF CHAPTER 171 OF THE CODE OF
THE CITY OF GARDNER, ENTITLED COMPENSATION SCHEDULE, EXHIBITS A,
B, AND D**

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GARDNER AS FOLLOWS:

SECTION 1: Exhibits A, B, and D, of Section 68 of the Chapter 171 of the Code of the City of Gardner, entitled Personnel Compensation Schedule, be amended by deleting the current Exhibits A, B, and D, and inserting the following in place thereof:

EXHIBIT A

Mayor

Effective Date: January 1, 2024

Position	Annual Salary	Weekly Salary
Mayor	\$99,836	
Acting Mayor in the event of a Mayoral Vacancy		\$1,919.91

EXHIBIT B

City Council

Effective Date: January 1, 2024

Position	Annual Salary
City Council President	\$11,594.15
City Councilor	\$7,933.01

EXHIBIT D

School Committee

Effective Date: January 1, 2024

Position	Annual Salary
School Committee Member (Excluding Chairperson)	\$5,414.28

SECTION 2: That this ordinance shall become effective on January 1, 2024, following passage and publication as required by law.