

CHARLES C. KOKOROS
President
District 1

LELAND A. DINGEE
At Large

SEAN E. POWERS
At Large

CHARLES B. RYAN
At Large

JOHN C. MULLANEY
District 2



THOMAS M. BOWES
Vice President
District 3

HENRY N. JOYCE
District 4

RONALD E. DENAPOLI
District 5

PAUL "DAN" CLIFFORD
District 6

OFFICE OF THE TOWN COUNCIL

- AGENDA -

February 5, 2013 • Horace T. Cahill Auditorium, Town Hall • Starting Time: 7:30_{PM}

PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE

ROLL CALL

CORRESPONDENCE

ANNOUNCEMENTS

- 004 13 Council President: Sustainable Braintree – 5th Annual Green Gala

APPROVAL OF MINUTES

- January 22, 2013

CITIZEN CONCERNS/COUNCIL RESPONSE

OLD BUSINESS

Committee on Ways & Means and Committee on Ordinance & Rules

(CONTINUATION OF PUBLIC HEARING)

- 12 035 Councilor Mullaney: Amendment to Title 2, Chapter 2-200, Mayor, Section: 2.200.010 Powers, In General relative to Mayors' Compensation

COMMUNICATIONS AND REPORTS FROM THE MAYOR AND TOWN BOARDS

NEW BUSINESS

Refer to Committee on Ways & Means

- 13 003 Mayor: Release Deed for 30 Howard Court – Carole and Kevin Mahoney
(SAME NIGHT ACTION REQUESTED)

Topics the Chair does not reasonably anticipate will be discussed

ADJOURNMENT

- Next Council Meetings: **Tuesday, February 26, 2013 @ 7:30pm**

Sustainable Braintree's Green Gala

Sustainable Braintree's Fifth Green Gala Celebration and Fundraiser will be held on March 2, 2013. The Green Gala will be held at the Cahill Auditorium in Braintree Town Hall and will feature a buffet dinner catered by Anthony Columbus, music by the Renato Malavasi Quartet, dancing, and fabulous door prizes. In addition, the comedy of Paul D'Angelo will be featured this year. It is sure to be an elegant evening full of fun and entertainment. This event is the major fundraiser for Sustainable Braintree. Sustainable Braintree utilizes fundraising proceeds to support the organization's on-going initiatives, including student scholarships, teacher grants, the Braintree Farmer's Market, Community Garden, Energy and Recycling programs, and community education. Tickets are \$50.00. To purchase tickets for the Gala, please visit the Sustainable Braintree website, <http://www.sustainablebraintree.org> or call Kathy at 781 929 2455. Tickets for the Gala will also be sold at the Rockland Trust Bank, 100 Washington Street, Braintree, MA. Donations can be made online or by mail to Sustainable Braintree, 1 JFK Memorial Drive, Braintree, MA 02184.

CHARLES C. KOKOROS
President
District 1

LELAND A. DINGEE
At Large

SEAN E. POWERS
At Large

CHARLES B. RYAN
At Large

JOHN C. MULLANEY
District 2



THOMAS M. BOWES
Vice President
District 3

HENRY N. JOYCE
District 4

RONALD E. DENAPOLI
District 5

PAUL "DAN" CLIFFORD
District 6

OFFICE OF THE TOWN COUNCIL

January 22, 2013

MINUTES

A meeting of the Town Council was held in the Horace T. Cahill Auditorium, Braintree Town Hall, on Tuesday, January 22, 2013 beginning at 7:30p.m.

Council President Kokoros was in the chair.

The Clerk of the Council conducted the roll call.

Present: Charles Kokoros, President
Leland Dingee
Sean Powers
Charles B. Ryan
Paul Dan Clifford

Not Present: Thomas Bowes, Vice President
Ronald DeNapoli
John Mullaney

Others: Peter Morin, Chief of Staff
Carl Johnson, Attorney for Compark Limited Partnership
Ronald Marshall, Representative Messina Enterprises
Joseph Powers, Town Clerk
Eric Kinsherf, Town Auditor

CORRESPONDENCE

None

ANNOUNCEMENTS

- **Council President: Sustainable Braintree – 5th Annual Green Gala**
- **Council President: Toys for Tots**
- **Town Clerk: 2013 Annual Census**

APPROVAL OF MINUTES

- **January 8, 2013**

Motion: by Councilor Ryan to approve minutes of January 8, 2013

Second: by Councilor Powers

Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

CITIZEN CONCERNS/COUNCIL RESPONSE

None

OLD BUSINESS

Committee on Ordinance & Rules

- **12 051 Compark Limited Partnership: Petition Street Acceptance - Commerce Drive**

Motion: by Councilor Ryan to open public hearing on Order 12 051

Second: by Councilor Powers

Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

Council President Kokoros read into the records the January 22, 2013 letter from Thomas Whalen, Director of Public Works requesting that the petitioner place a \$30,000 surety to secure construction of a curbed island at the cul-de-sac to prevent parking within the cul-de-sac.

Committee on Ordinance & Rules Chairman, Councilor Powers, reported that the Committee has recommended favorable action on Order 12 051.

Carl Johnson, Attorney for Compark Limited Partnership, explained that Commerce Drive is a type 3 Road; dual lane with center island. The Road was built as a sub-division with a mix of business and residential properties. The roadway was properly constructed in conformance with Town requirements. On December 12, 2012 the Planning Board had voted favorable on the petition with a condition that no parking be installed along the cul-de-sac. The Town Engineer has required grouting between the curb joints be completed and "Keep Right" signs be erected along the roadway. In a letter dated January 4, 2013 from Mr. Campbell he notes that the signage and grouting has been completed.

Ms. Donna DeVilla, Trustee of Turtle Crossing, commented that the residents of Turtle Crossing are in favor of the petition. The issue of parking in the cul-de-sac has been addressed by the condominium association and added parking has been made available on the condominium property.

Attorney Johnson commented there would be no objection of adding the \$30,000 surety to the conditions.

Council President Kokoros asked if anyone else would like to speak on the order at hand. No one came forward.

Motion: by Councilor Ryan to close public hearing on Order 12 051

Second: by Councilor Powers

Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

Councilor Powers made a motion to approve and read the following motion:

At the request of Compark Limited Partnership that the Town Council vote to accept as a Town way the layout of Commerce Drive, a 2200 foot long cul-de-sac roadway running northwesterly to northerly from Grove Street, just west of the Weymouth Town Line, as said layout is shown on the two-sheet set of plans entitled "ACCEPTANCE PLAN FOR COMMERCE DRIVE", by ALPHA LANDSURVEYING & ENGINEERING ASSOCIATES, dated 02-01-2012 recorded herewith and also shown on plans of Commerce Drive recorded at Plan Book 386 as Plan No. 926 on 9/27/1989, and of Commerce Drive Extension recorded at Plan Book 465 as Plan No. 274 on 5/14/1999. A copy of the foregoing plan was filed with the office of the Town Clerk on March 27, 2012.

The description of the easterly and westerly sidelines is as follows:

Along the easterly street line of Commerce Drive: beginning at a point on the northerly street line of the 1946 County Layout of Grove Street, in front of number 600 Grove Street, said point being the most southeasterly corner of the here-in described Commerce Drive Layout; thence westerly to northerly 41.79 feet along the arc of a 30.00 foot radius curve to the right to a point of reverse curvature; thence northerly to northwesterly 215.77 feet along the arc of a 375.00 foot radius curve to the left to a drill hole in a stone bound at a point of tangency; thence N 52°06' 51"W 108.20 feet to a point of curvature; thence northwesterly 145.38 feet along the arc of a 300.00 foot radius curve to the right to a drill hole in a stone bound at a point of tangency; thence N 24° 20' 53" W 275.07 feet to a drill hole in a stone bound at a point of curvature; thence northwesterly to northerly 148.70 feet along the arc of a 300.00 foot radius curve to the right to a drill hole in a stone bound at a point of tangency; thence N 04° 03' 09"E 782.58 feet to a drill hole in a stone bound at a point of curvature for a cul-de-sac curve; thence northerly to northeasterly 37.98 feet along the arc of a 30.00 foot radius curve to the right to a drill hole in a stone bound at a point of reverse curvature; thence northeasterly to westerly 198.59 feet along the arc of a 70 foot radius curve to the left to a point where the easterly street line of so-called Commerce Drive Extension began; thence turning and running N 04° 03' 09"E 184.61 feet to a drill hole in a stone bound at a point of curvature for a cul-de-sac curve; thence northerly to northeasterly 37.98 feet along the arc of a 30.00 foot radius curve to the right to a bound at a point of reverse curvature; thence northeasterly to southerly 308.53 feet along the arc of a 70 foot radius curve to the left to a point on the westerly street line of so-called Commerce Drive Extension and on the westerly street line of the herein described Commerce Drive; **Along the westerly street line of Commerce Drive:** thence S 04°03'09"W 1227.96 feet and through a drill hole in a stone bound 350.00 feet away to a point of curvature; thence southerly to southeasterly 183.40 feet along the arc of a 370.00 foot radius curve to the left to a drill hole in a stone bound at a point of tangency; thence S 24°20'53"E 275.07 feet to a point of curvature;

thence southwesterly 179.30 feet along the arc of a 370.00 foot radius curve to the left to a drill hole in a stone bound at a point of tangency; thence S 52°06'51"E 108.20 feet to a point of curvature; thence southwesterly 158.79 feet along the arc of a 305.00 foot radius curve to the right to a point of compound curvature; thence southeasterly to westerly 52.07 feet along the arc of a 30.00 foot radius curve to the right to a point of tangency with said northerly street line of Grove Street; thence turning and running along said northerly street line of Grove Street N77°10'00"E 111.36 and 17.90' along the arc of a 240.86 foot radius to the left to the point and place of beginning.

Easements for Roadway Purposes

Part of the Commerce Drive roadway is constructed outside of the above described street lines and so Permanent Easements for Roadway Purposes have been established across the Massachusetts Bay Transportation Authority's commuter rail right of way at the street crossing, and across the southeast corner of land now or formerly of Frito Lay Inc., Assessors' Map 1118 Lot 8A. The MBTA easement is recorded at the Norfolk County Registry of Deeds at Book 11929, Pages 526 through 528. The Easement for Roadway Purposes across the Frito-Lay property is shown on the "Easement Sketch Plan" by Alpha Land Surveying & Engineering Associates dated April 27, 2005 and recorded at the Norfolk County Registry of Deeds at Book 23963, Pages 40 through 42.

The above described Commerce Drive including the Easements for Roadway Purposes is hereby accepted as a Public Way in the Town of Braintree, County of Norfolk, Commonwealth of Massachusetts, together with all benefits and responsibilities currently appurtenant to the status of "Public Way" within the Commonwealth. All drainage easements shown on the referenced plan, and ownership of the drainage system within the roadway and to its discharge point(s) or at its (their) entrance to any detention basins, retention basins or similar stormwater impoundments are also accepted with this acceptance as a Public Way. Ownership and maintenance of detention basins, retention basins or similar stormwater impoundments is specifically excluded from this acceptance. Ownership and maintenance of overhead and underground electric, telephone, gas, and cable utilities is specifically excluded from this acceptance. This acceptance shall not be considered a fee taking. No damages are awarded. Further, the Mayor and the Department of Public Works are authorized to take any action necessary to carry out this vote.

At the request of the Clerk of the Council, Councilor Powers made a motion to add to the motion the following amendment before the last paragraph:

Surety

Furthermore, a \$30,000 surety shall be paid to the Town to secure construction of a center island near the cul-de-sac to prevent parking in the cul-de-sac.

Motion: by Councilor Powers to insert a surety payment as part of the motion

Second: by Councilor Ryan

Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

Motion: by Councilor Powers to approve as amended
Second: by Councilor Ryan
Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

Committee on Ways & Means

- **12 058 Mayor: Prior Year Unpaid Bills – DPW Recreation and Community Events Program/ DPW Braintree-Weymouth Regional Recreational Conservation District Program/ Town Clerk Registration Program**

Motion: by Councilor Powers to open public hearing on Order 12 058
Second: by Councilor Clifford
Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

Councilor Clifford, Chairman of the Committee on Ways & Means, reported that the Committee met on January 22, 2013 and has recommended favorable action on each of the four requests.

Council President asked if any member of the Council or the public would like to make any comments. No one came forward.

Motion: by Councilor Powers to close public hearing on Order 12 058
Second: by Councilor Clifford
Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

Committee Chairman, Councilor Clifford read each of the four motions:

1. **Atlas PyroVision Productions, Inc– DPW RECREATION & COMMUNITY EVENTS PROGRAM**
That the sum of \$13,000.00 be re-appropriated from the Fiscal Year 2013 Finance Department Program 01/9C Reserve Line to Public Works Department/Program 15/July 4th Festivities line item 01-40015-5203 for the purpose of paying an unpaid bill to Atlas Pyrovision Productions Inc. for a fireworks invoice which was incurred prior to July 1, 2012, which was in excess of the Fiscal Year 2012 Appropriation.

Motion: by Councilor Clifford for favorable recommendation
Second: by Councilor Ryan
Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

2. **Mediareps – DPW RECREATION & COMMUNITY EVENTS PROGRAM**
That the sum of \$2,059.50 be re-appropriated from the Fiscal Year 2013 Finance Department Program 01/9C Reserve Line to Public Works Department/Program 15/July 4th Festivities Parade line item 01-40015-5204 for the purpose of paying three unpaid bill to Mediareps for Banner and Sign invoices which was incurred prior to July 1, 2012, which was in excess of the Fiscal Year 2012 Appropriation.

Motion: by Councilor Clifford for favorable recommendation
Second: by Councilor Ryan
Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

**3. Weymouth-Braintree Regional Recreation-Conservation District –
DPW BRAINTREE-WEYMOUTH REGIONAL RECREATIONAL-CONSERVATION DISTRICT PROGRAM**

That the sum of \$1,650.00 be re-appropriated from the Fiscal Year 2013 Finance Department Program 01/9C Reserve Line to Public Works Department/Program 21/Braintree Weymouth Recreational Assessment line item 01-40021-5691 for the purpose of paying an unpaid bill to Weymouth-Braintree Regional Recreation-Conservation District for a dam inspection invoice which was incurred prior to July 1, 2012, which was in excess of the Fiscal Year 2012 Appropriation.

Motion: by Councilor Clifford for favorable recommendation
Second: by Councilor Ryan
Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

4. L.H.S. Associates, Inc. – TOWN CLERK REGISTRATION PROGRAM

That the sum of \$3,859.24 be re-appropriated from the Fiscal Year 2013 Finance Department Program 01/9C Reserve Line to Town Clerk Department/Program 05/Census line item 01-16105-5383 for the purpose of paying an unpaid bill to L.H.S. Associates, Inc. for census printing and mailing invoice which was incurred prior to July 1, 2012, which was not in excess of the Fiscal Year 2012 Appropriation.

Motion: by Councilor Clifford for favorable recommendation
Second: by Councilor Ryan
Vote: For (6), Against (0), Absent (3-Bowes, DeNapoli, Mullaney)

Committee on Ordinance & Rules

- **12 035 Councilor Mullaney: Amendment to Title 2, Chapter 2-200, Mayor, Section: 2.200.010 Powers, In General relative to Mayors' Compensation**

Motion: by Councilor Ryan to open public hearing on Order 12 035
Second: by Councilor Powers
Vote: For (7), Against (0), Absent (2-DeNapoli, Joyce)

Council President Kokoros informed members that Councilor Bowes had requested that Order 12 035 be continued to the next Council meeting to allow him to participate in the discussion.

Motion: by Councilor Ryan to continue public hearing on Order 12 035 to February 5, 2013 at 7:30pm.
Second: by Councilor Powers
Vote: For (7), Against (0), Absent (2-DeNapoli, Joyce)

COMMUNICATIONS AND REPORTS FROM THE MAYOR AND TOWN BOARDS

None

NEW BUSINESS

Refer to Committee on Ordinance & Rules

- 13 001 Aspinwall Corp.: Petition Street Acceptance – Priscilla Avenue

Motion: by Councilor Ryan to refer Order 13 001 to committee.
Second: by Councilor Powers
Vote: For (7), Against (0), Absent (2-DeNapoli, Joyce)

Refer to Committee on Ways & Means

- 13 002 Mayor: Request for Appropriation – Community Preservation Fund: Monatiquot Riverwalk

Motion: by Councilor Ryan to refer Order 13 002 to committee.
Second: by Councilor Powers
Vote: For (7), Against (0), Absent (2-DeNapoli, Joyce)

ADJOURNMENT

It was unanimously voted to adjourn the meeting at 8:15p.m.

Respectfully submitted,
James M. Casey
Clerk of the Council

Documents provided for Meeting

- January 8, 2013 Minutes
- 12 051 Compark Limited Partnership: Petition Street Acceptance - Commerce Drive
- 12 058 Mayor: Prior Year Unpaid Bills – DPW Recreation and Community Events Program/ DPW Braintree-Weymouth Regional Recreational Conservation District Program/ Town Clerk Registration Program
- 12 035 Councilor Mullaney: Amendment to Title 2, Chapter 2-200, Mayor, Section: 2.200.010 Powers, In General relative to Mayors' Compensation
- 13 001 Aspinwall Corp.: Petition Street Acceptance – Priscilla Avenue
- 13 002 Mayor: Request for Appropriation – Community Preservation Fund: Monatiquot Riverwalk

From: Murray, Carolyn
Sent: Tuesday, January 22, 2013 5:45 PM
To: Casey, Jim M.
Cc: Kokoros Charles; Morin, Peter; Powers, Joe
Subject: RE: 12 035 Amendment to Title 2, Chapter 2-200, Mayor, Section: 2.200.010 Powers, In General Mayors Compensation - POSSIBLE MOTIONS

#12 035

Jim,

I was out of the office on Friday and just saw this email.

Attached are my revised versions of the three motions you presented.

With respect to these motions, I believe the Council has adopted under Roberts Rules, and my understanding of Roberts Rules is that the higher amount must be read first and voted up or down. If that motion as is fails, another motion can be entertained, but the higher amount must be entertained again. However, the Council has adopted its own rules, whereby each measure is referred to a committee. I am not aware as to whether the Council's Rules stipulates that the committee's recommendation becomes the main motion presented to the Council. If your rules so provide, then you must determine which committee's motion becomes the Council's main motion. Lacking anything in your rules on this issue of dueling committee reports, **it is my opinion that Roberts Rules would require the motion for \$130,00 be voted first, and if that fails, the next higher amount be voted, and so on .**

With respect to the third motion, I have highlighted a portion of that motion which is beyond the scope of the original measure, which was just to amend the Mayor's salary. The highlighted portion seeks to amend or insert another ordinance pertaining to someone filling in a vacancy in the office of the Mayor. This ordinance amendment was not advertised, as required by the Charter, and therefore, it is my opinion that the highlighted portion of the third motion cannot be voted upon by the Town Council until it is properly advertised and a public hearing held.

Once striking the highlighted portion of the third motion, one has to state the value of the M28E in order to determine which amended motion reflects the highest amount so that the order of voting can be determined under Roberts Rules or under the Council's Rules.

I have a Zoning Board meeting this evening and am unable to research this further.

Carolyn M. Murray
Town Solicitor
Town of Braintree
One J.F.K. Memorial Drive
Braintree, MA 02184
Telephone: (781) 794-8153
Facsimile: (781) 794-8305

12 035

Councilor Mullaney: Amendment to Title 2, Chapter 2-200, Mayor, Section 2.200.010 Powers, In General- Mayor Compensation

Main Motion

At the request of Councilor John C. Mullaney, that the Town Council vote to amend the Municipal Code for the Town of Braintree, Title 2 of the Town's Ordinances by amending, Chapter 2-200, Mayor, Section 2.200.010 – Power, In General by deleting the existing paragraph C, which currently states: replacing "Effective January, 2010, the Mayor shall receive an annual salary of \$105,261.53." and inserting a new paragraph C that states: with "Effective January, 2014, the Mayor shall receive an annual salary of **\$130,000.00.**"

12 035

Councilor Mullaney: Amendment to Title 2, Chapter 2-200, Mayor, Section 2.200.010 Powers, In General- Mayor Compensation

Committee on Ways & Means Recommendation

At the request of Councilor John C. Mullaney, that the Town Council vote to amend the Municipal Code for the Town of Braintree, Title 2 of the Town's Ordinances by amending, Chapter 2-200, Mayor, Section 2.200.010 – Power, In General by deleting the existing paragraph C, which currently states: replacing “Effective January, 2010, the Mayor shall receive an annual salary of \$105,261.53.” and inserting a new paragraph C that states: with “Effective January, 2014, the Mayor shall receive an annual salary of **\$125,000.00.**”

12 035

Councilor Mullaney: Amendment to Title 2, Chapter 2-200, Mayor, Section 2.200.010 Powers, In General- Mayor Compensation

Committee on Ordinance & Rules Recommendation

At the request of Councilor John C. Mullaney, that the Town Council vote to amend the Municipal Code for the Town of Braintree, Title 2 of the Town's Ordinances by amending, Chapter 2-200, Mayor, Section 2.200.010 – Power, In General by deleting the existing paragraph C, which currently states: replacing “Effective January, 2010, the Mayor shall receive an annual salary of \$105,261.53.” and inserting a new paragraph C that states: with **“Effective January 1, 2014 the pay grade for the mayor shall be increased from the M26E level to the M28E Non-BPMA Salary Schedule in effect as of July 1, 2012 (\$123,225.18). Effective January 1, 2016 and every four years thereafter; for a re-elected Mayor: the re-elected Mayor’s salary shall increase by the cumulative increase of the Consumer Price Index (CPI) of the previous four years; capped at a maximum of 6%; for a newly elected Mayor: the newly elected Mayor’s salary shall be set at the then M28A level and the newly elected Mayor shall progress through the M28 step levels as documented by the Human Resources Department: 6 months from taking office to Step B, and each 12-month period thereafter, increasing one step each year (a total of 3 ½ years before reaching the maximum Step E); for a Mayor either elected or qualified as described in the Braintree Charter, Section 3-10: Vacancy in Office of Mayor: the Mayor’s salary shall be fixed at the M28A level then in effect when taking office through the balance of the unexpired term. For clarification, a Mayor holding office by virtue of Section 3-10 of the Braintree Charter and then elected in the General Mayoral Election shall be classified as a “newly elected Mayor” and remain at the M28A level for the first six-months of the new term.”**

Confidential- Do not distribute
beyond Ways & Means Committee
“Straw-Man” Draft
Not for public consumption at this
preliminary stage

Mayor of Braintree Salary Analysis

“Fair, equitable, and, competitive
compensation package for our
Mayor”

Prepared by Town Auditor & Ways
and Means Chairman

Introduction To Mayor Salary Analysis

History

- Charter Committee recommends Mayor/ Manager (2002-2004)
- Voted Down (2004)
- Charter Recommends Mayor (2006)
- Mayor gets elected, creates Chief of Staff which closely resembles Mayor/ Manager (2007)
- Council studies ordinance change to change Mayor's salary (2012)

Comparing Town Administrator's/Manager's with Mayors

- A Chief of Staff is responsible for supporting high-level executives in making decisions and completing projects. These projects could relate to staffing, business, contracts and meeting deadlines.
- Our Chief of Staff was a finalist for the Town Administrators position in Belmont(This search was conducted professionally by the Collins Institute of UMASS)
- Can't compare Town Manager salary with Mayor, because of educational and experience requirements. (See Pg 3)
- Chief of staff job description analogous to Town Administrator
- Analysis show both Mayor and Town Administrator/Manager salaries are clearly not equivalent (See Pg 4,5)

Mayor vs. Town Manager/Administrator

Duties, Responsibilities, and Requirements

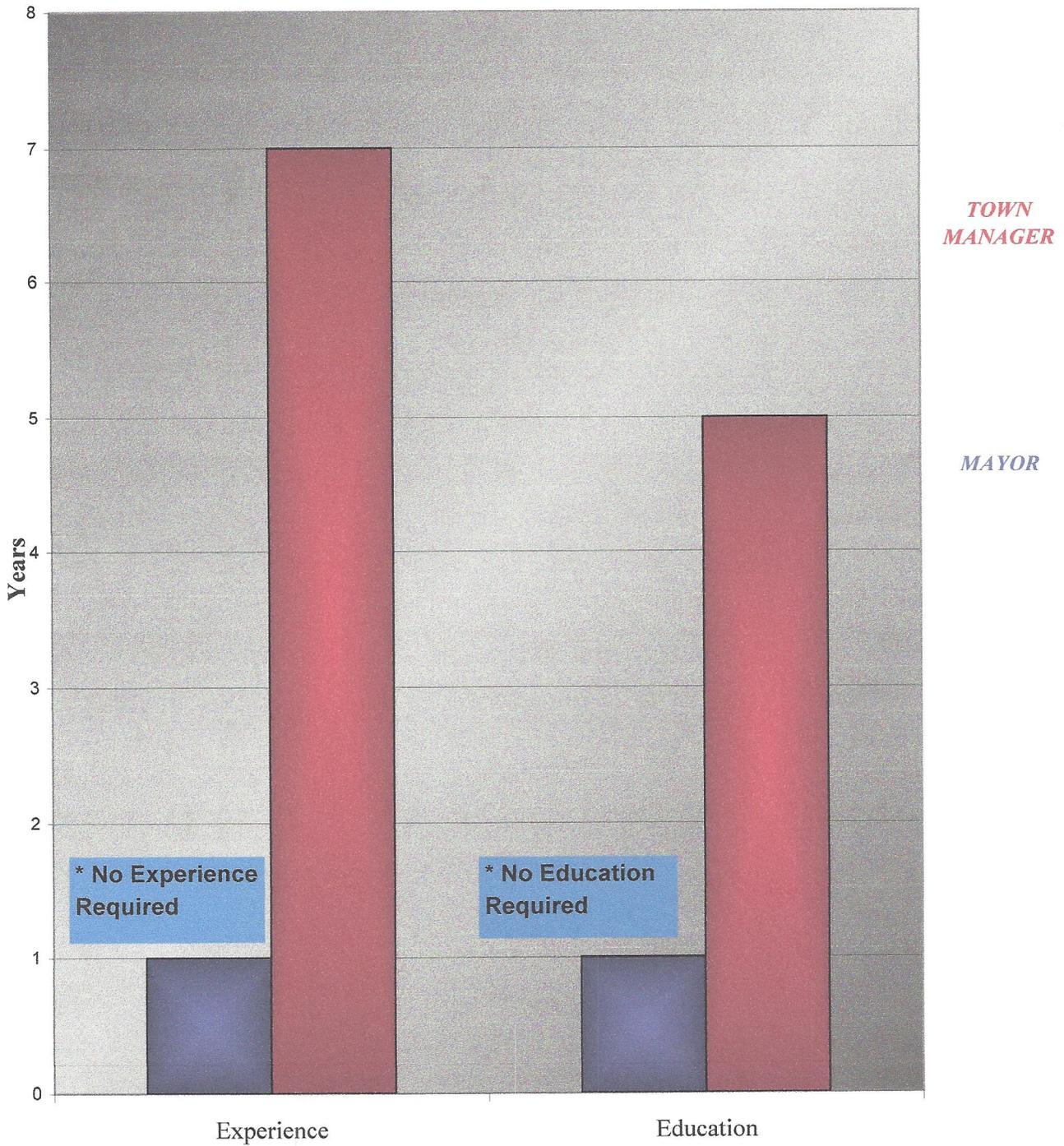
	<u>Mayor</u>	<u>Town Administrator/Managers</u>
Education Required	No Degree Required	Bachelors + Masters
Compensation in like towns	73-105K (See pg 4)	130K-169K (See pg 4)
Constituency	Residents	Board of Selectmen + Residents
Support Staff (see job descriptions)	Chief of staff, (unique to Braintree), similar to Town Administrator, Appointed	Direct Responsibility for day to day operations
Oversight	Oversees staff utilizing Chief of Staff	Oversees staff directly, often has role of procurement, CFO, Human Resources
	Elected, Runs for the position	Applies and is selected by the Board of Selectmen based on experience and qualifications
	" Not in it for the money, If so, your'e not going to make it"-Maynard T.A.	Career decision, part of profession

Source

• See Braintree Tabs

• See Towns of: Falmouth, Andover, Franklin, Weymouth, Randolph, Tabs

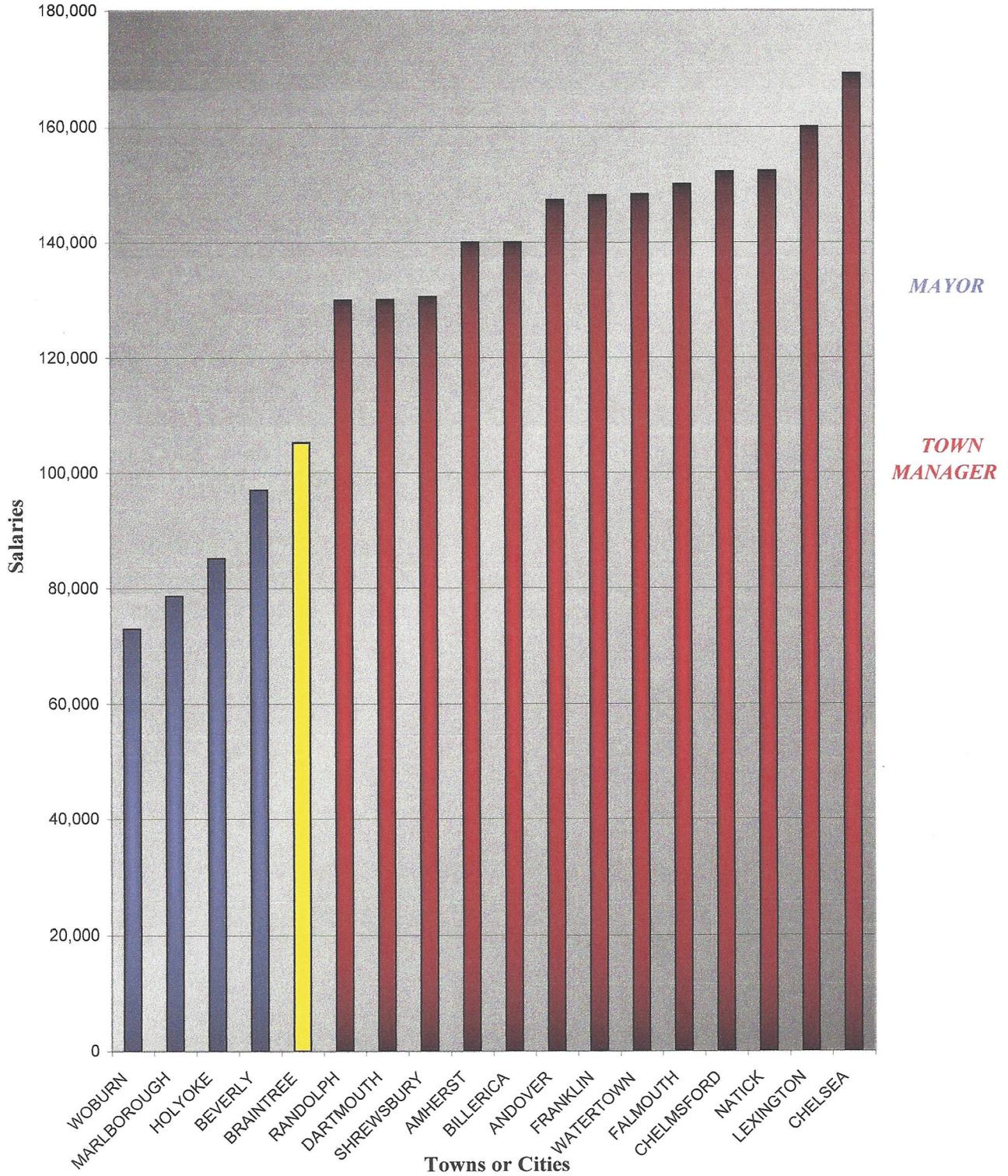
Required Education and Experience



Salary Comparison Populations Between 31,000 and 41,000

Municipality	2010 Actual US Census	Position	FY 2012 Budget	FY 2013 Budget	FY 2013 Salary
BRAINTREE	35,744	Mayor (C.O.S)	\$ 118,326,331.00	\$ 118,033,513.00	\$ 105,262.00
BEVERLY	39,502	Mayor (Secretary)	\$ 117,267,968.00	\$ 103,451,313.00	\$ 96,970.00
HOLYOKE	39,880	Mayor (Exec. Asst.)	\$ 145,254,482.00	\$ 209,136,055.00	\$ 85,000.00
MARLBOROUGH	38,499	Mayor (Exec. Asst.)	\$ 132,607,452.00	\$ 127,009,054.00	\$ 78,681.00
WOBURN	38,120	Mayor (Adm.. Asst.)	\$ 134,177,972.00	\$ 127,660,130.00	\$ 73,000.00
NATICK	33,006	Town Administrator	\$ 131,040,458.00	\$ 133,784,043.00	\$ 152,172.00
FRANKLIN	31,635	Town Administrator	\$ 107,668,120.00	\$ 91,500,445.00	\$ 148,145.00
DARTMOUTH	34,032	Executive Administrator	\$ 84,369,799.00	\$ 79,600,163.00	\$ 130,058.00
CHELSEA	35,177	City Manager	\$ 131,720,136.00	\$ 120,757,611.00	\$ 169,000.00
LEXINGTON	31,394	Town Manager	\$ 187,909,591.00	\$ 193,561,006.00	\$ 160,000.00
CHELMSFORD	33,802	Town Manager	\$ 114,768,879.00	\$ 107,247,868.00	\$ 152,172.00
FALMOUTH	31,531	Town Manager	\$ 120,427,988.00	\$ 113,909,201.00	\$ 150,000.00
WATERTOWN	31,915	Town Manager	\$ 112,953,942.00	\$ 102,306,000.00	\$ 148,292.00
ANDOVER	33,201	Town Manager	\$ 144,409,829.00	\$ 138,786,115.00	\$ 147,347.00
AMHERST	37,819	Town Manager	\$ 75,179,228.00	\$ 66,616,854.00	\$ 140,000.00
BILLERICA	40,243	Town Manager	\$ 140,697,267.00	\$ 128,677,631.00	\$ 140,000.00
SHREWSBURY	35,608	Town Manager	\$ 104,377,204.00	\$ 97,872,020.00	\$ 130,525.00
RANDOLPH	32,112	Town Manager	\$ 88,304,632.00	\$ 75,635,082.00	\$ 128,775.00

Salary Analysis



Salary Comparisons Contiguous Communities

<u>Municipality</u>	<u>2010 Actual US Census</u>	<u>Position</u>	<u>FY 2012 budget</u>	<u>FY 2013 budget</u>	<u>FY 2013 Salary</u>	<u>Normalized</u>
*QUINCY	92,271	Mayor	\$ 294,437,893.00	\$ 247,857,582.00	\$ 127,274.00	
*WEYMOUTH	53,743	Mayor	\$ 153,301,759.00	\$ 135,119,271.00	\$ 110,000.00	
*BRAintree	35,744	Mayor	\$ 118,326,331.00	\$ 118,033,513.00	\$ 105,262.00	
RANDOLPH	32,112	Town Manager	\$ 88,304,632.00	\$ 75,635,082.00	\$ 130,000.00	
MILTON	27,003	Town Administrator	\$ 91,600,313.00	\$ 93,262,746.00	\$ 145,885.00	
HOLBROOK	10,791	Town Administrator*	\$ 34,487,937.00	\$ 33,564,044.00	\$ 81,623.00	\$ 136,000.00
						* See Below

- Holbrook is part-time position, normalization will be required, 3 day work week 60%, the salary full-time would approximately be \$136,000 annually.

- It should be noted, the daytime population of Braintree increases by 10,000 (not 120,000) during the day while Weymouth's decreases by about the same amount.

- Quincy includes \$ 4,800.00 car allowance

South Coastal Workforce Area by City and Town: Estimated Daytime Population and Employment-Residence Ratios: 2000

Area Name	Total Resident Population	Total Workers Working in the Place	Total Workers Living in the Place	Estimated Daytime Population	Daytime Population Change Due to Commuting		Workers Who Lived and Worked in the Same Place		Employment Residence Ratio
					Number	Percent	Number	Percent	
Massachusetts	6,349,097	3,178,497	3,102,837	6,424,757	75,660	1.2%	3,001,756	96.7%	1.02
<i>Massachusetts (living & working in the same city or town)</i>	6,349,097	3,178,497	3,102,837	6,424,757	75,660	1.2%	970,086	31.3%	1.02
South Coastal Workforce Area	500,527	199,224	254,141	445,610	-54,917	-11.0%	127,538	50.2%	0.78
<i>South Coastal Workforce Area (living & working in the same city or town)</i>	500,527	199,224	254,141	445,610	-54,917	-11.0%	56,284	22.1%	0.78
Braintree town	33,828	27,011	16,839	44,000	10,172	30.1%	3,696	21.9%	1.60
Carver town	11,163	1,642	5,471	7,334	-3,829	-34.3%	687	12.6%	0.30
Cohasset town	7,261	2,652	3,449	6,464	-797	-11.0%	1,041	30.2%	0.77
Duxbury town	14,248	3,373	6,703	10,918	-3,330	-23.4%	1,416	21.1%	0.50
Halifax town	7,500	1,007	3,852	4,655	-2,845	-37.9%	324	8.4%	0.26
Hanover town	13,164	7,588	6,717	14,035	871	6.6%	1,296	19.3%	1.13
Hingham town	19,882	11,266	9,473	21,675	1,793	9.0%	2,456	25.9%	1.19
Holbrook town	10,785	2,341	5,233	7,893	-2,892	-26.8%	493	9.4%	0.45
Hull town	11,050	1,697	5,779	6,968	-4,082	-36.9%	937	16.2%	0.29
Kingston town	11,780	5,666	5,677	11,769	-11	-0.1%	1,282	22.6%	1.00
Marshfield town	24,324	5,093	12,618	16,799	-7,525	-30.9%	2,447	19.4%	0.40
Middleborough town	19,941	6,801	10,205	16,537	-3,404	-17.1%	2,626	25.7%	0.67
Milton town	26,062	6,663	12,851	19,874	-6,188	-23.7%	2,153	16.8%	0.52
Norwell town	9,765	7,665	4,825	12,605	2,840	29.1%	934	19.4%	1.59
Pembroke town	16,927	4,912	8,739	13,100	-3,827	-22.6%	1,265	14.5%	0.56
Plymouth town	51,701	18,516	25,311	44,906	-6,795	-13.1%	9,631	38.1%	0.73
Plympton town	2,637	418	1,461	1,594	-1,043	-39.6%	153	10.5%	0.29
Quincy city	88,025	46,794	46,991	87,828	-197	-0.2%	12,383	26.4%	1.00
Randolph town	30,963	9,167	15,662	24,468	-6,495	-21.0%	2,101	13.4%	0.59
Rockland town	17,670	7,930	9,274	16,326	-1,344	-7.6%	1,696	18.3%	0.86
Scituate town	17,863	3,945	8,923	12,885	-4,978	-27.9%	2,061	23.1%	0.44
Weymouth town	53,988	17,077	28,088	42,977	-11,011	-20.4%	5,206	18.5%	0.61

Source: U.S. Census Bureau, Census 2000.
Prepared by Massachusetts Department of Workforce Development, Division of Career Services, Economic Analysis Office.

6A

Executive Office Staff Costs Populations 31,000 to 41,000

	<u>Position</u>	<u>Office Size</u>	<u>Budget For Personnel</u>
*Braintree	Mayor	5	\$ 408,429.00
Beverly	Mayor	2	\$ 153,041.37
Holyoke	Mayor	4	\$ 224,192.00
Marlborough	Mayor	3	\$ 215,064.12
Woburn	Mayor	2	\$ 132,240.00
Natick	Town Administrator	5	\$ 573,329.00
Franklin	Town Administrator	5	\$ 257,858.00
Dartmouth	Executive Administrator	5	\$ 269,128.00
Chelsea	City Manager	3	\$ 316,251.00
Lexington	Town Manager	8	\$ 561,699.00
Chelmsford	Town Manager	5	\$ 239,492.00
Falmouth	Town Manager	4	\$ 366,604.00
Watertown	Town Manager	3	\$ 247,799.00
Andover	Town Manager	3	\$ 352,670.00
Amherst	Town Manager	5	\$ 241,631.00
Billerica	Town Manager	5	\$ 361,240.00
Shrewsbury	Town Manager	4	\$ 314,733.00
Randolph	Town Manager	4	\$ 259,425.00
Mayor Avg.	*(Braintree \$408,429)	3.2	\$ 226,593.27
Town Admin. And City/Town Manager Avg.		4.5	\$ 335,528.00
Variance		1.3	\$ 108,935.00

* Reference Pg. 6 for Mayor's salary, this considers all executive & staff costs.

Executive Office Staff Costs Contiguous Communities

	<u>Town</u>	<u>Position</u>	<u>Office Size</u>	<u>Office</u>	<u>Population</u>	<u>Normalized</u>
2	Quincy	Mayor	9	\$ 593,887.00	92,271	
3	Weymouth	Mayor	4	\$ 230,594.00	53,743	
1	Braintree	Mayor	5	\$ 408,429.00	35,744	
6	Randolph	Town Manager	4	\$ 259,425.00	32,112	
5	Milton	Town Administrator	3	\$ 391,333.12	27,003	
4	Holbrook	Town Administrator	2	\$ 158,023.00	10,791	\$ 212,400.00
	Mayor Avg.		6	\$ 410,970.00	Norm Avg.	\$ 269,894.00
	Town Administrator/Manager Avg		3	\$ 233,866.56		
	Variance		3	\$ 177,103.44	Norm Variance	\$ 141,376.00

- 1 **Positions include:** Mayor, Chief of Staff, Asst. to Mayor, Services Coordinator, Grant Writer
- 2 **Positions include:** Mayor, Executive Secretary, Director of Operations, Director of Policy & Information, Constituent Services(3), Administrative Asst.(1) & Executive Asst.(1)
- 3 **Postions include:** Mayor, Asst. to Mayor(2), Secretary/Receptionist
 - *The Previous Mayoral Administration had a Mayor, COS, Asst. to Mayor, and a secretary/receptionist for 8 years.*
 - *Mayor Kay prefers 2 Assts. To Mayor position, they handle higher level of work for the mayor than receptionist/ secretary.*
- 4 **Positions include:** Town Administrator, (part-time position)
- 5 **Positions include:** Interim Town Administrator, Secretary, Senior Administrative Clerk
- 6 **Positions include:** Town Manager, Administrative Asst (2), In House Town Council

Percentage Pay Increase vs. Adjusted CPI Salary's

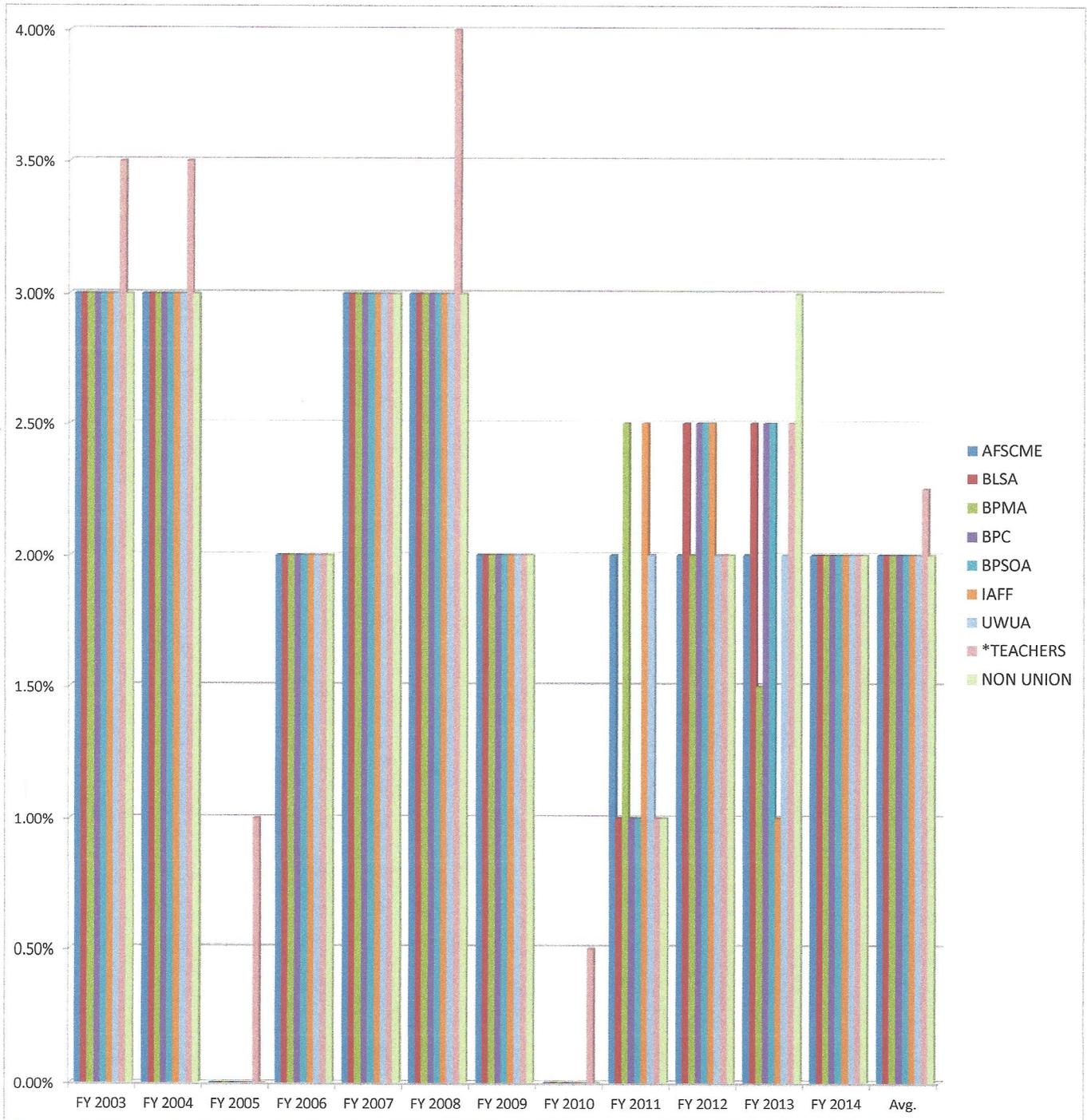
Percentage Pay Increases													
UNION	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	Avg.
AFSCME	3.00%	3.00%	0.00%	2.00%	3.00%	3.00%	2.00%	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%
BLSA	3.00%	3.00%	0.00%	2.00%	3.00%	3.00%	2.00%	0.00%	1.00%	2.50%	2.50%	2.00%	2.00%
BPMA	3.00%	3.00%	0.00%	2.00%	3.00%	3.00%	2.00%	0.00%	2.50%	2.00%	2.00%	2.00%	2.00%
BPC	3.00%	3.00%	0.00%	2.00%	3.00%	3.00%	2.00%	0.00%	1.00%	2.50%	2.50%	2.00%	2.00%
BPSOA	3.00%	3.00%	0.00%	2.00%	3.00%	3.00%	2.00%	0.00%	1.00%	2.50%	2.50%	2.00%	2.00%
IAFF	3.00%	3.00%	0.00%	2.00%	3.00%	3.00%	2.00%	0.00%	2.50%	2.50%	1.00%	2.00%	2.00%
UWUA	3.00%	3.00%	0.00%	2.00%	3.00%	3.00%	2.00%	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%
*TEACHERS	3.50%	3.50%	1.00%	2.00%	3.00%	4.00%	2.00%	0.50%	1.00%	2.00%	2.50%	2.00%	2.25%
NON UNION	3.00%	3.00%	0.00%	2.00%	3.00%	3.00%	2.00%	0.00%	1.00%	2.00%	3.00%	2.00%	2.00%

• Above does not include step increases
 • FY 2014 is estimated

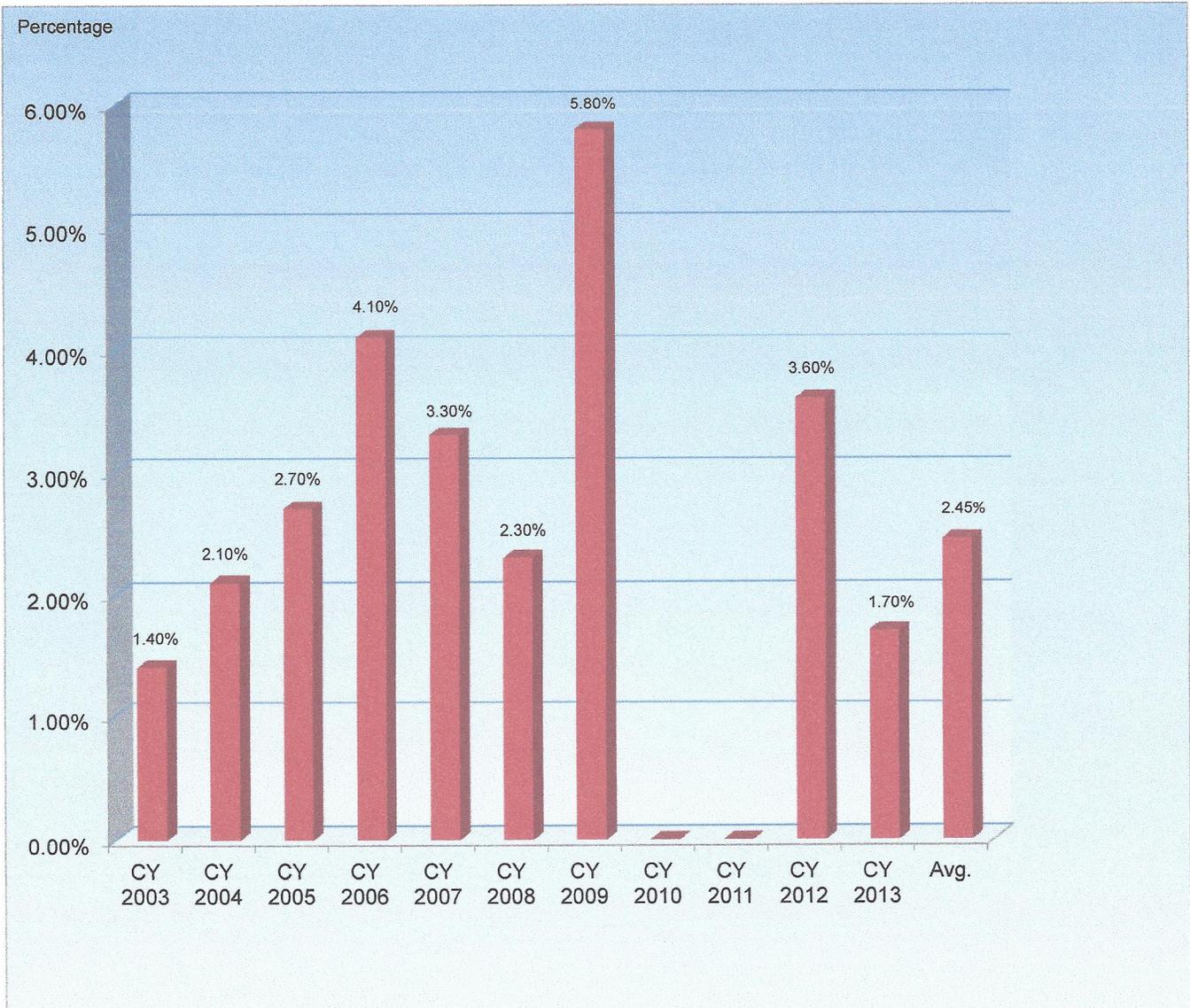
SS Cola Increase												
	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	CY 2008	CY 2009	CY 2010	CY 2011	CY 2012	CY 2013	Avg.
SS Cola	1.40%	2.10%	2.70%	4.10%	3.30%	2.30%	5.80%	0%	0%	3.60%	1.70%	2.45%

CPI % INCREASE												
	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	CY 2008	CY 2009	CY 2010	CY 2011	CY 2012	CY 2013	Avg.
CPI	2.27%	2.68%	3.39%	3.24%	2.85%	3.85%	-0.34%	1.64%	3.16%	2.11	2	2.44%

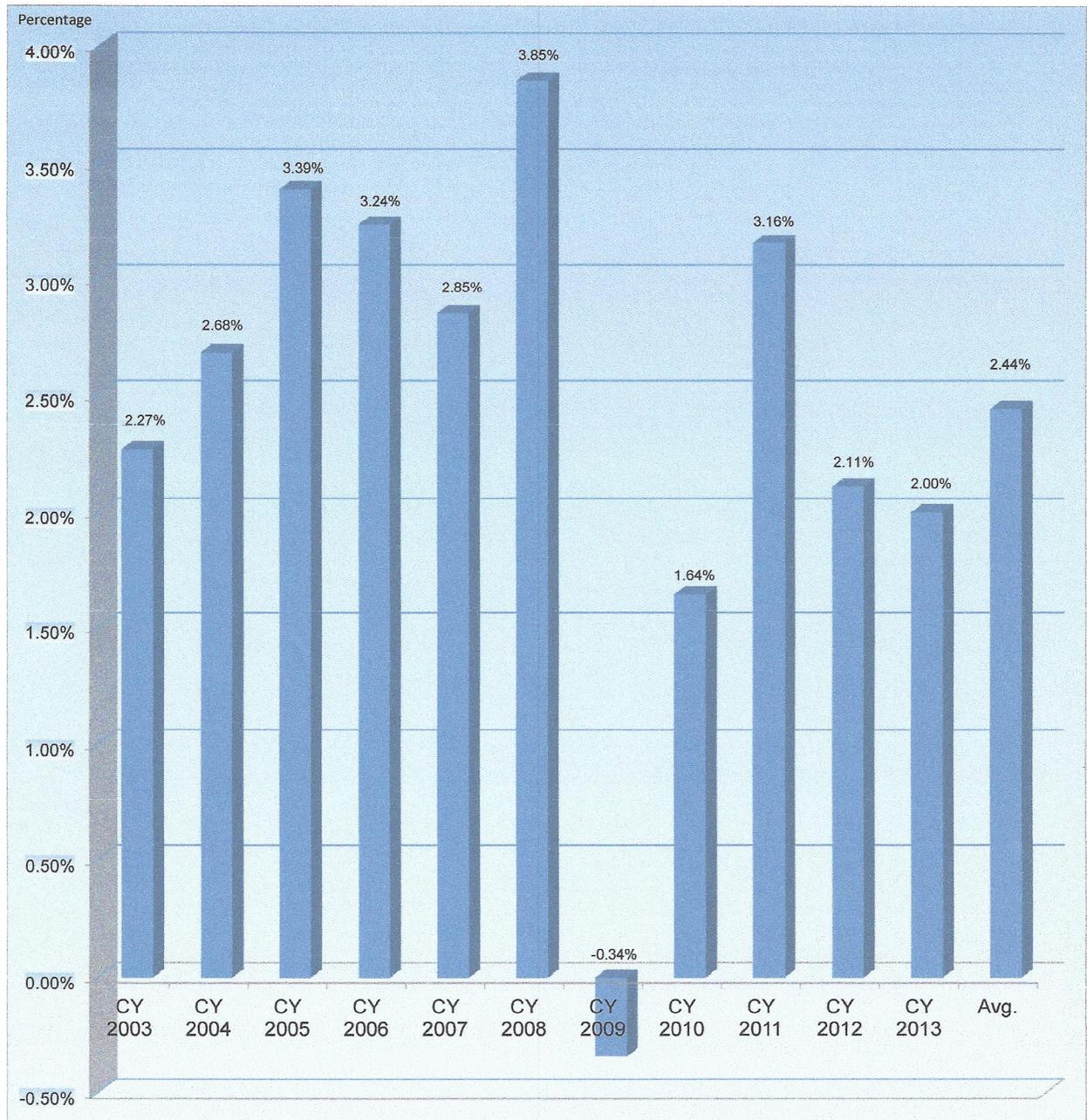
Union Percentage Increases



SS COLA INCREASES



CPI INCREASES/DECREASES



Braintree Mayor's Salary Adjusted CPI

CPI Inflation Calculator

\$ 105,262.00

In 2008

Has the same buying power as:

\$113,091.27

In 2012

Calculate

Comparison of Town Council Compensation FY 2013

<u>Town</u>	<u>Council Size</u>	<u>Salary (Per)</u>	<u>Population</u>
Braintree	9	\$5,000 (8) \$7,500 (1)	35,744
Quincy	9	\$22,300	92,271
Randolph	11	None	32,112
Weymouth	11	\$7,500 (9) \$8,500 (1) \$9,500 (1)	53,743

- Braintree has (8) Original Council Members at \$5,000 salary, and (1) Council President at \$7,500
- In Quincy, Compensation is made up of \$4,800 auto allowance, and \$17,500 salary
- Weymouth and Braintree have no auto allowance
- Weymouth Town Councilors last got a raise 5 years ago when their pay was increased from \$5,000 a year to \$7,500 (Government started in 2000)
- Weymouth Town Councilors got a raise in 2006 when their pay was increased from \$5,000 to \$7,500 and Council Chairman get an extra\$2,000 and budget management committee chairmen get an extra \$1,000.

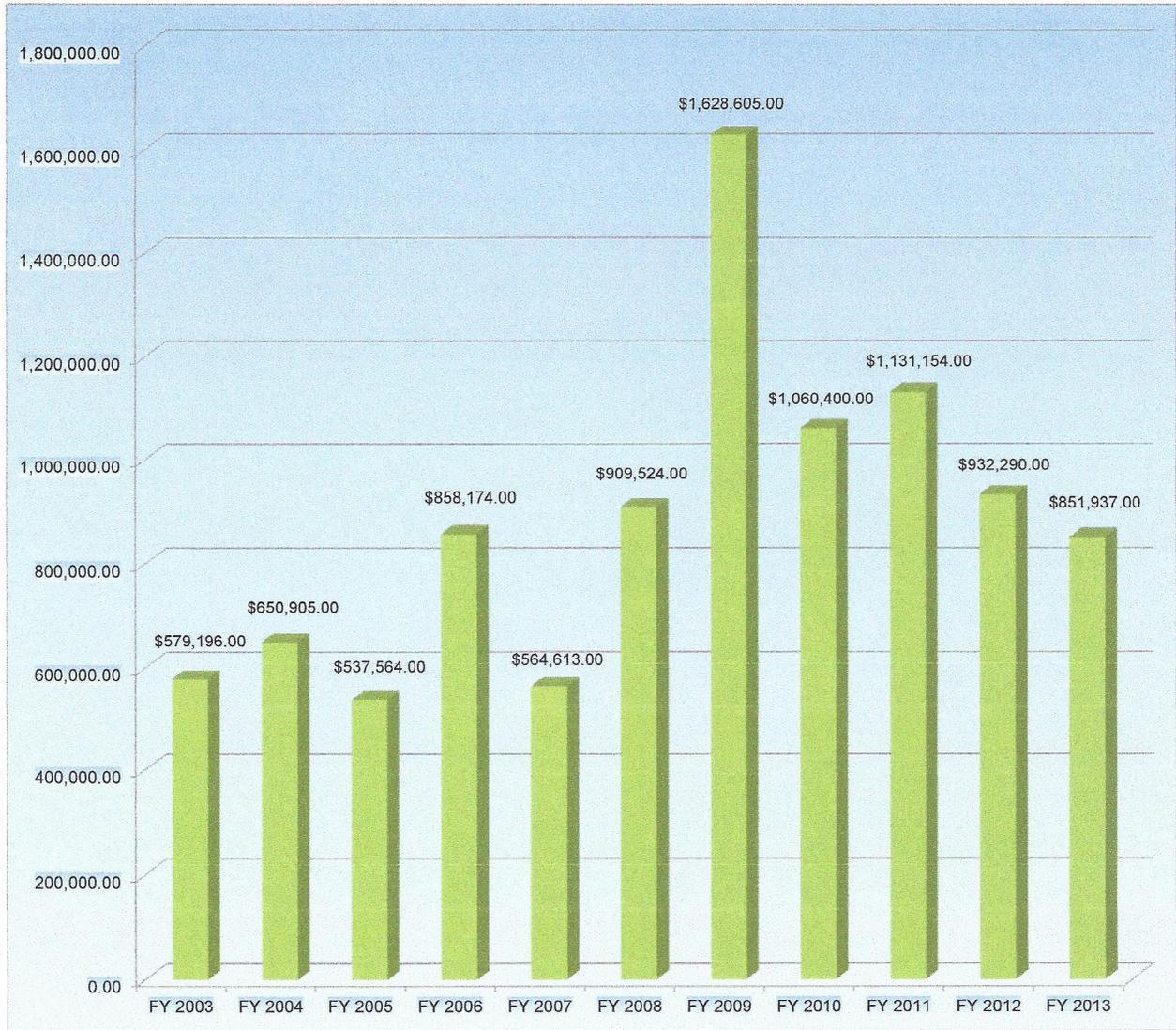
• Source 2/17/11 Patriot Ledger

- Braintree's population is 38% of Quincy (reviewing proportional compensation) along with CPI and SS Cola

Town Council Compensation Table

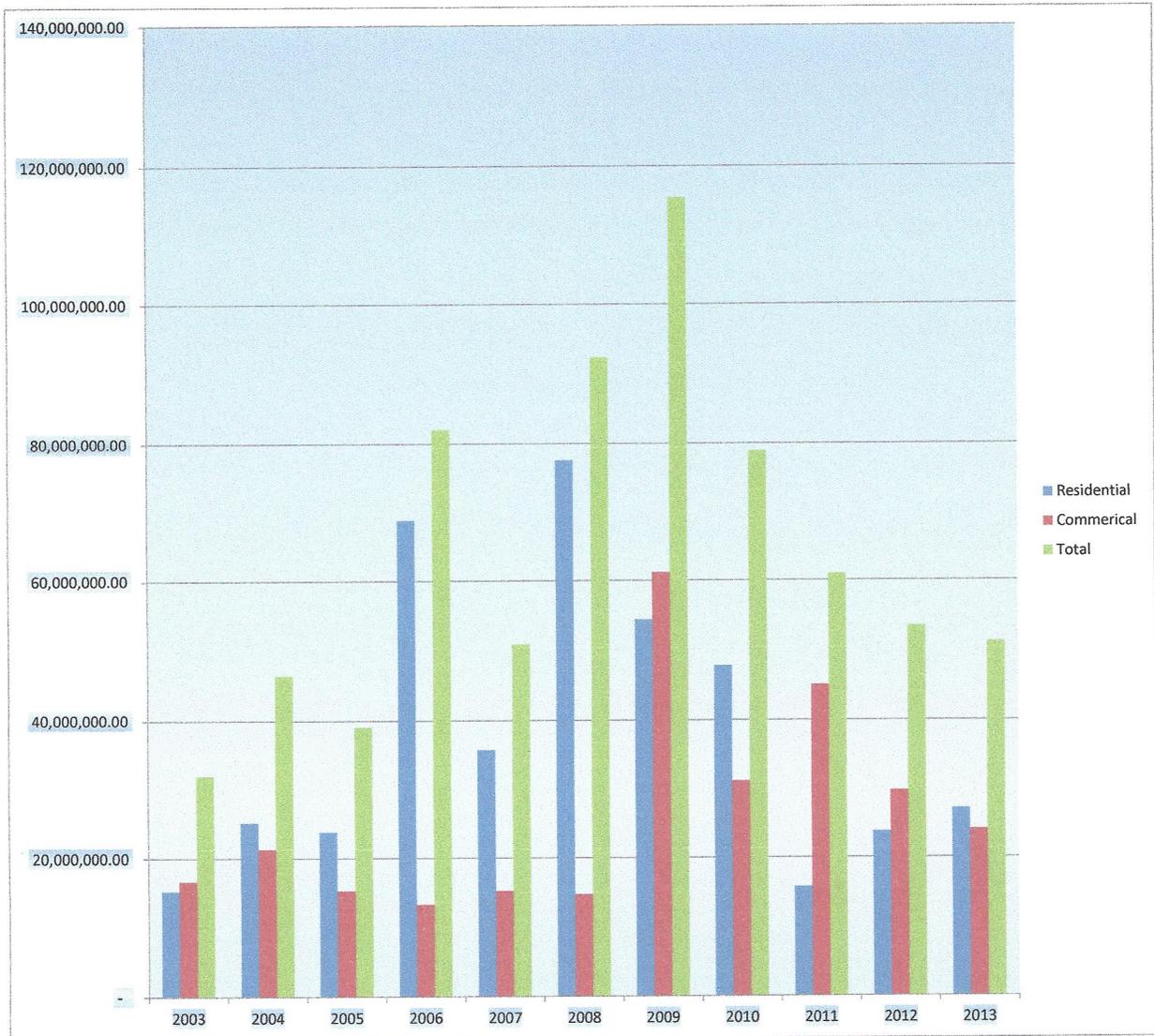
	<u>Base Compensation</u>	<u>Council President Stipend</u>	<u>Ways & Means Chairman Stipend</u>	<u>Auto Allowance</u>
Braintree	\$ 5,000.00	\$ 2,500.00	\$ -	\$ -
Quincy	\$ 17,500.00	\$ -	\$ -	\$ 4,800.00
Randolph	\$ -	\$ -	\$ -	\$ -
Weymouth	\$ 7,500.00	\$ 2,000.00	\$ 1,000.00	\$ -

New Growth History



Source: MA Department of Revenue databank

Residential and Commercial New Growth Values



Braintree town employees who in 2011 earned more than Mayor Joseph Sullivan. Their gross earnings include overtime, longevity, shift differentials, out-of-grade pay, holiday pay, education incentives, and stipends.

<u>Name</u>	<u>Title</u>	<u>2011 regular</u>	<u>2011 gross</u>
1. Brian Hickman	Police – Patrolman	56,089	190,645
2. William Bottiggi	BELD – General Manager	158,382	171,329
3. Peter Kurzberg	School – Superintendent	166,050	166,050
4. Paul Frazier	Police – Chief	118,711	158,989
5. Hugh Morley	BELD – Division Manager	128,728	156,168
6. Stephen Buker	BELD – General Foreman, Electric	85,461	150,288
7. Karen Macaleese	Police – Lieutenant	74,424	142,808
8. Russell Jenkins	Police – Deputy Chief	103,490	142,180
9. Easton Shakespeare	BELD – Foreman Lineman	90,478	139,834
10. James Flaherty	BELD – Foreman Lineman	35,636	139,198
11. Brian Ostiguy	BELD – Foreman Lineman	90,076	138,552
12. Ralph Toye Jr.	BELD – Foreman Electric	85,653	138,391
13. Daniel Heraty	BELD – Foreman Electric	87,622	137,541
14. Weijun Li	BELD – Principal Electrician	97,595	137,191
15. Charles Coyne Jr.	BELD – Division Manager	123,740	136,185
16. Christopher Thoener	BELD – Lineman	86,502	133,239
17. David Jordan	Police – Patrolman	53,932	132,969
18. Daniel Uhlman	BELD – Foreman Lineman	87,350	132,951
19. Jeffrey Smith	BELD – IT Supervisor	64,720	132,348
20. Bruce Williams	BELD – Line Troublemaker	67,805	130,798
21. John Martin	BELD – Lineman	84,073	129,865
22. Brian Cohoon	Police – Detective	53,932	129,828
23. David Swanton	School – Headmaster	125,074	127,074
24. Thomas Whitehouse	Police – Patrolman	56,273	127,005
25. John Currie	BELD – Foreman Electric	86,589	126,599
26. John Greenleaf	BELD – Lineman	81,937	126,563
27. Jeffrey Spencer	BELD – Engineering Technician	86,021	126,249
28. Robert Forde	BELD – Electric Supervisor	105,622	126,151
29. Peter Kress	School – Business Manager	125,840	125,840
30. Maureen Murray	School – Assistant Superintendent	125,840	125,840
31. Wayne Foster	Police – Lieutenant	77,486	125,701
32. Kevin Murphy	Fire – Chief	121,551	125,654

<u>Name</u>	<u>Title</u>	<u>2011 regular</u>	<u>2011 gross</u>
33. John Twohig	Police – Patrolman	53,932	124,988
34. Kenneth Stone	BELD – Division Manager	106,495	124,801
35. Michael Moschella	Police – Lieutenant	74,476	124,800
36. Brian Eng	Police – Patrolman	54,232	124,764
37. Kevin Miller	BELD – Lineman	81,291	124,260
38. John Orpen	BELD – Division Manager	105,423	123,252
39. John-Erik Nelson	BELD – Principal Mechanical Engineer	106,796	122,290
40. Richard Cutin	Police – Sergeant	64,720	121,275
41. Robert Beatson	BELD – Engineer	57,979	120,828
42. Michael Sardano	BELD – Engineer	66,052	120,679
43. Darron MacDonald	BELD – Electrician	78,135	120,392
44. John Herlihy	BELD – Engineer	59,381	120,128
45. Gail Cohen	BELD – Division Manager	108,125	120,075
46. Phillip Yee	Police – Sergeant	64,720	119,240
47. John McNamara	Police – Patrolman	53,932	119,231
48. William Kendall	School – Teacher—Director of Mathematics	117,197	119,197
49. Edward McDonough	School – Principal of South Middle School	117,197	119,197
50. Brett McGrath	BELD – Engineer	66,545	118,647
51. Sean Lydon	Police – Lieutenant	73,900	117,961
52. John Sheehan	School – Principal of East Middle School	117,197	117,197
53. Arthur Graziano	BELD – Division Manager	110,511	116,738
54. Michael Bochman	School – Asst. Director of Special Services	97,897	116,486
55. John Perry	BELD – Electrician	79,726	116,015
56. Timothy Macdonald	School – Principal of Hollis School	103,830	115,514
57. Kevin Ware	Police – Lieutenant	74,424	115,382
58. Mark Sherrick	Police – Detective	53,932	115,325
59. Brendan McLaughlin	Police – Patrolman	53,932	114,142
60. Kevin Crawford	BELD – Chief Engineer	97,010	112,642
61. Edward Querzoli Jr.	Police – Sergeant	64,252	112,476
62. Sean Murphy	BELD – Field Supervisor	94,783	111,735
63. Christopher Parker	BELD – Electrician	79,035	111,665
64. Carolyn Murray	Town – City Solicitor	111,636	111,636
65. Brett Markham	BELD – Network Administrator	95,556	110,661
66. James Smith III	BELD – IT Supervisor	104,015	109,789
67. Paul Dowd	Police – Lieutenant	76,663	109,180
68. Thomas O'Connor	BELD – Fireman	43,712	109,092
69. Henry Bicica	BELD – Technician	92,063	108,438

<u>Name</u>	<u>Title</u>	<u>2011 regular</u>	<u>2011 gross</u>
70. Charles Bata	Police – Sergeant	64,720	108,406
71. Kevin Lyons	BELD – Fireman	47,551	107,567
72. Timothy Bedard	BELD – Principal Technician	99,582	107,230
73. Robert Dyer Jr.	Police – Deputy	93,733	106,607
74. Dorian Belfort	BELD – Fireman	48,737	106,500
75. Robert Joseph	Police – Detective	53,932	106,398
76. Daniel McDonnell	Fire – Assistant Fire Alarm Superintendent	93,742	105,799
77. David Tetreault	BELD – Relief Engineer	73,400	105,748
78. Edward Spellman	Town – Director of Municipal Finance	105,281	105,281
79. Joseph Sullivan	Town – Mayor	105,262	105,262

SOURCE: Town of Braintree

Town of Braintree, Massachusetts
 Mayor Salary Proposal Evaluations
 Potential Effect on Contract Negotiations

#12-035

A	B	C	D	E	F	G	H	I	J	K	L	M	N
No.	Proposals	Start	End	# of Years	Starting Pay	Proposed Pay	% Increase	Yearly Increase	Union Average	Variance	Town Wide Payroll	Potential Cost per year	Potential Unintended Cost Over Contract Life
1	Initial	1/1/2008	12/31/2013	6.00	\$ 105,262.00	\$ 130,000.00	23.50%	3.92%	2.00%	1.92%	\$ 58,216,177	\$ 1,115,941.87	\$ 3,347,825.62
2	Ways and Means	1/1/2008	12/31/2013	6.00	\$ 105,262.00	\$ 125,000.00	18.75%	3.13%	2.00%	1.13%	\$ 58,216,177	\$ 655,058.73	\$ 1,965,176.20
3	Ordinance and Rules	1/1/2008	12/31/2013	6.00	\$ 105,262.00	\$ 123,225.00	17.07%	2.84%	2.00%	0.84%	\$ 58,216,177	\$ 491,445.22	\$ 1,474,335.66
4	Cost Neutral Model	1/1/2008	12/31/2013	6.00	\$ 105,262.00	\$ 117,890.00	12.00%	2.00%	2.00%	0.00%	\$ 58,216,177	\$ (317.09)	\$ (951.26)
7													
8													
9													
10													
11	Year	Effective Date	End Date	# of Years	Proposed Pay								
12	2014	1/1/2014	12/31/2014	1.00	\$ 117,890.00								
13	2015	1/1/2015	12/31/2015	1.00	\$ 120,247.80								
14	2016	1/1/2016	12/31/2016	1.00	\$ 122,652.76								
15													
16													
17													
18													
19													
20													
21													
22													
23													
24													
25													
26													

1) Reference the **Cost Neutral Model above**; it addresses significant financial unintended consequences; the others do not.
 2) It is the most fiscally responsible recommendation for our tax payers. It is a Win-Win proposition.
 3) It adheres to the Salary Study Guild parameters of being mindful of our fiduciary responsibilities. It assures a Fair, Equitable and Competitive mayoral salary.
 4) Addresses a Councilor's concern that the full Council maintain responsibility of establishing the Mayor's salary, per the charter, and not assign it to the CPI model (Ref. O&R's recommendation).
 5) It is a business methodology model approach that satisfies Councilor's concerns about, how did we get to this figure?
 6) It establishes that the mayoral salary is greater than mayoral subordinates/staff.
 7) This **Cost Neutral** proposed recommendation has been fully vetted and said to be proper by the town Solicitor.

Notation: Town payroll source is Director of Finance, Ed Spellmen

Guide to Studying the Question of the Mayor Position Salary

1. To be mindful of our fiduciary responsibilities to the taxpayers.
2. To assure a Fair, Equitable, and Competitive salary recommendation
3. To identify any unintended consequences of the final recommendation.

These parameters should be satisfied to support any recommendation.

Objective(s)**Recommend a compensation plan for the office of Mayor****Foundational Comments:**

- 1) History (how did we get here?) Pg. 1
- 2) Pages 2- 8 Focus
 - ⇒ Comparing Administrators/Manager's and Mayor's (these are not equivalent positions).
 - ⇒ We will see that duties, responsibilities, requirements, education and experience are significantly different. (Ref. Pg. 2 and 3)
 - ⇒ Review the Mayor's compensation for adequacy. Conduct due diligence by researching compensation of other Mayor's (Ref. Pg. 4)
 - ⇒ Bring forward data and information for deliberations focusing Duties, Responsibilities and Requirements (Mayor/Administrators/Managers). This binder for deliberations.
 - ⇒ Focus on the financials, including staff compensation adequacy and costs, Government best practices (Pg. 7 and 8)
 - ⇒ Understanding any uniqueness to consider e.g. (Day time population changes, (Pg 6A, U.S Census records)
- 3) Pay Increase Comparison Modeling Methods (more needs to be completed going back 10 or more years). We have 6 years to compare tonight. (Pg. 9 and Pg 10)
- 4) Food for thought: Comparing Town Councils Compensation. Comparisons of Weymouth, Quincy, Randolph and Braintree. (Ref. Pg. 10)

Mayors Groups Analysis
(Average and Medians)

1 2 - 0 3 5

	A	B	C	D	E
1	Town	Group	Compensation		
2	Medford	Mayor	\$131,015		
3	Quincy	Mayor	\$127,274		
4	Waltham	Mayor	\$122,904		
5	Malden	Mayor	\$114,400		
6	Revere	Mayor	\$113,919		
7	Weymouth	Mayor	\$110,000		
8	Braintree	Mayor	\$105,262		
9	Attleboro	Mayor	\$102,000		
10	Salem	Mayor	\$100,000		
11	Taunton	Mayor	\$99,611		
12	Peabody	Mayor	\$99,500		
13	Beverly	Mayor	\$96,970		
14	Westfield	Mayor	\$92,931		
15	Haverhill	Mayor	\$90,000		
16	Pittsfield	Mayor	\$87,780		
17	Chicopee	Mayor	\$85,000		
18	Everett	Mayor	\$85,000		
19	Holyoke	Mayor	\$85,000		
20	Methuen	Mayor	\$80,000		
21	Leominster	Mayor	\$79,325		
22	Marlborough	Mayor	\$78,681		
23	Woburon	Mayor	\$73,000		
24	Fitchburg	Mayor	\$60,083		
25					
26					
27				\$96,970 Median	
28				\$96,507 Average	

Managers and Administrators Group
(Average and Median)

	A	B	C	D	E
1	<u>Towns</u>	<u>Group</u>	<u>Compensation</u>		
2	Framingham	Manager	\$170,000		
3	Chelsea	Manager	\$169,000		
4	Brookline	Administrator	\$167,082		
5	Arlington	Manager	\$164,319		
6	Barnstable	Manager	\$160,182		
7	Lexington	Manager	\$160,000		
8	Natick	Administrator	\$156,975		
9	Chelmsford	Manager	\$152,172		
10	Falmouth	Manager	\$150,000		
11	Watertown	Manager	\$148,292		
12	Franklin	Administrator	\$148,145		
13	Andover	Manager	\$147,347		
14	Plymouth	Manager	\$147,300		
15	Billerica	Manager	\$144,200		
16	Amherst	Manager	\$140,000		
17	Holbrook	Administrator	\$136,038		
18	Shrewsbury	Manager	\$130,525		
19	Dartmouth	Administrator	\$130,058		
20	Randolph	Manager	\$130,000		
21					
22					
23				\$148,292 Median	
24				\$150,086 Average	

Comparative Groups Analyses (Averages and Medians)

	A	B	C	D	E	F	G
1	<u>Towns</u>	<u>Group</u>	<u>Compensation</u>				
2	Framingham	Manager	\$170,000				
3	Chelsea	Manager	\$169,000				
4	Brookline	Administrator	\$167,082				
5	Arlington	Manager	\$164,319				
6	Barnstable	Manager	\$160,182				
7	Lexington	Manager	\$160,000				
8	Natick	Administrator	\$156,975				
9	Chelmsford	Manager	\$152,172				
10	Falmouth	Manager	\$150,000				
11	Watertown	Manager	\$148,292				
12	Franklin	Administrator	\$148,145				
13	Andover	Manager	\$147,347				
14	Plymouth	Manager	\$147,300				
15	Billerica	Manager	\$144,200				
16	Amherst	Manager	\$140,000				
17	Holbrook	Administrator	\$136,038				
18	Medford	Mayor	\$131,015				
19	Shrewsbury	Manager	\$130,525				
20	Dartmouth	Administrator	\$130,058				
21	Randolph	Manager	\$130,000				
22	Quincy	Mayor	\$127,274				
23	Waltham	Mayor	\$122,904				
24	Malden	Mayor	\$114,400				
25	Revere	Mayor	\$113,919				
26	Weymouth	Mayor	\$110,000				
27	Braintree	Mayor	\$105,262				
28	Attleboro	Mayor	\$102,000				
29	Salem	Mayor	\$100,000				
30	Taunton	Mayor	\$99,611				
31	Peabody	Mayor	\$99,500				
32	Beverly	Mayor	\$96,970				
33	Westfield	Mayor	\$92,931				
34	Haverhill	Mayor	\$90,000				
35	Pittsfield	Mayor	\$87,780				
36	Chicopee	Mayor	\$85,000				
37	Everett	Mayor	\$85,000				
38	Holyoke	Mayor	\$85,000				
39	Methuen	Mayor	\$80,000				
40	Leominster	Mayor	\$79,325				
41	Marlborough	Mayor	\$78,681				
42	Woburn	Mayor	\$73,000				
43	Fitchburg	Mayor	\$60,083				
44							
45							
46							
47							
48							
49							
50							

\$125,089 Median
\$120,745 Average



#13-003

Office of the Mayor

One JFK Memorial Drive
Braintree, Massachusetts 02184

Joseph C. Sullivan
Mayor

781-794-8100

To: Charles Kokoros, Council President
Town Councilors
Clerk of the Town Council
Town Clerk

cc: Carole and Kevin Mahoney

From: Joseph C. Sullivan, Mayor *JCS*

Date: January 29, 2013

RE: Release Deed for 30 Howard Court – Carole and Kevin Mahoney



I am forwarding to the Town Council a real estate matter that dates back to 1976, which was only recently brought to the Town Solicitor's attention, which requires action by the Town Council to correct. By way of background, Carole and Kevin Mahoney owned two lots off Howard Court: one lot contains their single family house and is referred to as Lot 2 on a 1975 subdivision plan, while the other lot is undeveloped and referred to as Lot 3 of the 1976 subdivision plan. (The relevant portion of the 1975 subdivision plan is attached for your reference.) In 1976, the Mahoneys offered to grant the undeveloped Lot 3 to the Town of Braintree. In a deed dated August 2, 1976, the Mahoneys granted to the Town a parcel of land referred to as Lot 2 on the 1975 subdivision plan (the house lot), although the metes and bounds of the parcel contained in the deed actually described Lot 3 (the undeveloped lot). Pursuant to the Title Standards of the Real Estate Bar Association, the reference to a lot as shown on a plan controls, as opposed to the physical description of the parcel. Therefore, in 1976, the Mahoneys mistakenly conveyed the house lot to the Town.

When this error was detected later in 1976, a new deed was filed with the registry conveying Lot 3 (the undeveloped lot) to the Town of Braintree. At this same time, the Town should have executed a deed conveying Lot 2 (the house lot) back to the Mahoneys, but there is no record of this action being taken. Later, in 1986, another deed was recorded confirming the transfer of Lot 3 (the undeveloped lot) to the Town. Again, a deed transferring the house lot back to the Mahoneys should have been addressed at this time, but there is no record of such deed being recorded with the registry.

In November, 2012, Mrs. Mahoney contacted the Town Solicitor and asked that a corrected deed be recorded. After having a title search done on both lots and conferring with various Town departments as to any liens, taxes or other encumbrances affecting either parcel,

the Town Solicitor prepared a Release Deed transferring the house lot back to Carole and Kevin Mahoney, a copy of which is attached hereto. It should be noted that, although the house lot was conveyed to the Town in 1976, the Assessors' records reflect that taxes on the house lot have been assessed to the Mahoneys dating back to at least 1991, and the Treasurer/Collector's office has confirmed that all property taxes have been paid dating back to at least 2008.

To bring this longstanding issue to resolution, I ask that the Town Council authorize the execution of the Release Deed by voting favorably on the following motion:

MOTION: That the Town Council vote to approve the Release Deed conveying a certain parcel of land situated in Braintree, Norfolk County, Massachusetts, being shown as Lot 2 on a plan entitled "Subdivision Plan of Land," prepared by John F. Fehan, Town Engineer, dated October 28, 1975 recorded with Norfolk County Registry of Deeds in Book 5251, Page 688 and more particularly bounded and described as follows:

EASTERLY by Howard Court, Seventy-Eight and Twenty-Two Hundredths (78.22) feet;

SOUTHERLY by Lot 1 shown on said plan, Ninety-Seven and Thirty-Seven Hundredths (97.37) feet;

WESTERLY by land now or formerly of DeLeo, Ninety-One and Twenty-Six Hundredths (91.26) feet; and

NORTHERLY by Lot 3 shown on said plan, One Hundred Eleven and Thirty-One Hundredths (111.31) feet.

Said Lot 2 contains 8,805 square feet according to said plan.

Further, the Mayor is authorized to execute said deed and to take any action necessary to carry out this vote.

The Town Solicitor has advised that this matter does not require advertising under the Town's Charter. This is a thirty-seven-year old problem that we inherited and can now make right. The Mahoneys are anxious to resolve this matter, and therefore, I ask that the Town Council consider extending same night action as provided in Section 2-9(b) of the Town's Charter.

CS

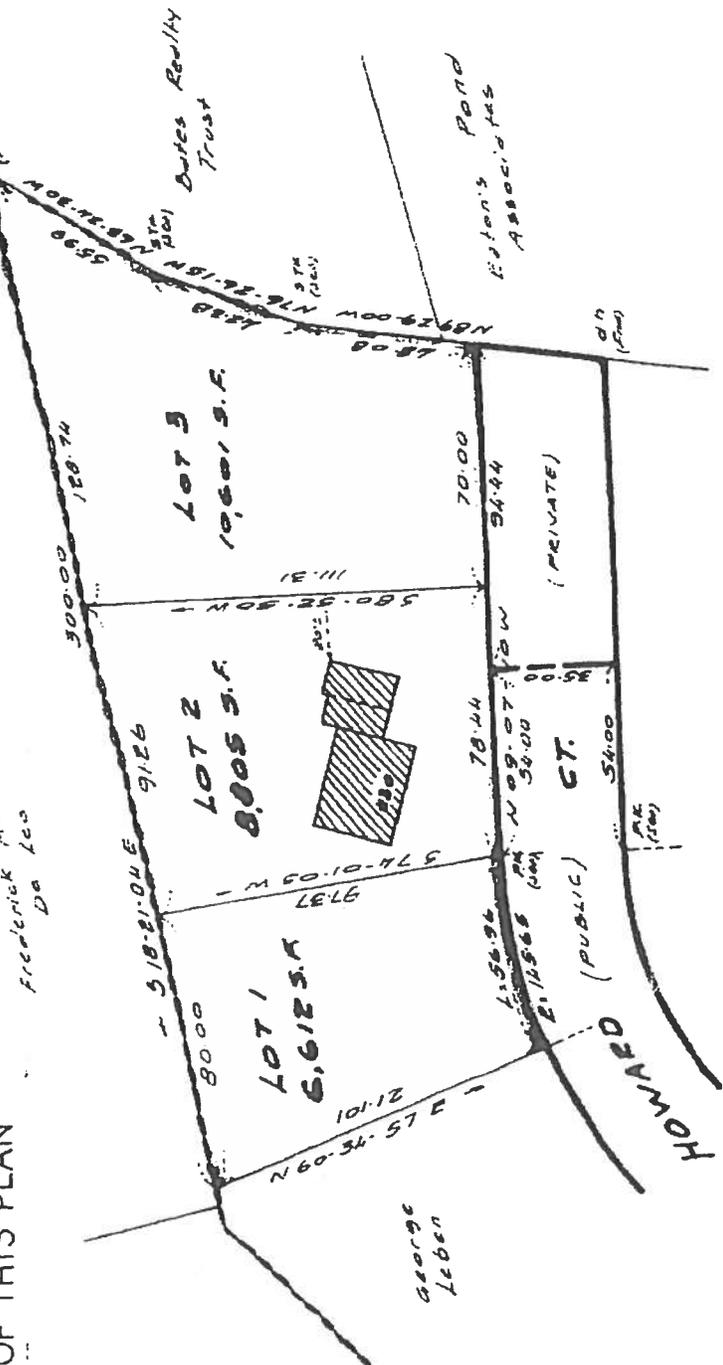
889/1585

0 20 40 80 120

SCALE OF THIS PLAN

Frederick M. & Frances S.
De Leo

1/4



George Leben

Durtes Realty Trust

Eston's Pond Associates

Original

NORFOLK REGIS
DIDHAM,
RECEIVED AUG. 9
Kevin P. M
Home 8
PL. NO. 525 1976 B

ATTEST: *[Signature]*

TOWN OF BRAINTREE
SUBDIVISION
PLAN OF LAN

NOTE: LOT 1 AND LOT 2 TO BE
COMBINED AS ONE LOT.

APPROVAL UNDER THE
SUBMISSION CONTROL LAW
WAS BLQUIRED August 6, 1976

[Signature]
AUTHORIZED SIGNATURE

PLANNING BOARD - TOWN OF BRAINTREE.

OWNER
Kevin R. & Carole G.
Anthony
30 Howard Court
BRAintree, Mass.

SCALE: 1"=40'
DRAWN BY: J.C.D.

[Signature]
John F. G.

RELEASE DEED

The **Town of Braintree**, a Massachusetts municipal corporation, having an address of Braintree Town Hall, 1 John F. Kennedy Memorial Drive, Braintree, Massachusetts 02184, acting by and through its Mayor, duly authorized by the vote taken by the Braintree Town Council on _____, 2013 ("Grantor"), a certified copy of which is attached hereto, for consideration paid and in full consideration of One Dollar (\$1.00) and other valuable consideration, hereby releases to **Kevin P. Mahoney and Carole G. Mahoney**, husband and wife as tenants by the entirety, of 30 Howard Court, Braintree, Massachusetts 02184 ("Grantee"), all of its right, title and interest in to a certain parcel of land situated in Braintree, Norfolk County, Massachusetts, being shown as Lot 2 on a plan entitled "Subdivision Plan of Land," prepared by John F. Fehan, Town Engineer, dated October 28, 1975 recorded with Norfolk County Registry of Deeds in Book 5251, Page 688 and more particularly bounded and described as follows:

EASTERLY	by Howard Court, Seventy-Eight and Twenty-Two Hundredths (78.22) feet;
SOUTHERLY	by Lot 1 shown on said plan, Ninety-Seven and Thirty-Seven Hundredths (97.37) feet;
WESTERLY	by land now or formerly of DeLeo, Ninety-One and Twenty-Six Hundredths (91.26) feet; and
NORTHERLY	by Lot 3 shown on said plan, One Hundred Eleven and Thirty-One Hundredths (111.31) feet.

Said Lot 2 contains 8,805 square feet according to said plan.

No deed stamp taxes are due on this conveyance pursuant to G.L. c. 64D, §1.

The undersigned certifies that there has been compliance with the provisions of G.L. c.7, § 40J and G.L. c. 44, §63A.

For Grantor's title see Deed recorded with said Deeds in Book 5251, Page 689.

Witness my hand and seal on this _____ day of _____, 2013.

TOWN OF BRAINTREE
By its Mayor,

Joseph C. Sullivan

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss

On this _____ day of _____, 2013, before me, the undersigned notary public, personally appeared Joseph C. Sullivan, Mayor of the Town of Braintree, as aforesaid, proved to me through satisfactory evidence of identification, which was _____, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that he signed it voluntarily for its stated purpose on behalf of the Town of Braintree.

Notary Public
My Commission Expires: