

CITY OF SALISBURY  
BUDGET WORK SESSION  
APRIL 19, 2016

Public Officials Present

Council President John "Jack" R. Heath  
Councilman Muir Boda

Council Vice President Laura Mitchell  
Councilwoman April Jackson

Public Officials Not Present

Mayor Jacob R. Day  
Councilman James Ireton, Jr.

In Attendance

Assistant City Clerk Diane C. Nelson, City Administrator Tom Stevenson, Assistant City Administrator Julia Glanz, and members of the Fire, Neighborhood Services and Code Compliance, Police, and Public Works Department Personnel Committees

---

The City Council convened in work session at 4:30 p.m. in Conference Room 306 of the Government Office Building to meet with City Personnel Committees to provide staff an opportunity to share concerns regarding *needs not met* in the budget.

**Police Department Personnel Committee**

PFC Brandon Caton and PFC Nicholas Amendolagine shared concerns with the Police Department's salary structure directly contributing to the loss of personnel to other law enforcement agencies. Comparisons to other municipal, county, and state agencies on both Eastern and Western Shores were made at specific benchmarks including starting salary, salary after graduating from the Police Academy, and salary after three years of service with no raise slated at the three-year anniversary date. Thereafter there was a question and answer period by Council.

**Neighborhood Services and Code Compliance (NSCC) Department Personnel Committee**

NSCC Code Enforcement Officers Dan Hogg and Duran Holder shared requests for consideration as follows:

- Designate Christmas Eve as a City Holiday
- Increase the number of Personal Days per year
- Increase accrual of Annual Leave at both 25 and 30 years of service
- Increase the City's health care contribution for retired employees
- Increase the 457 match
- Provide *Shoe Allowance* for Code Enforcement Officers

Thereafter there was a question and answer period by Council during which Council questioned whether it had previously approved the shoe allowance, and Messrs. Hogg and Holder acknowledged that

prioritizing the requests would likely be different for each employee given that some have small children, some do/do not have longevity with the City, and some are nearing retirement.

### **Public Works Department Personnel Committee**

The Public Works Committee was represented by Project Engineer Antonio Fascelli, Traffic Department's Peter Torigoe and Waste Water Department's Mike Shahan who shared aggregate requests for consideration on behalf of the Public Works Department as follows:

- 35 to 40 hr./wk.– uniform for all positions / consideration of four 10-hr. days for designated positions
- Set *Career Ladders* for all positions
- Retirement - reexamine short and long-term disability coverage, and uniform contributions/full retirement service year threshold for all City Departments
- Increase rollover limits for Annual and Compensatory Time
- Overtime Pay versus Compensatory Time and how administered
- Compensation for On-Call Status
- Reopen frozen positions and consider adding positions
- Possibility of sharing multiple years of *savings of excess funds* equally with City residents and employees

Thereafter there was a question and answer period by Council during which Council acknowledged the Committee's efforts to offer solutions along with requests for consideration.

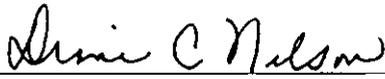
### **Fire Department Personnel Committee**

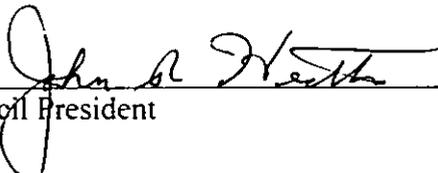
Acting Lieutenant David Cox and Firefighter/EMT DJ Hoster shared concerns with staffing, disparity in shift schedules and hours, salary compression, overtime hours not paid at time and a half, stipends for professional designations, and opportunities for promotion which all affect the Fire Department's ability to retain employees and to staff shifts at safe levels which ensure maximum safety at all times. Thereafter there was a question and answer period by Council.

### **Final Comments**

Final comments included having all Personnel Committees meet together next year prior to sharing concerns with Council; committees could share ideas, learn from one another, and *same concerns* could be consolidated for a comprehensive presentation by a City-wide Personnel Committee.

The Budget Work Session adjourned at 5:06 p.m.

  
\_\_\_\_\_  
Assistant City Clerk

  
\_\_\_\_\_  
Council President