

PHIPPSBURG BUDGET COMMITTEE
Meeting Minutes – December 14, 2022

Attendees: Budget Committee Members Ed Toombs, Bruce Suppes, Jeff Knuckles, Ethan DeBery, Ed Cherian, Michael Winer, and Juanita Clark. Town Administrator Ross McLellan.

Absent: None.

The meeting was called to order by Chairman Toombs at approximately 5:12 p.m.

There were no minutes of past meetings to approve.

Chairman Toombs presented **3 Agenda Items:**

1. Election of Committee Officers
2. Compensation Increase Recommendation to Selectmen
3. Recommendation re: Warrant to Appropriate \$15,000 from Surplus to the Legal Account

Election of Committee Officers. The committee voted 7-0 to slate:

Chairman Ed Toombs
Vice Chairman Bruce Suppes
Secretary Michael Winer

Compensation Increase Recommendation. The committee reviewed prior year town increase (5.9%), current year Social Security Administration COLA (8.7%), and a table of historical increases (attached) provided by Administrator McLellan. Mr. McLellan explained that the town reviews performance with its staff every year and reviews salaries with its staff every three years. One Committee member felt that this year's Social Security COLA increase of 8.7% was unusually high and was not reflective of what private sector employers were recommending. This individual felt a more reasonable range for consideration should be between 5 to 7%. While there was agreement that the Social Security COLA was high, the Committee felt they needed to maintain continuity with past practices, which may mean that future COLA increases could be significantly lower. On a motion to recommend 8.7% compensation increase by Mr. Suppes, seconded by Mr. Cherian, the committee voted 6-1 in favor.

Warrant to Appropriate \$15,000 from Surplus to the Legal Account. Administrator McLellan explained that the Select Board wanted the committee to make a recommendation as to a language change on Article 3, appropriating \$15,000 from Surplus to the Legal Account. Majority viewpoint expressed was that the committee did not have enough information on which to base a recommendation and therefore could not recommend for or against any amount. On motion by Mr. Cherian to support the \$15,000 appropriation, there was no second. After no additional discussion, and on new motion, the committee voted to withhold recommendation of an appropriation, 5 - 1, with 1 abstain as Ms. Clark recused herself.

The meeting was adjourned at 6.04 p.m.

Michael Winer, CPA
Secretary

Cal. Year	SS Cola	Annual CPI North	ECI (Salary) Dec	Salary Year	Actual Salary % Increase	Salary Increase based on	3rd Quarter
2023	8.7%	7.2%	6.3%	7/1/23-6/30/24			
2022	5.9%	6.0%	4.6%	7/1/22-6/30/23	5.9%	SS Cola	
2021	1.3%	1.4%	?	7/1/21-6/30/22	1.3%	SS Cola	
2020	1.6%	1.9%	2.8%	7/1/20-6/30/21	1.6%	SS Cola	
2019	2.8%	2.1%	2.7%	7/1/19-6/30/20	2.8%	SS Cola	
2018	2.0%	1.9%	2.9%	7/1/18-6/30/19	2.0%	SS Cola	
2017	2.0%	1.7%	2.1%	7/1/17-6/30/18	1.5%	SS Cola/CPI	
2016	0.3%	1.1%	2.1%	7/1/16-6/30/17	0.0%	SS Cola/CPI	
2015	1.7%	1.4%	1.6%	7/1/15-6/30/16	1.5%	Ave of CPI & ECI	
2014	1.5%	1.3%	1.1%	7/1/14-6/30/15	1.3%	CPI	
2013	1.7%	2.0%	1.8%	7/1/13-6/30/14	2.5%	CPI & % left from PY	
2012	3.6%	3.0%	1.5%	7/1/12-6/30/13	2.0%	Combo	
2011	0.0%	2.0%	1.2%	7/1/11-6/30/12	2.0%	CPI	
2010	0.0%	0.0%	2.0%	7/1/10-6/30/11	0.0%	SS Cola/CPI	
2009	5.8%	4.0%	3.1%	7/1/09-6/30/10	3.0%	SS Cola/CPI	
2008	2.3%	2.6%	3.5%	7/1/08-6/30/09	3.9%	CPI	
2007	3.3%	3.6%	3.5%	7/1/07-6/30/08	3.2%	CPI	

Notes

As of 7/1/07, 1/3 of the Salaries increased each year
(3 rotations for a position increase)

SS Cola - Social Security Cost of Living Increase

Annual CPI North - Consumer Price Index - Annual average of Northern Region

ECI - Actual Salary Increases for state and local employees throughout US

Total % Increases from 2007 to 2022

<u>SS Cola</u>	<u>CPI</u>	<u>ECI</u>	<u>Actual</u>
44.5%	43.2%	42.8%	34.5%