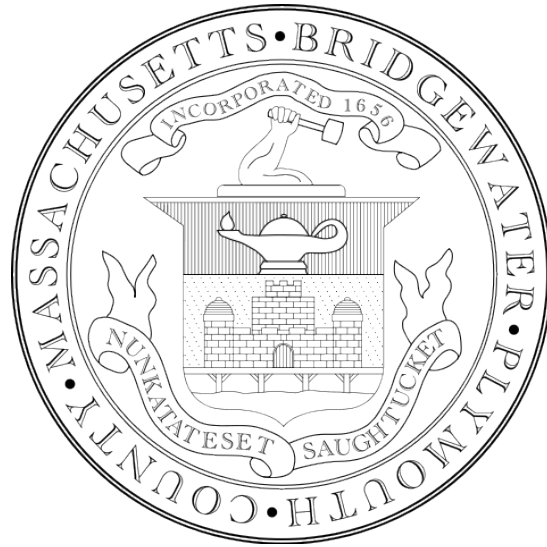


# **Preparing for the April 25 Election**



## ***Charter Changes / Ballot Preview***



## ***Charter Review Committee (CRC)***

- 1. Charter requires a “review” every 6 years or sooner**
- 2. Charter adopted 2011 ..... 1<sup>st</sup> CRC (2014) ..... 2<sup>nd</sup> CRC (2020)**
- 3. June 2021 2<sup>nd</sup> CRC Recommendations were submitted**
- 4. Categorized as “General” and “Article Specific”**
- 5. Local and State Approval Process has been disappointing**



## ***Ballot Questions (Updates To Town Charter):***

- 1. Article II, Sec 2-13(a) Annual Stipend *(Council Approval 4/24)***
- 2. Article IV, Town Manager Temporary Absence *(Council Approval 10/23)***
- 3. Article IV, Sec 4-3, Elected Official Powers of Appointment**  
***(Council Approval 7/25)***



## Ballot Questions (Updates To Town Charter):

### Question #1: Annual Stipend for Councilors (CRC Recommendation)

#### Reason for this Charter Change ..... Why Offer a Stipend?

- **Attracts and Retain More Candidates:** encourages skilled, experienced professionals (such as from management, finance, or law) to run, enhancing the effectiveness of the city council.
- **Increases Diversity in Representation:** ensures that a wider variety of citizens can participate in local government. Without a stipend, only those with existing wealth or flexible, high-paying jobs can afford to run for office.
- **Improves Accountability and Performance:** When councilors are fairly compensated, they can be held to higher standards for responsiveness and attendance.
- **Time Commitment Compensation:** The role often requires significant hours (40+ meetings / year), reading large volumes of documents, and attending events ... which should be recognized, especially when positions are increasingly demanding.



## Ballot Questions (Updates To Town Charter):

### Question #1: Annual Stipend for Councilors (CRC Recommendation)

#### How Much is Being Recommended?

- Councilors (\$5000)...President (\$7500)...Total Budget Impact: \$47,500
- Compensation varies across Massachusetts for Elected Officials
- **Select Boards:**
  - **Tewksbury** (pop. 31,000): Select Board Chair (\$6,000), while each member earns \$5,000 annually.
  - **Arlington** (pop. 46,000) : Select Board members (\$3,000) per year, with the Chair receiving \$3,500.
  - **Grafton** (pop. 20,000): Each Selectperson receives a salary of \$1,000 per year.
  - **Canton** (pop. 24,000): Board members stipend of \$1,200, with the Chair receiving \$1,600.
  - **Marlborough** (pop. 42,000): Councilors earn an annual stipend of \$11,000.
  - **Provincetown** (pop. 4,000): Stipend is \$2,500 for all Select Board members. A proposal was made to increase the stipend to \$5,000 for members and \$7,000 for the Chair.



## Ballot Questions (Updates To Town Charter):

### Question #1: Annual Stipend for Councilors (CRC Recommendation)

#### How Much is Being Recommended?

- **Councilors (\$5000)....President (\$7500)....Total Budget Impact: \$47,500**
- Compensation varies across Massachusetts for Elected Officials
- **City / Town Councils:**
  - **Attleboro** (pop. 40,000): Stipend for each council member is \$14,000, President \$15,000
  - **Beverly** (pop. 42,670) Councilors receive \$14,000, President \$15,000.
  - **Framingham** (pop. 72,000) Councilors receive \$5,000, President \$7,500
  - **Taunton** (pop. 61,000) Councilors receive \$16,631



## Ballot Questions (Updates To Town Charter):

### Question #1: Annual Stipend for Councilors (*CRC Recommendation*)

#### ➤ The Pros of paying, include:

- 1. Attract and Retain Council Members:** Compensated positions can attract individuals with the time and expertise to dedicate to municipal governance, potentially leading to more effective oversight and decision-making.
- 2. Broader Representation:** Offering stipends may enable individuals from diverse socioeconomic backgrounds to serve, promoting inclusivity and reducing barriers for those who cannot afford to volunteer their time.
- 3. Recognition of Responsibilities:** Even in smaller municipalities, elected officials often handle complex issues such as budgeting, infrastructure, and public services. Compensation acknowledges the significance and demands of these roles, leading to enhanced accountability and professionalism.



## Ballot Questions (Updates To Town Charter):

### Question #1: Annual Stipend for Councilors (*CRC Recommendation*)

#### ➤ The Cons of paying, include:

- 1. Budgetary Constraints:** Allocating funds for stipends can put pressure on municipal budgets, potentially diverting resources from essential services.
- 2. Public Perception:** Residents may view compensation for elected officials skeptically, especially if increases occur during economic downturns or without clear justification.
- 3. Potential for Politicization:** Discussions around salaries can become politically charged, leading to further divisions within communities or among officials.



## Ballot Questions (Updates To Town Charter):

### Question #2: Town Manager Temporary Absence (*CRC Recommendation*)

#### Reason for this Charter Change?

- Clarifies how a temporary absence of the City Manager is handled.
- Defines Temporary absence as not more than 21 days
- Assistant TM shall perform duties
- If Assistant is unable, then Town Manager appoints Dept. Head
- If Town Manager is unable to appoint or appointee is unable to serve, then Town Council may appoint another qualified person until the TM returns.
- No member of the Town Council shall serve as acting Town Manager.



## Ballot Questions (Updates To Town Charter):

### Question #3: Elected Officials Powers of Appointment (*Town Council Recommendation*)

#### Reason for this Charter Change?

- Gives the Town Council sole authority to appoint “Ad Hoc” committees, established by a majority vote of the Town Council, to assist the Town Council in carrying out the Council’s responsibilities.
- The Town Manager continues to appoint all other boards, committees, and agencies.