



Office of the Administrator,
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Princeton Municipal Building
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Date: September 4, 2014
To: Mayor and Council
FROM: Robert W. Bruschi, Administrator
SUBJECT: Council Salaries

I have attached some relative statistics from other communities both local and some from around the state that I believe could be construed to have some of the same qualities that we have in Princeton. You will not see any significant justification for adjusting salaries solely based upon these figures. In fact there are some communities that pay the elected officials \$1.00 per year. So it is very difficult to determine what a comparable salary would be.

I would ask council to consider the following additional factors when looking at reasonable adjustments.

1. Time Commitment-Recognizing that no individual runs for local office to take advantage of the salary that it provides. The hours dedicated to this function are noteworthy.
 - a. 32 (approx.) council meetings with an average length of 4.5 hours per meeting
 - b. 4 liaison meetings per month at an average of 2 hours per meeting
 - c. 1 additional sub-committee meeting per week average of 2 hours per meeting
 - d. 2 hours per week for Community responsibility meetings and expectations—(events, dinners, organization meetings, etc.)
 - e. 1 hour per day on reading of material, response to email etc.
2. Desire to continue to attract and not eliminate representative individuals from the community
3. Consider the harmonization of salaries from where they were
4. Look at determining a factor that continues to adjust the salaries going forward to avoid putting the pressure of dealing with what amounts to a difficult political decision.
5. Out of pocket costs for elected officials.

In summary it would seem appropriate to give serious consideration to raise the annual salary stipend to at least the levels that were discussed. I would argue that there is significant rationale for a stipend in excess of what is being considered. If council is interested in having that discussion I'm happy to do so. The attached salary resolution reflects the previously discussed amounts.

In making the final decision I think it would be appropriate for council to try to focus on this topic from a policy point of view. Do not focus on the current council members or on the fact that this was a decision made during consolidation. Approach the salary matter the same way we would approach it when hiring a new employee. Look at the job duties, the resident expectations not just for the incumbent but also for the successors. The unintended consequence could be a reality and that is to restrict who might consider running for office by eliminating an economic portion of the community that because of the need to work or provide for child care service and therefore just can't afford to make the commitment because of the time and financial impact it would have on the family.

Lastly, going forward I would suggest that the Council provide for increases to the salaries based upon the salary and wage approved for all of the non-contractual employees. In other words when Council approves an increase of 1.5% for the employees the salaries for those positions would likewise receive the 1.5%.

SAMPLING OF SALARY COMPARISONS

Community	Mayor	Council President	Governing Body Member
Princeton Current	15,000	7,500	7,500
Plainsboro	15,874	NA	10,780
West Windsor	17,685	4,941	4,941
Montgomery	5,562	NA	4,169
Lawrence	13,724	NA	10,596
Ewing	17,500	NA	7,592
Hopewell	4,000	NA	4,000
E. Brunswick	20,000	11,000	10,500
Trenton	NA	21,500	20,000
Hamilton	NA	16,148	15,546
RESOLUTION	17,500	12,500	10,000

RESOLUTION #14-255
MAYOR AND COUNCIL OF PRINCETON
MERCER COUNTY, NEW JERSEY

SALARY & WAGE RESOLUTION – MAYOR AND COUNCIL

2014

UNCLASSIFIED

Mayor	Elizabeth	Lempert	17,500
Council President	Bernard P.	Miller	12,500
Council person	Jo	Butler	10,000
Council person	Jenny	Crumiller	10,000
Council person	Heather H.	Howard	10,000
Council person	Lance	Liverman	10,000
Council person	Patrick	Simon	10,000

I, Linda S. McDermott, Clerk of Princeton, County of Mercer, State of New Jersey, do hereby certify that the foregoing is a true copy of a resolution adopted by the Mayor and Council of Princeton at its meeting held September 8, 2014.

Linda S. McDermott, Clerk