

# Councilor - At-Large Liz Mazar

When I campaigned in 2023, I advocated for taking action to reduce the loss of fire and police personnel to nearby districts which paid better. Thus, I voted in favor of the recent Collective Bargaining Agreement which increased the salaries of the City of Lawrence firefighters and police officers. However, I cannot support raises in the 2025 budget for Civil Salary employees, including the administration, as well as elected officials. This is unfortunate, but I must point out that, in general, the salaries of most of the City's civil employees are higher than those working in comparable Indiana municipalities.

- For example, 2023 Salary Ordinance records indicate that, for the most part, the Lawrence City employees' monetary rewards were higher than the Greenwood, Indiana city employees. In general, although Greenwood's population is about 10,000 more than ours, our pay is better. Greenwood's average civil service salary in 2023 was \$31,739.00, compared to the City of Lawrence's 2023 average salary of \$60,590.00.
- Another example is that 2023 Salary records indicate that the civil service employees of Terre Haute, with a population of 58,000, had an average salary of \$44,619.00. Compare that to the City of Lawrence's 2023 average salary of \$60,590.00.

Yes, some jobs pay better in other cities, such as a GIS Coordinator in Greenwood made \$619.00 more in 2023. The Lawrence GIS Coordinator made \$70,000.00 and the Greenwood GIS Coordinator made \$70,619. The Terre Haute GIS Coordinator made \$68,638.00.

In general, though, compare the 2023 Lawrence Maintenance Worker salary of \$64,000.00 to the Greenwood employee earning \$60,000.00 and the Terre Haute employee earning between \$49,481.00 and \$60,696.00.

I would prefer to award salary increases to ALL the hardworking, terrific employees, who strive tirelessly to do what is best for Lawrence, but, until our finances are in better shape, it would be irresponsible to do that.

Councilor Sherron Freeman

Proposal No. 14, 2024

District #3

YES: Chavis, Cramer, Robinson, Jennings, Krone & Masur

NO: Freeman

NOT PRESENT: Giles & Wells

This Proposal No. 14, 2024 right here was left in Committee. The 2025 Budget was passed October 16, 2024 at the Lawrence Council Mid-Month Meeting without this piece. So, that's why a "Special Council Meeting" was held on November 1, to get this to a vote. To attach this onto the 2025 Budget Form T ?. This is very complexed. In 1/2020 3% , 1/2021 5% , 2022 Bonus (COVID), 1/2023 3% , 1/2024 3%. I want our Civilians employees to get their money. We are losing employees to other surrounding counties where they are paying about \$2 more. We can sustain our employees. The money is there in the 2025 Budget. I believe this Proposal No. 14, 2024 has nothing to do with the Budget. I would like to know what information supports some assumptions as well.