

July 14, 2022

Dear Jessica:

As we discussed, since it is budget season, I wanted to propose in writing my request for an hourly salary adjustment to be considered by council. If I recall correctly, judges have been paid \$150 per hour for judicial and magistration services provided for the City of Seabrook Municipal Court over the past decade. The hourly rate has not adjusted since I was first hired. Should Mayor and Council consider adjusting the hourly rate of pay, I would greatly appreciate it.

Initially, I began as an associate judge who was not used frequently. Then Judge Webbon asked me to become the primary alternate judge until her retirement. When she was judge I worked two weeks on and two weeks off until her retirement. The city council graciously approved promoting me to the presiding judge position after she retired.

As you know, many years have passed since the \$150/hour rate was established and clearly inflation is here. My overall goal with the cities where judicial services are performed is to have an hourly rate from \$150 to \$200. While I recognize that increasing to my proposed rate in one year may not be achievable in all cities, but there are options. All of the cities appreciate the valued relationship with me for judicial services and are graciously taking into account the new proposed rate.

Dickinson, for example, has already approved the rate increase to \$200 per hour for all services. Morgan's Point's City Manager has agreed to propose to Council the rate increase to \$175 and acknowledged that it will be reviewed for an increase in the next term (2 years). Other cities are reviewing the rates and those are currently being discussed. Respectfully, I hope that Mayor and Council will consider this proposal.

I will point out that most years my projected pay is below budget. I've asked you to please adjust the proposed budget this next fiscal year to allow for a judge pay rate increase.

I want to be crystal clear that I highly value my relationship with the City of Seabrook and respectfully request that the court budget have an increase to accommodate the new proposed rate of pay and further to have council actually adjust the rate of pay (to be effective either asap or in the next fiscal year). Again, it's all negotiable. Should Mayor and Council want to negotiate a new judicial pay rate, I will be available for such a discussion.

Respectfully submitted,

Presiding Judge Dick H. Gregg, III