Approved as amended.

MINUTES
Elected Officers Compensation Commission
Wednesday, February 22, 2017 @ 1:30 p.m.
City Hall, City Council Conference Room, 10th Floor

CALL TO ORDER
The meeting called to order at 1:32 p.m.

ROLL CALL
Cassie Alley, Member
Catherine Groll, Member-excused
Samantha Harkins, Member
Brian Huggler, Member
Liisa Speaker, Member
Kurt Berryman, Member- arrived at 1:33 p.m.

OTHERS PRESENT
Sherrie Boak, Council Staff
Jim Smiertka, City Attorney- arrived at 1:36 p.m.
Elizabeth O'Leary, HR
Council Member Washington

MINUTES
MOTION BY HUGGLER, SECOND BY HARKINS TO APPROVE THE MINUTES FROM FEBRUARY 8, 2017. MOTION CARRIED 4-0.

APPROVAL OF AGENDA
MOTION BY MEMBER HARKINS, SECOND BY HUGGLER TO APPROVE THE AGENDA. MOTION CARRIED 4-0.

COMMUNICATIONS
No communications.

BUSINESS
REPORTS, Presentations, Commission Questions and Discussion
Council Member Washington introduced herself, outlined her role as a Council Member. Member Speaker asked her about her job and Council Member Washington outlined her role at the State of Michigan Department of Corrections. Member Speaker then detailed what this Commission does and how they make their determinations, and asked if Council Member Washington had any recommendations. Council Member Washington spoke to the cost of living, amount of time spent by Council Members and if an increase was determined it should be in increments, not the large percentage that was done in 2015. Lastly she suggested no consideration for a raise in 2017, and thanked them for their efforts.
Council Member Brown Clarke was scheduled to attend but had a scheduling conflict. Council Member Wood was scheduled to attend but was out ill, and City Clerk Swope was scheduled to attend also but had another meeting to attend.

Old Business

Human Resource Research Update on Compensation/Fringe

Ms. O'Leary distributed an updated list of municipality comparisons. Listed were Ann Arbor, Dearborn, Flint, Grand Rapids, Lorain Ohio, Madison Wisconsin, Rochester Hills, Rochester who did not reply, Royal Oak and Warren. Lansing was also included for single document comparison. In all instances it was confirmed no other municipality had provided a vehicle to the City Clerk. Ms. O'Leary noted that there were no communities added to the original list from 2015. The second document distributed and reviewed was the list of salary adjustments for the T580, T214, Police Non-Sup, Police Sup, Fire, UAW, Executive Management, Mayoral and Non-Bargaining. It was noted that there were no amounts for Fire for 2016-2018 because they are still in negotiations. For the Police Non-Sup it was notated that there was "wage reopener" which Ms. O'Leary stated allows them to reopen the contract for salary negotiations. The Commission reviewed the documents.

New Business

Council Staff presented the Commission with the draft recommendation letter based on their 2015 recommendation.

Commission Member Comments

Member Alley asked what was presented by the Finance Director at the last meeting. Ms. Harkins summarized it was cautious. Council Staff was asked if there had been any recent furloughs. Ms. Boak stated nothing since 2013. The Commission asked Mr. Smiertka if he was aware of any bankruptcy concerns by the Mayor. Mr. Smiertka confirmed it comes into play with the legacy costs that every municipality is dealing with, and is used in a generic term. Ms. Harkins pointed out that postretirement health care is not constitutional protected, but the pension is. Mr. Smiertka stated he could reach out to Ms. Bennett to come up to the meeting.

The Commission continued its review of the HR documents and held discussions on the considerations that were on the table. Member Huggler suggested that it appeared no other communities had vehicles for the Clerk, and the City of Lansing Clerk had noted there is a vehicle he can use, then the topic of granting a vehicle for the City of Lansing Clerk is off the table. There was an agreed consensus the City Clerk would not get a vehicle in this determination.

Ms. Harkins referred to the documents, noting that the Commission in 2015 made sure the City of Lansing met other communities, but now it appears the other City employees are getting incremental increases, so should Council. She then suggested 2% for all elected officials. Member Speaker considered nothing in 2017 but in year two. Member Berryman gave his opinion for no increases at all. Member Alley proposed considering bringing them where they should be, instead of nothing then having to do large increases again in 2 years. She proposed 2% across the board. Member Huggler agreed with the discussion, however proposed the consideration of 1.5% cost of living increases. Member Berryman asked for the cost of living for the 2015 and 2016 that the City is using for their employees.

Mr. Smiertka updated the Commission on an earlier question on the financial outcome of the City, via a text from Ms. Bennett from another meeting. The statement was that there is a small surplus for this fiscal year, but there is pending information at the State level on the income tax, and any road funding that might be impacted in the upcoming State budget.

Ms. Boak was asked to contact HR and Finance for the 2015-2017 cost of living numbers. The group briefly searched the US Department of Labor on their numbers which appeared to be .3 in 2016 and 0 in 2015. The staff was again asked to have the numbers available at the next meeting.

The Commission moved on to discussions on increases. The proposals discussed were:

- 2% - Clerk- $1,741 increase; Mayor - $2,568 increase; President - $532 increase; Vice President - $520 increase; Council - $484 increase.

- 1.5% - Clerk- $1,305 increase; Mayor - $1,936 increase; President - $399 increase; Vice President - $377 increase; Council - $363 increase.

- 1% - Clerk - $870 increase; Mayor - $1,284 increase; President - $266 increase; Vice President - $251 increase; Council - $242 increase.

The discussion continued on no increases, no increases for Council, and just 1% for Clerk and Mayor.

Mr. Smiertka asked Council Staff if there had been two recommendations in the past, and Ms. Boak stated there had not.

Member Alley asked Ms. Boak to find out what the increase is for the Police Non-Sups since they recently received 3%.

After further discussions the consensus moved to no increase for Council based on the fact they currently are equal to other municipalities. The group continued their discussions on increases for the City Clerk and Mayor ranging from 1% year one and 1% year two, up to 2% year one and 2% year two.

Ms. Speaker confirmed she would work on the first draft of the recommendation letter, and Ms. Boak stated she would forward the document in word format to Ms. Speaker.

Ms. Speaker asked what would happen if they could not have a quorum on agreement with the recommendations. Mr. Smiertka stated they would need to keep deliberating.

Member Berryman spoke in support of only increases for the Clerk. ~~Member Cassie noted that even though she respects the work the Mayor does, but they should consider no offer increase for the Mayor because they brought him up to similar municipalities last time. The unions do not get raises that the City cannot afford~~.

Mr. Smiertka recapped for the Commission that they have to make their decision in 45 days, and the Council will have 30 days to reject it. If they do no reject, it will occur. The Commission will need 4 of 6 for a majority of the members appointed and serving.

Council Staff was asked to pull the Department Salary information from March, 2015 and forward onto Ms. Bennett for an update. Ms. Boak assured the Commission that as she receives the requested information from Finance and HR she will forward to them in preparation for the next meeting.

ITEMS UNDER SUSPENSION OF THE RULES
No items.

OTHER
Not topics.

PUBLIC COMMENT
No comments

ADJOURN
MOTION BY MEMBER HARKINS TO ADJOURN AT 2:43 P.M.

Adjourned at 2:43 p.m.
Respectively submitted by:
Sherrie Boak, City Council Office Manager
Approved by Committee on

Member Alley suggested throughout the discussions that the Mayor and Clerk recieve 2% increases. Her point was that the increase last time should not be used as justification for zero increases going forward. She stated she would like to see their increases keep pace with unions. The dollar-cost for these two increases is minimal compared to the hundreds of union staff receiving 2-3% increases.