



**COMPENSATION COMMISSION**

November 9, 2020

A regular meeting of the City of Petoskey Compensation Commission was held in the City Hall Council Chambers, on Monday, November 9, 2020. This meeting was called to order at 1:00 P.M.; then, a roll call then determined that the following were

Present: Gordon Bourland, Chairperson  
Deborah Cadieux  
Anne Chaffee  
John Holec  
Anne Srigley

Absent: None

Also in attendance were City Manager Rob Straebel and Executive Assistant Sarah Bek.

**Approval of Minutes**

Motion by Commissioner Cadieux, seconded by Commissioner Chaffee, to approve the October 21, 2020 regular meeting minutes. Said motion was unanimously approved.

**Approve and Set Salaries for Mayor and Councilmembers**

Commissioners reviewed four separate options including the original option at the last meeting and how they were formulated; discussed that salaries should be set at this meeting so amounts are included in the 2021 budget process which was occurring concurrently; inquired on how often elected officials are paid; concurred that the Commission will have to be able to be clear and concise on explanation for increase to citizens; and inquired how the issue arose.

Chairperson Bourland reviewed that annual increases for elected officials are determined by future Compensation Commissions.

The City Manager responded that elected officials are paid annually; that the timeline and budget process is important for ample opportunity for public comment and allows for transparency; that City Council will conduct a public hearing to discuss the proposed 2021 budget on November 16 with possible adoption at the December 7 meeting; and that City Council discussed possible changes to the City Charter which included elected official term lengths and salaries which is how the matter arose and a Compensation Commission formed.

Commissioners further reviewed that the compensation amount be based upon the Mayor/Elected Officials Compensation Survey staff completed earlier in the year; specifically, three of the five Commissioners had developed a specific and independent salary recommendation by weighing factors of taxable value, annual pay, population, general fund revenues which were all slightly different; all three approaches were similar in the pay range for elected officials; the Commissioners then averaged the three recommendations to determine annual compensation at \$4,827 for the Mayor and \$3,605 for Councilmembers; all members of the Commission felt this was a fair and reasonable approach; the Commission also discussed how there has not been an increase in pay for elected officials since the last Charter revision in August of 1984; and there was consensus that the compensation increase should start on January 1, 2021 with the new budget year.

Motion by Commissioner Holec, seconded by Commissioner Srigley to set the annual salary for the Mayor at \$4,827 and set the annual salary for Councilmembers at \$3,605 based on criteria in the salary survey regarding population, taxable value, general fund revenues, annual pay and that salaries for elected officials have not changed since the last City Charter revision.

Said motion was adopted by the following vote:

AYES: Holec, Srigley, Chaffee, Cadieux, Bourland (5)

NAYS: None (0)

There being no further business to come before the Compensation Commission, this November 9, 2020, meeting adjourned at 1:52 P.M.

Gordon Bourland, Chairperson

Sarah Bek, Recording Clerk