

Pontiac Local Officers Compensation Commission

Minutes

May 2, 2013

Call to order

The regular meeting of the Local Officers Compensation Commission, the fourth meeting of 2013, was called to order on Thursday, May 2, 2013 at 6:06 p.m. by Chair Richard Taylor.

Roll call

Members present: Cheryl Crandell, Susan Loveland, Kathie Henk, Richard Taylor, Don Woodward, and Kent Piatt.

Member absent: John Smith (ill, called a member).

A quorum is noted.

Approval of agenda

Moved by Woodward, supported by Crandell, to approve the agenda (Attachment A). **Motion carried by unanimous vote.**

Public comment

No members of the public were present.

Approval of minutes

Moved by Henk, supported by Loveland, to approve the minutes of the meeting of April 25, 2013 as corrected. **Motion carried by unanimous vote.**

General discussion among commissioners/requests

The following items were informally discussed/requested:

- Commissioner Loveland relayed to the Commission the conversation she had with Councilman Kermit Williams. Councilman Williams recommended a flat salary for council and that there was no need for compensating for committee meeting attendance. The Commission should also consider the amount of time that a council member puts into the job; he estimates about 30 hours per week and he takes 20 to 30 telephone calls from residents daily. Council does have emergency meetings. He travels about 200 to 300 miles per month on City business. He spends about \$250 to \$300 per month attending community events. He believes the salary should be \$15,000 per year, with no benefits, but would settle for \$10,000. The compensation level presently being paid was established in 1982 and is outdated.
- Commissioners responded that only people who could do the job full-time are retirees if the salary is not higher, but also noted that the job is not full-time, but part-time. The calls being handled by council should most likely be made directly to departments, and council members are prohibited by the charter from giving direction to department heads. A flat salary would not be fair as members who do not work as hard outside of the meetings as other members would

be equally compensated, and it is difficult to development a system that would reward work done outside of council meetings. Council members appear to serve as an ombudsman. The Commission needs to consider the economy and the decreasing revenue to the City.

- During discussion, Commission Loveland excused herself from 6:17 until 6:24.
- Mr. Sobota confirmed that the salary of the deputy mayor is not a subject for the Commission.

Discussion on Compensation Package for Mayor

- Members reviewed the salaries of full-time mayors of comparable cities;
- The mayor should be considered a chief executive officer under the City's current form of government;
- Discussion was focused on life insurance, health and dental insurance, and salaries.

Commissioner Loveland excused herself at 6:39, returned at 6:43, and needed to depart from the meeting at 6:45.

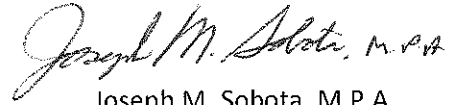
- Mr. Sobota was asked to explain the City's self insured health insurance program, the \$200,000 liability per contract, the premium calculation, and the contribution by employees to offset costs. Mr. Sobota was asked to obtain the new rate for life insurance that was effective May 1, 2013.
- Discussion was held about offering opt-out pay for life insurance and health insurance;
- Observations made that the mayor's election could be a popularity contest and the best qualified person may not be elected; a compensation package that is unattractive may discourage qualified candidates from seeking office;
- No matter who wins, the voters are ultimately responsible.
- The following compensation packages were discussed:
 - \$80,000 salary with life, health, and dental insurance;
 - \$80,000 salary with the ability to opt-out of life, health, and dental insurance;
 - \$90,000 salary with \$10,000 to \$15,000 to opt out of health and dental insurance and the ability to opt-out of life insurance at a cost to be determined;
 - \$85,000 salary with \$15,000 to opt out of health and dental insurance and the ability to opt-out of life insurance at a cost to be determined;

Moved by Woodward, supported by Henk, that the agenda for the meeting on Tuesday, May 7, 2013 have a section after public comment that allows each elected official five minutes to address the Commission, that each elected official be notified of this time on the agenda, and that no other business other than approval of the minutes be conducted. **Motion carried by unanimous vote.**

Adjournment

Moved by Taylor, supported by Woodward, to adjourn. **Motion carried by unanimous vote.** Meeting adjourned at 7:35 p.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Joseph M. Sobota, M.P.A." The signature is written in a cursive style with a large initial 'J'.

Joseph M. Sobota, M.P.A.
Assistant to the Emergency Manager

Attachment A
Pontiac Local Officers Compensation Commission
Regular Meeting Agenda
4th Meeting of the Commission in 2013
May 2, 2013

1. Call to order
2. Roll Call
3. Approval of agenda
4. Public Comment (2 minute limit per person)
5. Approval of minutes
6. General discussion among commissioners/requests
7. Discussion on compensation package for mayor
8. Adjournment