

**Pontiac Local Officers Compensation Commission**  
**Regular Meeting Agenda**  
**8<sup>th</sup> Meeting of the Commission in 2015**  
**May 14, 2015, 6:00 p.m. start**

1. Call to order
2. Roll Call
3. Approval of agenda
4. Approval of minutes
5. Public Comment (2-minute limit per person)
6. Compensation for Mayor (see attachment)
7. Compensation for Council (see attachment)
8. Cancel balance of meetings for 2015
9. Set first meeting for 2017 (note, Easter is April 16, 2017)
10. Procedural issues

Actions taken two years ago:

Moved by Piatt, supported by Woodward, that Commissioner Crandell and assisted by Commissioner Loveland to write a press release on behalf of the Commission and that the release shall be forwarded by the recording secretary to the Oakland Press, Crain's Detroit Business, Detroit Free Press, and Detroit News, placed on the City's web site, and sent to the mayor, city council members, and the emergency manager. **Motion carried by unanimous vote.**

Moved by Woodward, supported by Crandell, that the chair sign the official letter of transmittal of the decisions of the Commission to the City Clerk. **Motion carried by unanimous vote.**

11. Calling to order next meeting of the Commission

For the first meeting of 2017, if still a member of the Commission, the current chair shall call to order the first meeting in 2017; if the chair is not reappointed, then the current vice chair shall call to order the first meeting in 2017; if neither the current chair or vice chair are members of the Commission, then the commissioner with the longest tenure on the Commission shall call to order the first meeting in 2017. The City Clerk shall work with the Finance Director to prepare the first meeting agenda.

12. Adjournment

## Pontiac Local Officers Compensation Commission

### Draft Minutes

May 12, 2015

#### Call to order

The regular meeting of the Local Officers Compensation Commission, the seventh meeting of 2015, was called to order on Tuesday, May 12, 2015 at 6:06 p.m. by Chairman Richard Taylor.

#### Roll Call

Members Present: Kathie Henk, Richard Taylor, John Smith, Kent Piatt, and Lee Jones.

Members absent: None.

There are two vacancies on the Commission. A quorum is noted.

#### Approval of Agenda

Commissioner Henk moved to approve the agenda and Commissioner Smith seconded the motion.

**Motion carried unanimously.**

#### Minutes

Commissioner Henk moved to approve the minutes of the May 7, 2015 meeting of the Local Officers Compensation Commission. Commissioner Piatt seconded the motion. **Motion carried unanimously.**

#### Discussion of Compensation of Mayor

The commissioners all agreed that the current \$100,000 salary for the mayor was fair.

A discussion about the proposed comprehensive compensation package pending before the TAB was held. Mr. Sobota advised the Commission that none of the elected officials were included in the package, and that only the Commission could include the elected officials. Discussions were had about including the mayor in the package and not including the mayor in the package. A concern was voiced about how the retirees would react if the insurance benefits would be granted to current employees. Concerns were also raised that if the Commission included the mayor in the comprehensive compensation package, that some people may interpret the move as a support of the comprehensive compensation package.

A discussion was held regarding the deputy mayor's impact on the mayor's responsibilities. The Commission felt that having the deputy mayor would allow the mayor to perform other tasks that she does not have time to perform today.

A discussion was held regarding mileage reimbursement for the mayor. Commissioner Smith stated that he believes that travel is a tool that the mayor needs. Commissioner Taylor moved that the mayor should be subject to the same mileage reimbursement policy as other city employees and Commissioner Smith seconded the motion. **Motion carried unanimously.**

The Commissioners requested that Mr. Sobota prepare a compensation package for the mayor keeping everything the same except the change to mileage with an effective date to be July 1, 2015. The document will be voted on at the next meeting after being reviewed by the Commissioners.

#### Discussion of Compensation of the Council

Commissioner Taylor stated that he is comfortable with a salary of \$15,000, and that council members should be paid for the job, not for attendance at meetings. Commissioner Smith stated that he believes

compensation should be between \$15,000 and \$17,500. Commissioner Piatt stated that we would be comfortable for a level no higher than \$12,000. Commissioner Jones supports a level between \$15,000 and \$18,000; he also identified all of the other benefits that previous council members received when they were paid \$15,000.

Commissioner Taylor advised the Commission that two years ago, the City was unable to locate any documents that authorized the compensation and benefits that council members were receiving before appointment of an emergency financial manager.

Commissioner Taylor read a note from Commissioner Henk when she supported doubling the current base salary and continuing meeting stipends for a maximum compensation level of \$12,200.

Commissioner Piatt compared Rochester Hills to Pontiac to justify a fair compensation.

A discussion was held to establish a level of compensation that would attract qualified candidates.

The Commissioners discussed the possibility of changing the additional compensation for council but decided that the discussion should only be focused on annual salary.

The Commissioners requested that Mr. Sobota prepare three different compensation packages for review: one at \$12,000 per year, one at \$13,500 per year, and one at \$15,000 per year. Salary to be paid monthly. No compensation for meeting attendance. No other changes to the current package. Effective date to be July 1, 2015.

The Commission agreed that they would vote on the final package on Thursday, May 14 since all five commissioners would be in attendance. At the same meeting, they will set the first meeting for 2017 and will identify a process to select a temporary chair.

Mr. Sobota reminded the Commission that the proposal would be presented to City Council. If City Council does not reject the proposal, the proposal would be effective unless the TAB rejected the proposal. If the TAB rejects the proposal, the current compensation package would remain.

#### **Public Comment**

Linda Hasson encouraged the Commission to consider options of the package was rejected by the TAB and should identify a salary that is below a round number. She recommended that the council members be paid \$13,500 a year and receive an additional \$500 a year if they attend a weekly committee meeting.

#### **Adjournment**

Moved by Taylor, supported by Piatt, to adjourn. **Motion carried by unanimous vote.** Meeting adjourned at 8:04 p.m.

Respectfully submitted,



Joseph M. Sobota, M.P.A.  
City Administrator

## **Pontiac Local Officers Compensation Commission – Attachment 5/14/15**

### **Compensation of the Part-Time Council Members (\$12,000)**

Effective July 1, 2015, the part-time Council members will be paid by the City the sum of one thousand dollars (\$1,000.00) per month, payable on the last payroll of the month.

No part-time Council member shall be entitled to receive any health insurance, dental insurance, or life insurance while a member of the City Council or upon leaving office. No part-time Council member shall be entitled to use any City vehicle or receive any stipend for use of personal vehicles. No part-time Council member shall be entitled to participate in any defined benefit retirement plan offered by the City. A part-time Council member shall be entitled to participate in a defined contribution or deferred compensation plan offered to other employees of the City at no cost to the City. A part-time Council member shall be entitled to reimbursement for incidental office expenses, including training, in accordance with City policy and the budget.

Council members shall not receive any compensation or benefits which are not identified above.

### **Compensation of the Part-Time Council Members (\$13,500)**

Effective July 1, 2015, the part-time Council members will be paid by the City the sum of one thousand one hundred and twenty-five dollars (\$1,125.00) per month, payable on the last payroll of the month.

No part-time Council member shall be entitled to receive any health insurance, dental insurance, or life insurance while a member of the City Council or upon leaving office. No part-time Council member shall be entitled to use any City vehicle or receive any stipend for use of personal vehicles. No part-time Council member shall be entitled to participate in any defined benefit retirement plan offered by the City. A part-time Council member shall be entitled to participate in a defined contribution or deferred compensation plan offered to other employees of the City at no cost to the City. A part-time Council member shall be entitled to reimbursement for incidental office expenses, including training, in accordance with City policy and the budget.

Council members shall not receive any compensation or benefits which are not identified above.

### **Compensation of the Part-Time Council Members (\$15,000)**

Effective July 1, 2015, the part-time Council members will be paid by the City the sum of one thousand two hundred and fifty dollars (\$1,250.00) per month, payable on the last payroll of the month.

No part-time Council member shall be entitled to receive any health insurance, dental insurance, or life insurance while a member of the City Council or upon leaving office. No part-time Council member shall be entitled to use any City vehicle or receive any stipend for use of personal vehicles. No part-time Council member shall be entitled to participate in any defined benefit retirement plan offered by the City. A part-time Council member shall be entitled to participate in a defined contribution or deferred compensation plan offered to other employees of the City at no cost to the City. A part-time Council member shall be entitled to reimbursement for incidental office expenses, including training, in accordance with City policy and the budget.

Council members shall not receive any compensation or benefits which are not identified above.

**Compensation of the Mayor**

Effective July 1, 2015, the compensation of the mayor shall be established at the annual rate of one hundred thousand dollars (\$100,000.00). The mayor shall be entitled to participate in the health and dental insurance plans offered to other active city employees and share costs in the same manner as other city employees. If the mayor chooses to opt out of participation in both the health and dental insurance plans offered to other active city employees, then the mayor shall be paid an additional one hundred sixty-six dollars and sixty-six cents (\$166.66) per month, in a sum not to exceed two thousand dollars (\$2,000.00) per year. The mayor shall not be entitled to any health or dental insurance upon leaving office. The mayor shall be entitled to a life insurance policy in the amount of \$100,000.00. The mayor shall not be entitled to any life insurance upon leaving office. The mayor shall not be entitled to participate in any defined benefit retirement plan. The mayor shall be entitled to participate in a defined contribution or deferred compensation plan offered to other employees of the City at no cost to the City. The mayor shall not be entitled to use any City vehicle; however, the mayor shall be entitled to mileage reimbursement in the same manner as the non-union employees of the City. The mayor shall be entitled to reimbursement for incidental office expenses, including training, in accordance with City policy and the budget. The mayor shall not receive any compensation or benefits which are not identified above.