

## **Pontiac Local Officers Compensation Commission**

### **Minutes**

**April 14, 2015**

#### **Call to order**

The regular meeting of the Local Officers Compensation Commission, the second meeting of 2015, was called to order on Tuesday, April 14, 2015 at 6:04 p.m. by Chairman Richard Taylor.

#### **Roll Call**

Members present: Kathie Henk, Richard Taylor, Kent Piatt, and Lee Jones.

Members absent: John Smith.

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

#### **Approval of Agenda**

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

**Motion carried unanimously.**

#### **Minutes**

Commissioner Henk moved to approve the minutes of the April 9, 2015 meeting of the Local Officers Compensation Commission. Commissioner Piatt seconded the motion. **Motion carried unanimously.**

#### **Public Comment**

Upon unanimous consent, the rules were suspended to allow the public to address the Commission.

City Councilmember Don Woodward stated that since the City is \$7 million in the black, the councilmembers should be paid more money. He now realizes that being a councilmember is a lot of work. The net compensation barely pays for the gas. He believes that the salary should be increased and that committee pay should be eliminated. He recommends a \$20,000 salary. He takes telephone calls 24/7. He also noted that most of the work is done in committee.

City Councilmember Mark Holland stated that he believes that the councilmembers should receive 25% of the mayor's salary, or \$25,000. All council committees do not meet monthly. City council has no staff. Previous councilmembers received cars, pension, health insurance, and a key to the building. City council does not have its own attorney to explain information to city council members. There will be three people in administration making \$100,000 – the mayor, deputy mayor, and city administrator, but only \$20,000 of the city administrator's pay is for administration. Councilman Holland stated that the city administrator manages the day-to-day operations of the City. If the new charter passes, the council cannot afford to continue to meet only twice a month because there is always business being presented to council to work on.

### **Discussion of Compensation of Mayor**

Mr. Sobota was asked to describe the salary of the deputy mayor and his duties. Mr. Sobota responded that the TAB, at the mayor's request, increased the salary of the deputy mayor from \$85,000 to \$95,000 because the mayor was unable to attract a qualified candidate. The TAB is requiring the deputy mayor to have educational and professional qualifications. According to the job description approved by the TAB for the deputy mayor, the deputy mayor is to assist the mayor in preparing the budget, resolving the retiree litigation, resolving the Phoenix Center litigation, manage the demolition program, and prepare an economic development plan. Mr. Sobota also confirmed that if the proposed charter is adopted, the deputy mayor would serve as the chief operating officer. Mr. Sobota also explained that as part of the final transition, he will be working with the mayor and deputy mayor to present them with all information needed for day-to-day operation of the City. Mr. Sobota's contract contains a three-month transition clause.

Mr. Sobota was asked to identify the salary of each of the appointed officials and identify any raises granted. He responded that other than for the city clerk and for himself when he was named City Administrator, no raises have been granted to any salaried officials, although raises were requested.

The Commission compared the financial and demographic information on Rochester Hills to Pontiac since Rochester Hills is the only strong-mayor form among the comparable communities.

Commissioner Piatt stated he is satisfied with the current compensation package provided to the mayor and two years ago advocated for an \$85,000 salary. He has seen positive changes in the community and with the City's finances, but does not believe a raise is warranted at the present time. Just because Pontiac has \$7 million does not mean that the money should be spent because it may be needed again in the future. Commissioner Henk agreed. Commissioner Jones stated that the deputy mayor will ease the Mayor's responsibilities. Two years ago, the deputy mayor position was part time and mostly unpaid. Commissioner Taylor stated that the compensation is fair under the circumstances.

Commissioner Henk moved to send a letter to the mayor with a copy of the current compensation package and advising the mayor that the Commission is considering not making any changes to the package and is requesting the mayor for her input and inviting her to a meeting. Commissioner Piatt seconded the motion. **Motion carried unanimously.**

### **Discussion of Compensation of the Council**

Commissioner Taylor stated that he would like to hear from the other council members because he was not sure if Mr. Woodward and Mr. Hoiland were speaking on behalf of the other members.

Commissioner Piatt moved to send a letter to the city council members inviting them to share their thoughts on council compensation at the Commission meeting on Tuesday, April 21, and that such a

discussion item appear on the agenda. Commissioner Jones seconded the motion. **Motion carried unanimously.**

Commissioner Piatt moved to cancel the meeting scheduled for April 16, 2015. Commissioner Henk seconded the motion. **Motion carried unanimously.**

#### **Adjournment**

Moved by Taylor, supported by Jones, to adjourn. **Motion carried by unanimous vote.** Meeting adjourned at 7:16 p.m.

Respectfully submitted,



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