

Pontiac Local Officers Compensation Commission

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.

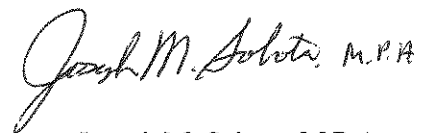
Public Comment

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