

Agenda

Local Officers Compensation Commisison



City of Kalamazoo

Tuesday, December 14, 2021

1:00 PM

Electronic Meeting

A. CALL TO ORDER/ROLL CALL

B. APPROVAL OF MINUTES

1. Approval of the minutes from the Local Officers Compensation Commission Meeting on December 11, 2019.

C. DISCUSSION/ACTION ITEMS

1. Review/Discussion of Compensation Philosophy
2. Determination of Compensation Levels
3. Report to City Commission or Next Steps

D. PUBLIC COMMENTS

E. COMMISSIONER COMMENTS

F. ADJOURNMENT

City of Kalamazoo
Local Officers' Compensation Commission
Minutes from the Meeting of December 11, 2019

A meeting of the Local Officers Compensation Commission (LOCC) was held on Wednesday, December 11, 2019 at 4:00 p.m. in the Third Floor Conference Room at City Hall.

Members Present: Bradley Cosgrove, Mark Liddle, Barbara Miller, Dave Pawloski, and Creed Stegall

Members Absent: Shirley Weathers

Others Present: City Clerk Scott Borling, City Attorney Clyde Robinson, and Deputy City Clerk Shelby Moss

Approval of Minutes

Commissioner Stegall, seconded by Commissioner Miller, moved to approve the minutes of the LOCC meeting on December 13, 2017. With a voice vote, the motion passed.

Election of Chairperson

Commissioner Stegall was elected the Chairperson of the Commission by a consensus vote.

Discussion of Compensation Levels

City Clerk Borling distributed and reviewed the following documents: *Kalamazoo City Commission Compensation Rates December 2017 - October 2019 Compared to CPI*; and *Compensation Rates for Various Michigan Municipalities, December 2019*.

Commissioners discussed the theory and thought behind the current City Commission compensation. By consensus Commissioners agreed the monthly stipend was appropriate and agreed a stipend increase was needed.

Discussion took place regarding the size of the salary increases, with the proposed increases ranging between 1% and 3% of current salaries. Commissioners expressed concerns regarding the decreasing number of properties in the City's tax base.

Commissioner Cosgrove, seconded by Commissioner Pawloski, moved to increase the salaries of the Mayor, Vice Mayor and City Commissioners by 2.50% to the following levels:

Mayor:	from \$10,280 to \$10,537 per year
Vice Mayor:	from \$8,656 to \$8,872.40 per year
City Commissioners:	from \$7,575 to \$7,764.38 per year

An opportunity was given for citizen comments on the motion, but no comments were offered.

With a roll call vote the motion passed.

AYES: Commissioners Cosgrove, Liddle, Miller, Pawloski, and Stegall

NAYS: None

Report of Determination

City Clerk Borling displayed a draft *Report of Determination*. Commissioners edited the *Report* to reflect its salary determination, to communicate the reasoning behind the determination, and to convey their appreciation for Kalamazoo's elected officials.

Commissioner Stegall, seconded by Commissioner Liddle, moved to approve the *Report of Determination* and submit the Report to the City Clerk. With a voice vote the motion passed.

Citizen Comments

Next, an opportunity was given for citizen comments, but no comments were offered.

Adjournment

The meeting adjourned at 4:45 p.m.

Respectfully submitted,

Scott A. Borling
City Clerk

Approved by the Local Officers' Compensation Commission on: December 14, 2021

Compensation Rates for Various Michigan Municipalities, December 2021

CITY	POPULATION	MAYOR	VICE MAYOR/MAYOR PRO TEM/PRESIDENT	COMMISSIONER
Ann Arbor 734-794-6161	121,000	\$47,452.63 Part-time	\$23,726.32 Part-time	\$23,726.32 Part-time
Battle Creek 269-966-3378	51,316	\$7,800.00 Part-time (\$200/mtg. + \$250/mo)	\$5,700.00 Part-time (\$200/mtg. + \$75.00/mo.)	\$4,800.00 Part-time (\$200.00/mtg.)
City of Jackson 517-788-4035	32,188	\$14,750.00 Part-time		\$10,100.00 Part-time
Grand Rapids 616-456-3000	198,917	\$44,188.00 Part-time* *Increase to \$52,000 in FY22 and \$60,000 in FY23		\$25,397.00 Part-time* *Increase to \$28,000 in FY22 and \$31,000 in FY23
Holland 616-355-1310	33,090	\$12,891.02 Part-time	\$7,077.42 Part-Time Mayor Pro Team	\$6,445.51 Part-time
Kalamazoo 269-337-8792	75,634	\$10,537.00 Part-time	\$8,872.40 Part-time	\$7,764.38 Part-time
Lansing 517-483-4141	118,768	\$139,610.42 Full-time COO +car+health insurance	\$28,966.00 Pres. Part-time	\$27,335.04 V.P. Part-time \$26,356.45 Comm. Part-time
Portage 269-329-4511	49,975	\$9,500.00 Part-time +Electronics Stipend	\$7,000.00 Part-time +Electronics Stipend	\$7,000.00 Part-time +Electronics Stipend
East Lansing 517-319-6920	48,579	\$9,778.00 Part-time* *Increase to \$10,000 on FY22 and 2% increase in FY23	\$8,295.00 Part-time*	\$8,294.00 Part-time* *Increase to \$8,500 on FY22 and 2% increase in FY23
Royal Oak 248-246-3200	59,119	\$2,000.00 Part-time *Max amount; \$40 per meeting	\$1,200.00 Part-time *Max amount; \$20 per meeting	\$1,200.00 Part-time *Max amount; \$20 per meeting
Saginaw 989-759-1401	47,725	\$2,880.00 Part-time		\$1,560.00 Part-time

Compensation Rates for Various Michigan Municipalities, December 2021

CITY	POPULATION	MAYOR	VICE MAYOR/MAYOR PRO TEM/PRESIDENT	COMMISSIONER
St. Clair Shores 586-445-5200	58,388	\$10,478.00 Part-time	\$8,255.00 Pat-time	\$8,255.00 Part-time
Southfield 248-796-5100	72,115	\$51,000.00 Full-time* *Increase to \$52,500 in FY23	\$21,910.00 Council President* *Increase to \$22,600 in FY23	\$19,400.00 Part-time* *Increase to \$20,000 FY23
Troy 248-524-3300	84,054	\$2,100.00 Part-time \$175.00 per mo	\$2,100.00 Part-time \$175.00 per mo	\$2,100.00 Part-time \$175.00 per mo
Wyoming 616-530-7272	75,938	\$15,000.00 Part-time		\$10,000.00 Part-time
County Commission	265,838	\$16,547.00 Chairman Part-time* *2020 Salary	\$14,890.00 Part-time* *2020 Salary	\$13,233.00 Part-time* *2020 Salary

Kalamazoo City Commission
Compensation Rates December 2019 – October 2021
Compared to CPI

Current Compensation Rates

Mayor

\$10,537.00/year

Vice Mayor

\$8,872.40/year

City Commissioners

\$7,764.38/year

Compensation Rates in Light of the CPI¹
(what salaries would need to be in December 2021 in order to have the
same buying power as in December 2019)

Mayor

\$11,424.22/year

- difference from current level: +\$887.22 (+8.42%)

Vice Mayor

\$9,619.46/year

- difference from current level: +\$747.06 (+8.42%)

City Commissioners

\$8,418.14/year

- difference from current level: +\$653.76 (+8.42%)

¹ This figure is based on the Consumer Price Index for the period December, 2019 – October, 2021 for Midwest cities with a population under 2.5 million.

LOCAL OFFICERS' COMPENSATION COMMISSION

REPORT OF DETERMINATION

DECEMBER, 2019

The Local Officers' Compensation Commission (LOCC) has determined that the compensation for the Mayor, Vice Mayor, and City Commissioners of the City of Kalamazoo shall be increased to the following levels: Mayor—\$10,537 per year; Vice Mayor—\$8,872.40 per year; and City Commissioners—\$7,764.38 per year.

In making this determination, the LOCC took into account four factors:

- the philosophical basis for the compensation of elected officials in Kalamazoo
- the cost of living since the end of 2017, when current compensation levels were established
- the general state of the economy and the City's improved short and mid-term fiscal outlook
- the level of compensation for elected officials in the City of Kalamazoo as compared to other cities in Michigan

First, the LOCC reaffirmed its position on the philosophical basis for compensating elected officials in the City of Kalamazoo. The LOCC views the compensation for Kalamazoo officials as a stipend or a gratuity designed to defray the expense associated with the responsibilities of being an elected official.

Second, the LOCC considered Consumer Price Index (CPI) data from the U.S. Department of Labor for the Midwest Region. The LOCC continues to be concerned about maintaining the purchasing power of elected official's compensation due to the history of erosion of that compensation by inflation. The summary *Kalamazoo City Commission Compensation Rates December 2017—October 2019 Compared to CPI* is included in this report by reference.

Third, the current levels of compensation for elected officials in Kalamazoo are relatively comparable to the compensation for elected officials in other Michigan cities of similar size. The chart *Compensation Rates for Various Michigan Municipalities, December, 2019* is included in this report by reference.

In closing, it is the unanimous opinion of the LOCC that the dedication and service of the Mayor, Vice Mayor, and City Commissioners of the City of Kalamazoo are highly valued and greatly appreciated.

Attachments

Kalamazoo City Commission Compensation Rates December 2017—October 2019 Compared to CPI
Compensation Rates for Various Michigan Municipalities, December 2019