

Agenda

Local Officers Compensation Commission

City of Kalamazoo



Tuesday, December 12, 2023

4:00 PM

Third Floor Conference Room at City Hall – 241 West South Street

A. CALL TO ORDER/ROLL CALL

B. APPROVAL OF MINUTES

1. Approval of the minutes from the Local Officers Compensation Commission Meeting on December 14, 2021.

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 14, 2021

A meeting of the Local Officers Compensation Commission (LOCC) was held on Tuesday, December 14, 2021, at 1:10 p.m. This meeting was held an electronic meeting under the authority of the Michigan Open Meetings Act (PA 267 of 1976) as amended by PA 254 of 2020.

Members Present: Nicholas Boyd, 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

All members present indicated they were physically located in the City of Kalamazoo, except Commissioner Boyd who indicated he was joining the meeting from Kalamazoo Township and Commissioner Liddle who indicated he was joining the meeting from the City of Portage.

Approval of Minutes

Commissioner Pawloski, seconded by Commissioner Liddle, moved to approve the minutes of the LOCC meeting on December 11, 2019. With a voice vote, the motion passed.

Election of Chairperson

Commissioner Miller, seconded by Commissioner Liddle, moved to elect Commissioner Stegall as the Chairperson of the Commission. The motion passed by consensus.

Discussion of Compensation Levels

Clerk Borling provided Commissioners the salary history of Mayor, Vice Mayor, and City Commissioners from previous years and a document titled *Kalamazoo City Commission Compensation Rates December 2019 - October 2021 Compared to CPI*.

Commissioner Boyd observed that the stipend or salary had not kept up with inflation over the years and Commissioners were very generous with their time to serve the City.

Commissioner Pawloski moved, seconded by Commissioner Miller, proposed the Mayor's annual stipend be increased to \$11,000, the Vice Mayor's annual stipend be increased to \$9,000, and the City Commissioner's annual stipend be increased to \$8,000.

Commissioners discussed the theory and thought behind the current City Commission compensation and if an increase was deserved. Commissioners discussed if the stipend was for a job well done or if the stipend was compensating those that serve on the City Commission for their time.

City Attorney Robinson gave a brief history on the creation of the LOCC and the history of the set stipends. City Attorney Robison shared the Cost-of-Living-Adjustment (COLA) to Social Security between 2020-2021 was 6%.

Chairman Stegall expressed support for the proposed increase of 4.5% and thanked the City Commissioners for their service.

Commissioner Liddle expressed opposition to the proposed 4.5% increase to the Mayor's yearly stipend.

Commissioners Liddle and Chairman Stegall expressed thoughts on the philosophy of an increase and who the increase would benefit.

With a roll call vote the motion failed 3-2.

AYES: Commissioners Boyd, Pawloski, and Stegall

NAYS: Commissioners Liddle and Miller

Commissioner Boyd, seconded by Commissioner Liddle, moved to increase the stipend of the Mayor, Vice Mayor and City Commissioners by approximately 3.50% to the following levels:

Mayor:	from \$10,537 to \$10,900.00 per year
Vice Mayor:	from \$8,872.40 to \$9,200.00 per year
City Commissioners:	from \$7,764.38 to \$8,050.00 per year

With a roll call vote the motion passed unanimously.

AYES: Commissioners Boyd, 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 stipend determination, to communicate the reasoning behind the determination, and to convey their appreciation for Kalamazoo's elected officials.

Commissioner Miller, 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.

Commissioner Comments

Commissioner Miller expressed hope that the next time the LOCC met the meeting would be held in person and wished everyone a happy holiday season.

Adjournment

Commissioner Miller, seconded by Commissioner Liddle, moved to adjourn the meeting. With a voice vote the motion passed.

The meeting adjourned at 2:12 p.m.

Respectfully submitted,

Scott A. Borling
City Clerk

Approved by the Local Officers' Compensation Commission on: _____

DRAFT

Compensation Rates for Various Michigan Municipalities, December 2023

CITY	POPULATION	MAYOR	VICE MAYOR/MAYOR PRO TEM/PRESIDENT	COMMISSIONER
Ann Arbor 734-794-6161	121,000	\$49,757.69 Part-time	\$27,366.73 Part-time	\$27,366.73 Part-time
Battle Creek 269-966-3378	51,316	\$10,200.00 Part-time (\$300/mtg. + \$250/mo)	\$7,500.00 Part-time (\$275.00/mtg. + \$75.00/mo.)	\$6,000.00 Part-time (\$250.00/mtg.)
City of Jackson 517-788-4035	32,188	\$15,000.00 Part-time		\$11,000.00 Part-time
Grand Rapids 616-456-3000	198,917	\$63,000.00 Part-time*		\$32,550.00 Part-time*
Holland 616-355-1310	33,090	\$12,891.02 Part-time	\$7,077.42 Part-Time Mayor Pro Tem	\$6,445.51 Part-time
Kalamazoo 269-337-8792	75,634	\$10,900.00 Part-time	\$9,200.00 Part-time	\$8,050.00 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	\$11,000.00 Part-time +Electronics Stipend	Part-time +Electronics Stipend	\$8,500.00 Part-time +Electronics Stipend
East Lansing 517-319-6920	48,579	\$10,200.00 Part-time*	\$8,670.00 8670	\$8,294.00 Part-time*
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 2023

CITY	POPULATION	MAYOR	VICE MAYOR/MAYOR PRO TEM/PRESIDENT	COMMISSIONER
St. Clair Shores 586-445-5200	58,388	\$10,687.18 Part-time		\$8,420.45 Part-time
Southfield 248-796-5100	72,115	\$52,500.00 Full-time*	\$22,600.00 Council President*	\$20,000.00 Part-time*
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	\$21,197.00 Chairman Part-time*	\$19,824.00 Part-time*	\$18,431.00 Part-time*

Kalamazoo City Commission
Compensation Rates December 2021 – October 2023
Compared to CPI

Current Compensation Rates

Mayor

\$10,900/year

Vice Mayor

\$9,200/year

City Commissioners

\$8,050/year

Compensation Rates in Light of the CPI¹
(what salaries would need to be in December 2023 in order to have the
same buying power as in December 2021)

Mayor

\$12,049.95/year

- difference from current level: +\$1,149.95 (+10.55%)

Vice Mayor

\$10,170.60/year

- difference from current level: +\$970.60 (+10.55%)

City Commissioners

\$8,899.28/year

- difference from current level: +\$849.28 (+10.55%)

¹ This figure is based on the Consumer Price Index for the period December, 2021 – October, 2023 for Midwest cities with a population under 2.5 million.

Kalamazoo City Commission
Compensation Rates December 2019 – October 2023
Compared to CPI

2019 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 2023 in order to have the
same buying power as in December 2019)

Mayor

\$12,578.02/year

- difference from current level: +\$2,041.02 (+19.37%)

Vice Mayor

\$10,590.98/year

- difference from current level: +\$1,718.58 (+19.37%)

City Commissioners

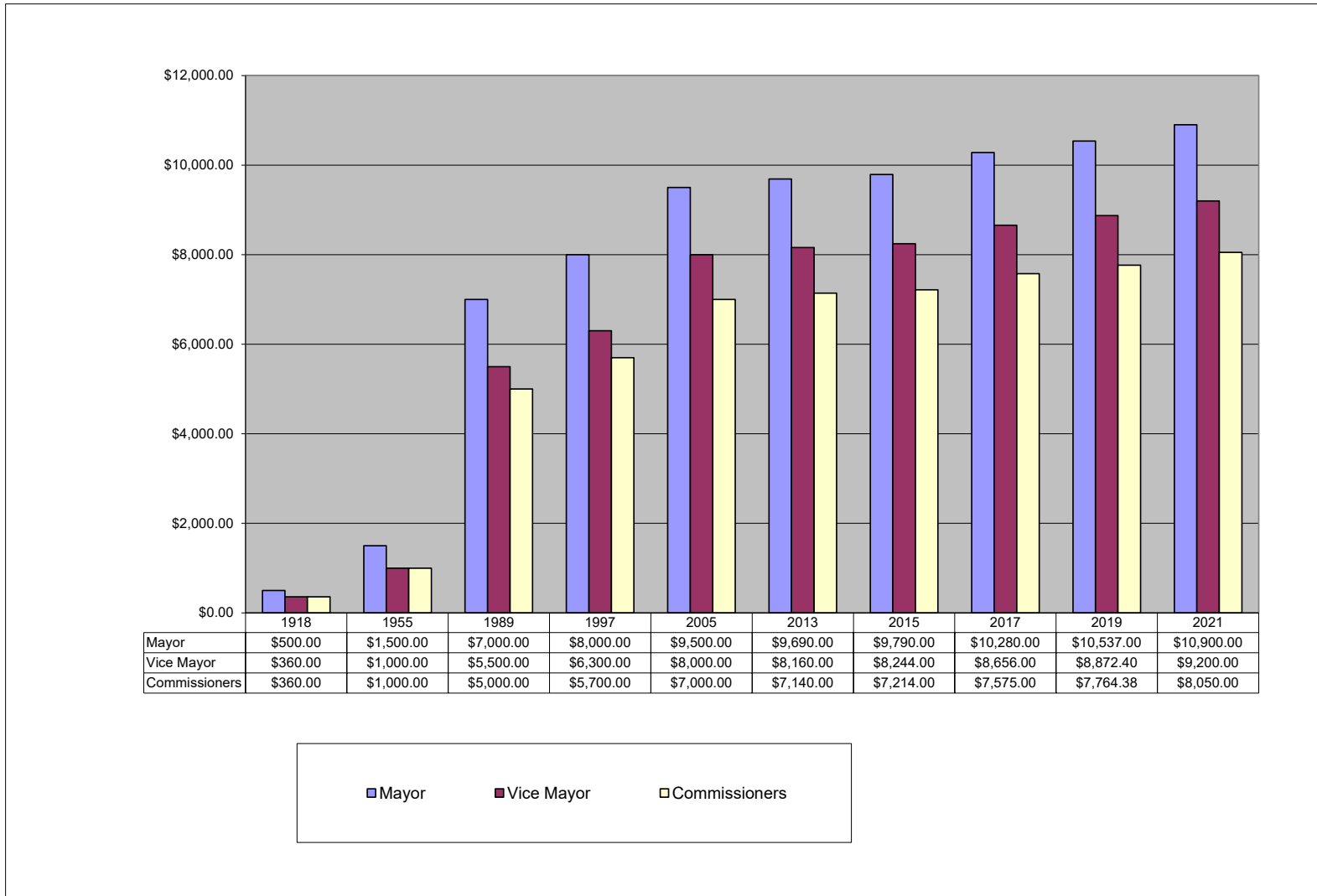
\$9,268.34/year

- difference from current level: +\$1,503.96 (+19.37%)

¹ This figure is based on the Consumer Price Index for the period December, 2019 – October, 2023 for Midwest cities with a population under 2.5 million.

City of Kalamazoo
Salary History for the Mayor, Vice Mayor, and City Commissioners

	<u>1918</u>	<u>1955</u>	<u>1989</u>	<u>1997</u>	<u>2005</u>	<u>2013</u>	<u>2015</u>	<u>2017</u>	<u>2019</u>	<u>2021</u>
Mayor	\$500.00	\$1,500.00	\$7,000.00	\$8,000.00	\$9,500.00	\$9,690.00	\$9,790.00	\$ 10,280.00	\$10,537.00	\$10,900.00
Vice Mayor	\$360.00	\$1,000.00	\$5,500.00	\$6,300.00	\$8,000.00	\$8,160.00	\$8,244.00	\$ 8,656.00	\$8,872.40	\$9,200.00
Commissioners	\$360.00	\$1,000.00	\$5,000.00	\$5,700.00	\$7,000.00	\$7,140.00	\$7,214.00	\$ 7,575.00	\$7,764.38	\$8,050.00



LOCAL OFFICERS' COMPENSATION COMMISSION

REPORT OF DETERMINATION

DECEMBER, 2021

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—\$10,900 per year; Vice Mayor—\$9,200 per year; and City Commissioners—\$8,050 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 2019, 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 2019— October 2021 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, 2021* 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 2019 — October 2021 Compared to CPI
Compensation Rates for Various Michigan Municipalities, December 2021

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.

Compensation Rates for Various Michigan Municipalities, December 2021

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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
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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