

City of Kalamazoo
Local Officers' Compensation Commission
Minutes from the Meeting of December 12, 2023

A meeting of the Local Officers Compensation Commission (LOCC) was held on Tuesday, December 12, 2023, at 4:08 p.m. in the Third Floor Conference Room at City Hall, 241 West South Street.

Members Present: Nicholas Boyd, Mark Liddle, Barbara Miller, and Creed Stegall

Members Absent: Shirley Weathers

Others Present: City Clerk Scott Borling

Approval of Minutes

Commissioner Stegall, seconded by Commissioner Miller, moved to approve the minutes of the LOCC meeting on December 14, 2021. With a voice vote, the motion passed.

Election of Chairperson

By consensus Commissioner Boyd was selected to be the Chairperson.

Discussion of Compensation Levels

Commissioners affirmed the historic compensation philosophy of the LOCC: that the compensation for Kalamazoo's elected officials should be viewed as a gratuity or stipend, designed to defray the costs associated with being an elected official, rather than market-rate compensation for actual hours worked.

City Clerk Borling provided Commissioners with the following documents:

- *Compensation Rates for Various Michigan Municipalities, December 2023*
- *Kalamazoo City Commission Compensation Rates December 2021 - October 2023 Compared to CPI*
- *Kalamazoo City Commission Compensation Rates December 2019 - October 2023 Compared to CPI*
- *City of Kalamazoo Salary History for the Mayor, Vice Mayor, and City Commissioners*

Commissioners reviewed the compensation history for the City's elected officials. Commissioners discussed the theory and thought behind current compensation levels and if an increase was deserved. Commissioners discussed whether the stipend was for a job well done or if the stipend was compensating those that serve on the City Commission for their time. Commissioners

acknowledged cost of living increases since 2021 and agreed that a compensation increase should be considered due to inflation. However, Commissioners expressed concerns about the public perception of a large increase, based on their own interactions with City residents.

City Clerk Borling noted the LOCC was not limited to setting one compensation rate for the next two years; Commissioners had the option of making multiple compensation changes with separate effective dates.

By consensus Commissioners agreed to a one-time compensation increase of approximately four percent (4%) for all City of Kalamazoo elected officials.

City Clerk Borling reported the figures for a 4% increase:

	<u>Current Compensation</u>	<u>4%</u>	<u>New Compensation</u>
Mayor	\$10,900/year	\$436	\$11,336/year
Vice Mayor	\$ 9,200/year	\$368	\$ 9,568/year
City Commissioners	\$ 8,050/year	\$322	\$ 8,372/year

Chairperson Boyd suggested the new compensation figures be rounded as follows: Mayor - \$11,350/year; Vice Mayor - \$9,600/year; and City Commissioners - \$8,400/year.

Commissioner Miller, seconded by Commissioner Liddle, moved that compensation for the City of Kalamazoo's elected officials be set as follows:

Mayor	\$11,350/year
Vice Mayor	\$ 9,600/year
City Commissioners	\$ 8,400/year

With a roll call vote the motion passed unanimously.

AYES: Commissioners Boyd, Liddle, Miller, 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 Liddle, seconded by Commissioner Stegall, moved to approve the *Report of Determination*, and submit the *Report* to the City Clerk.

With a roll call vote the motion passed unanimously.

AYES: Commissioners Boyd, Liddle, Miller, Stegall

NAYS: None

City Clerk Borling stated the LOCC report should be presented to the City Commission at an upcoming business meeting. City Clerk Borling indicated the LOCC Chairperson usually attended the meeting to offer remarks and field questions.

Chairperson Boyd stated he could not attend the City Commission meeting on December 18th but was available for the meeting on January 2nd.

City Clerk Borling indicated he would inform the Mayor, Vice Mayor, and City Commissioners about the LOCC's determination and would schedule a presentation of the LOCC report for the City Commission Business Meeting on January 2, 2024.

Public Comments

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

Commissioner Comments

Commissioner Stegall requested that LOCC members get certificates, business cards, or some other token to recognize their service.

City Clerk Borling indicated he would consider an appropriate acknowledgement or recognition for LOCC members.

Adjournment

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

The meeting adjourned at 4:58 p.m.

Respectfully submitted,



Scott A. Borling
City Clerk

Approved by the Local Officers' Compensation Commission on: _____