

Agenda

Local Officers Compensation Commission

City of Kalamazoo



Tuesday, December 16, 2025

11:00 AM

Community 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 12, 2023.

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 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: _____

Compensation Rates for Various Michigan Municipalities, December 2025

CITY	POPULATION	MAYOR	VICE MAYOR/MAYOR PRO TEM/PRESIDENT	COMMISSIONER
Ann Arbor 734-794-6161	119,381	\$51,947.03 Part-time		\$28,693.54 Part-time
Battle Creek 269-966-3378	52,175	\$7,200.00 Part-time (\$300/mtg)	\$6,600.00 Part-time (\$275.00/mtg)	\$6,000.00 Part-time (\$250.00/mtg.)
City of Jackson 517-788-4035	32,188	\$15,192.50 Part-time		\$10,403.00 Part-time
Grand Rapids 616-456-3000	198,917	\$64,890.00 Part-time		\$33,527.00 Part-time
Holland 616-355-1310	34,540	\$13,536.00 Part-time	\$7,431.00 Part-Time	\$6,768.00 Part-time
Kalamazoo 269-337-8792	75,634	\$11,350.00 Part-time	\$9,600.00 Part-time	\$8,400.00 Part-time
Lansing 517-483-4141	112,115	\$30,730.00	\$28,999.00	\$28,146.00
Portage 269-329-4511	49,302	\$11,000.00 Part-time	\$8,500.00 Part-time	\$8,500.00 Part-time
East Lansing 517-319-6920	48,579	\$11,000.00 Part-time		\$9,470 Part-time
Royal Oak 248-246-3200	57,452	\$960.00 Part-time *Max amount; \$40 per meeting		\$480.00 Part-time *Max amount; \$20 per meeting
Saginaw 989-759-1401	43,185	\$3,180.00 Part-time		\$1,800.00 Part-time

Compensation Rates for Various Michigan Municipalities, December 2025

CITY	POPULATION	MAYOR	VICE MAYOR/MAYOR PRO TEM/PRESIDENT	COMMISSIONER
St. Clair Shores 586-445-5200	58,388	\$10,900.92 Part-time		\$8,588.86 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	\$15,700.00 Part-time	\$12,000.00 Mayor Pro Tem	\$10,659.60 Part-time
County Commission	265,838	\$35,155.20 Chairman Part-time	\$34,155.20 Part-time	\$33,155.00 Part-time

*No LOCC; salary set by charter

Kalamazoo City Commission
Compensation Rates Compared to CPI
December 2023 – October 2025

Current Compensation Rates (established December 2023)

Mayor

\$11,350/year

Vice Mayor

\$9,600/year

City Commissioners

\$8,400/year

Compensation Rates in Light of the CPI¹
(what salaries would need to be in December 2025 in order to have the
same buying power as in December 2023)

Mayor

\$12,042.35/year

- difference from current level: +\$692.35 (+6.1%)

Vice Mayor

\$10,185.60/year

- difference from current level: +\$585.60 (+6.1%)

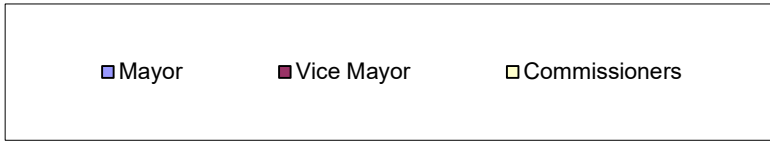
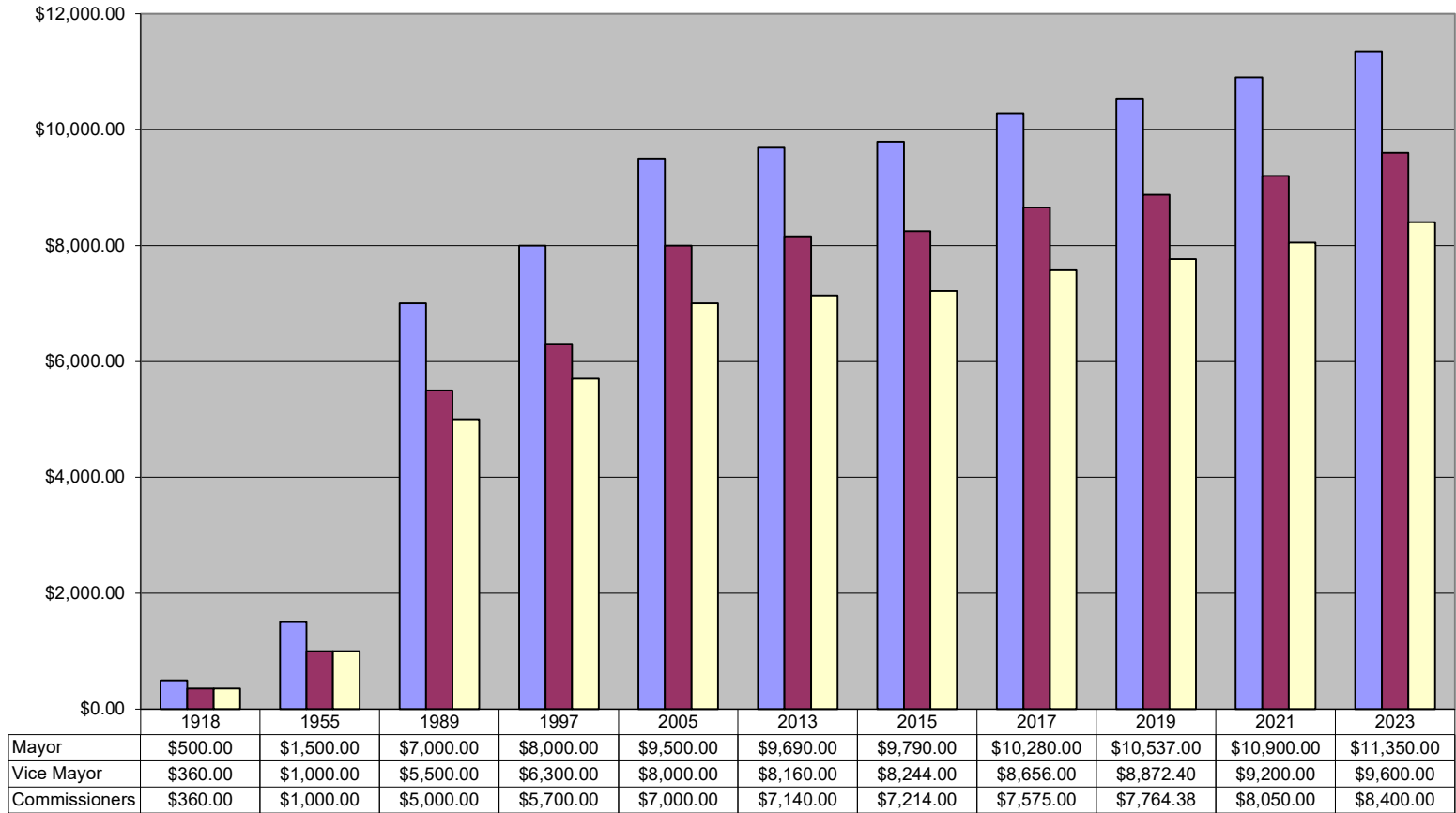
City Commissioners

\$8,912.40/year

- difference from current level: +\$512.40 (+6.1%)

¹ This figure is based on the Consumer Price Index for the period December, 2023 – October, 2025 for Midwest cities with a population between 50,000 and 2.5 million.

Salary History, 1918-2023 City of Kalamazoo Elected Officials



LOCAL OFFICERS' COMPENSATION COMMISSION

REPORT OF DETERMINATION

DECEMBER, 2023

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—\$11,350 per year; Vice Mayor—\$9,600 per year; and City Commissioners—\$8,400 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 2021, 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 2021 — October 2023 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, 2023* 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 2021 — October 2023 Compared to CPI
Compensation Rates for Various Michigan Municipalities, December 2023