

**City of Kalamazoo**  
**Local Officers' Compensation Commission**  
**Minutes from the Meeting of December 16, 2025**

A meeting of the Local Officers Compensation Commission (LOCC) was held on Tuesday, December 16, 2025, at 11:00 a.m. in the Community Room at City Hall, 241 West South Street.

Members Present: Nicholas Boyd\*, Mark Liddle, Barbara Miller, Bill Reed, Creed Stegall, and Levi Weintraub

Members Absent: Shirley Weathers

Others Present: City Clerk Scott Borling, Deputy City Clerk Shelby Moss, Jaime Marsman, Administrative Assistant

\*Arrived after Roll Call at 11:38 a.m.

Approval of Minutes

Commissioner Stegall, seconded by Commissioner Miller, moved to approve the minutes of the LOCC meeting on December 12, 2023. With a voice vote, the motion passed.

Discussion of Compensation Levels

City Clerk Borling reviewed the purpose and function of the LOCC, highlighting both the process and next steps regarding the Board's determination. Commissioners discussed and 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.

Commissioners reviewed the compensation history for the City's elected officials. Commissioners discussed the theory and thought behind current compensation levels and whether the stipend should include merit-based compensation. Commissioners affirmed inflation and cost of living increases and agreed that compensation levels should acknowledge this.

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 three percent (3%) for all City of Kalamazoo elected officials.

City Clerk Borling reported the figures for a 3% increase:

	<u>Current Compensation</u>	<u>3%</u>	<u>New Compensation</u>
Mayor	\$11,350/year	\$340.50	\$11,690.50/year
Vice Mayor	\$ 9,600/year	\$288	\$ 9,888/year
City Commissioners	\$ 8,400/year	\$252	\$ 8,652 /year

By consensus, it was agreed that the new compensation figures be rounded as follows: Mayor - \$11,700/year; Vice Mayor - \$9,900/year; and City Commissioners - \$8,700/year.

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

Mayor	\$11,700/year
Vice Mayor	\$ 9,900/year
City Commissioners	\$ 8,700/year

With a voice vote, the motion passed unanimously.

#### 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 Reed, 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 unanimously.

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.

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 5, 2026.

#### Election of Chairperson

By consensus Commissioner Stegall was selected to be the Chairperson.

#### Public Comments

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

Commissioner Comments

No comments were offered.

Adjournment

The meeting adjourned at 11:49 a.m.

Respectfully submitted,

Scott A. Borling  
City Clerk

Approved by the Local Officers' Compensation Commission on: \_\_\_\_\_