

City of Kalamazoo
Local Officers' Compensation Commission
Minutes from the Meeting of October 4, 2007

A meeting of the Local Officers Compensation Commission (LOCC) was held on Thursday, October 4, 2007 at 4:30 p.m. in the Community Room in City Hall.

Members Present: Leslie Decker, Edgar Gordon, Creed Stegall

Members Absent: James Heaton, Natalie Patchell

Others Present: City Clerk Scott Borling

Approval of Minutes

Commissioner Gordon, seconded by Commissioner Decker, moved to approve the minutes of the LOCC meeting on January 19, 2007. With a voice vote, the motion passed.

Selection of Chairperson

By consensus the members present selected Commissioner Decker to be chairperson of the LOCC.

Overview of LOCC Process

City Clerk Borling stated the LOCC was required to meet in odd numbered years and was required to complete its work within 45 days of its first meeting. City Clerk Borling stated the City Commission would have 30 days to reject the salary determination of the LOCC, beginning with the day the LOCC filed its determination with the City Clerk. If the City Commission did not reject the LOCC's determination during this 30 day period, the new salaries would go into effect automatically on the 30th day. If the City Commission rejected the salary determination, the existing salaries would continue to be in effect. City Clerk Borling explained the purpose of having the LOCC meet in October rather than November or December was to time the filing of the LOCC's salary determination so that any changes made to the salaries would take effect after the November 6th election.

Discussion Items

LOCC Membership Issues

City Clerk Borling reported two vacancies existed on the LOCC, and he indicated Commissioners Heaton and Patchell would be ineligible for reappointment when their current terms expired in the next two years.

Commissioners recommended the City Clerk use neighborhood association newsletters and the Community Voices newspaper to recruit new members. Commissioners also noted former City Commissioners would make good LOCC members and suggested the City Clerk recruit new members from this group. Commissioner Gordon specifically recommended former City Commissioner Lance Ferraro.

Compensation Philosophy

City Clerk Borling reviewed the salary history for City Commissioners and the general compensation philosophy used by the LOCC since its inception in 1989.

Commissioner Decker remarked that, historically, the LOCC had viewed the salaries of the Mayor, Vice Mayor, and City Commissioners as stipends, which were designed to defray the expenses associated with serving on the City Commission.

Commissioner Gordon stated the word “salary” connoted the idea of full-time employment, and he noted that the work of part-time policymakers such as Kalamazoo’s City Commissioners, while important, was different than the work performed by public officials, elected or appointed, who were responsible for the day-to-day operations of a City.

Compensation Levels

The Commissioners present agreed to postpone discussion of compensation levels to a future meeting when Commissioners Heaton and Patchell would be present.

In response to a question from City Clerk Borling, Commissioners discussed the factors and information to be used as a basis for making a salary determination.

Commissioner Gordon distributed a document entitled *Urban Core Mayors Directory – October 2007* and suggested that in 2009 the City Clerk provide the LOCC salary and compensation information for elected officials in these cities. Commissioner Gordon explained the cities represented in the Urban Core Mayors group faced similar challenges, opportunities and issues, regardless of their size.

City Clerk Borling distributed a revised version of a document entitled *Kalamazoo City Commission Compensation Rates 2005-2007 Compared to CPI*. City Clerk Borling explained the inflation rate of 6.46% listed on the original version of this document was for the entire United States. City Clerk Borling stated he revised the inflation rate from 6.46% to 4.02% after finding Consumer Price Index (CPI) statistics for the Midwest Region, which included Michigan.

Commissioner Stegall noted the importance of travel and training opportunities for City Commissioners and requested that the City Clerk provide information regarding opportunities for City Commissioners to have these expenses covered by the City.

By consensus, Commissioners agreed to base their salary determinations on the following factors and information: the salary history for City Commissioners; the compensation

levels of elected officials in comparable Michigan municipalities; cost of living data from 2005-2007; and the ability of City Commissioners to have travel and training expenses paid for by the City in addition to their salaries.

Next Meeting

Discussion ensued regarding the next meeting of the LOCC. The Commissioners present indicated Tuesday, October 16th after 4:00 p.m. would be an acceptable date and time. City Clerk Borling stated he would send out an agenda for the next meeting once he had confirmed the date and time with Commissioners Heaton and Patchell.

Citizen Comments

Next, an opportunity was given for citizen comments, but there were no citizens in attendance.

Adjournment

The meeting adjourned at 5:17 p.m.

Respectfully submitted,

Scott A. Borling
City Clerk

Approved by the Local Officers' Compensation Commission on: _____