

**City of Kalamazoo**  
**Local Officers' Compensation Commission**  
**Minutes from the Meeting of December 19, 2013**

A meeting of the Local Officers Compensation Commission (LOCC) was held on Thursday, December 19, 2013 at 4:00 p.m. in the Community Room at City Hall.

Members Present: Barbara Blissett, Bradley Cosgrove, Dave Pawloski, and Creed Stegall

Members Absent: Shirley Weathers

Others Present: City Clerk Scott Borling

Approval of Minutes

Commissioner Stegall, seconded by Commissioner Blissett, moved to approve the minutes of the LOCC meeting on April 28, 2011. With a voice vote, the motion passed.

Election of Chairperson

By consensus the LOCC selected Commissioner Blissett as Chair.

Discussion of Compensation Levels

City Clerk Borling distributed and reviewed the following documents: *Kalamazoo City Commission Compensation Rates 2006-2013 Compared to CPI; Compensation Rates for Various Michigan Municipalities, December 2013; and City of Kalamazoo 2014 Proposed Budget General Fund Operating Budget Summary and Five Year Fiscal Plan.*

In response to a question from Commissioner Pawloski, City Clerk Borling stated the City's non-bargaining unit employees had received a 1% pay increase in the Fall of 2012.

Commissioner Pawloski observed the City's budget situation was tight, but Commissioners had not received a pay increase since 2005. Commissioner Pawloski suggested a 2% across-the-board pay increase for the City's elected officials. Commissioner Pawloski noted a 2% pay increase would not really close the gap created by the rising cost of living, but it would show elected officials their work was valued.

Commissioner Blissett expressed support for a 2% pay increase and noted the City Commission had the option to reject the salaries set by the LOCC.

Commissioners Cosgrove and Stegall stated a pay increase might encourage potential City Commission candidates by communicating that a well-paying job was not a prerequisite for being a Commissioner.

Commissioner Pawloski, seconded by Commissioner Cosgrove, moved to increase the salaries of the Mayor, Vice Mayor and City Commissioners by 2% to the following levels:

Mayor:	from \$9,500 to \$9,690 per year
Vice Mayor:	from \$8,000 to \$8,160 per year
City Commissioners:	from \$7,000 to \$7,140 per year

With a roll call vote the motion passed.

AYES: Commissioners Blissett, Cosgrove, Pawloski and Stegall

NAYS: None

### Report of Determination

City Clerk Borling displayed a draft *Report of Determination*. Commissioners worked together to edit the *Report* to reflect the Commission's salary determination, to communicate the reasoning behind the determination, and to convey their appreciation for Kalamazoo's elected officials.

Commissioner Pawloski, seconded by Commissioner Stegall, moved to approve the Report of Determination and submit the Report to the City Clerk. With a voice vote the motion passed unanimously.

### Citizen Comments

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

### Adjournment

Commissioner Blissett, seconded by Commissioner Pawloski, moved to adjourn the meeting.

With a voice vote the motion passed.

The meeting adjourned at 5:02 p.m.

Respectfully submitted,

Scott A. Borling  
City Clerk

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