

**City of Kalamazoo**  
**Local Officers' Compensation Commission**  
**Minutes from the Meeting of December 19, 2005**

A meeting of the Local Officers Compensation Commission (LOCC) was held on Monday, December 19, 2005 at 2:07 p.m. in the Third Floor Conference Room in City Hall.

Members Present: Leslie Decker, Edgar Gordon, James Heaton

Members Absent: Dale Hein, Natalie Patchell

Others Present: City Clerk Scott Borling

Approval of Minutes

Commissioner Decker, seconded by Commissioner Heaton, moved to approve the minutes of the LOCC meeting on December 9, 2003. With a voice vote, the motion passed.

Compensation Levels for Mayor, Vice Mayor and City Commissioners

City Clerk Borling reviewed the LOCC process, distributed a chart entitled *Compensation Rates for Various Michigan Municipalities, December 2005* and a summary entitled *Kalamazoo City Commission Compensation Rates 1997-2005 Compared to CPI*. These documents were incorporated into the minutes by reference.

Commissioners affirmed the LOCC's historical position that the compensation paid to the City of Kalamazoo's elected officials was a gratuity or stipend rather than a salary.

Commissioner Gordon suggested that, in the future, the LOCC examine its general philosophy given the fact that Kalamazoo is an urban core City whose governance demanded more of its elected officials than could be reasonably expected of volunteers.

Commissioners discussed the effect of inflation on the compensation levels for City of Kalamazoo officials and compared current and proposed compensation levels with those of elected officials in other Michigan cities. Commissioners acknowledged the City's fiscal challenges but decided not to take those circumstances into consideration when making their determination.

Commissioner Heaton, seconded by Commissioner Gordon, moved that the compensation for the Mayor, Vice Mayor and City Commissioners of the City of Kalamazoo be set at the following levels: Mayor - \$9,500.00 per annum; Vice Mayor - \$8,000.00 per annum; and City Commissioners - \$7,000.00 per annum.

With a roll call vote of three to zero, the motion passed.

AYES: Commissioners Decker, Gordon and Heaton

NAYS: None

Prior to a vote on this motion, Commissioners noted the Mayor, Vice Mayor and City Commissioners had not received a salary increase since 1997 and stated the increase in the Consumer Price Index between 1997 and 2005 warranted an increase in the salaries of Kalamazoo's elected officials. Commissioners agreed the proposed salaries were reasonable when compared with those of elected officials in other Michigan cities.

After the vote on the motion, Commissioner Gordon requested information regarding the salaries of the Mayors who comprise the Michigan Urban Core Mayors group.

#### Report to City Commission

City Clerk Borling indicated he would prepare a report communicating the LOCC's determination. City Clerk Borling stated the report could be presented to the City Commission as early as January 3, 2006.

The LOCC directed City Clerk Borling to prepare a report on the Commission's determination with the understanding that Commissioners would have a chance to review the report prior to its presentation to the City Commission.

Commissioner Gordon indicated he would be able to attend the January 3<sup>rd</sup> City Commission meeting to answer questions on behalf of the LOCC.

#### Membership

City Clerk Borling reported there were two vacancies on the LOCC.

Commissioner Decker noted the Commission lacked representation from the northern and eastern sections of the City.

Commissioners requested copies of the *Board and Commission Application* to distribute to potential members and suggested that City Commissioners be asked to recommend citizens who might be interested in serving on the LOCC.

Citizen Comments

An opportunity was given for citizen comments, but no citizens were in attendance.

The meeting adjourned at 2:46 p.m.

Respectfully submitted,

Scott A. Borling  
City Clerk