



## **AGENDA**

**Elected Officers Compensation Commission  
Thursday, March 14, 2019 @ 1:30 p.m.  
City Hall, City Council Conference Room, 10<sup>th</sup> Floor**

Liisa Speaker, Chairperson  
Gillian Dawson, Vice Chairperson  
Cassie Alley, Member  
Brian Huggler, Member  
Jeff McAlvey, Member  
Derek Melot, Member

- 1) CALL TO ORDER
- 2) ROLL CALL
- 3) EXCUSED ABSENCE
- 4) APPROVAL OF AGENDA
- 5) APPROVAL OF MINUTES
  - March 7, 2019
- 6) COMMUNICATIONS
- 7) BUSINESS
  - a. Reports, Presentations, Commission Questions and Discussion
  - b. Old Business
  - c. New Business
- 8) COMMISSION MEMBER COMMENTS
- 9) PUBLIC COMMENT
- 10) ADJOURN



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**MINUTES**

**Elected Officers Compensation Commission  
Thursday, March 7, 2019 @ 12:00 p.m.  
City Hall, City Council Conference Room, 10<sup>th</sup> Floor**

**ROLL CALL**

Liisa Speaker, Chairperson  
Gillian Dawson, Vice Chairperson- unexcused  
Brian Huggler, Member  
Jeff McAlvey, Member  
Derek Melot, Member  
Cassie Alley, Member-excused

**OTHERS PRESENT**

Sherrie Boak, Council Staff  
Amanda O'Boyle, Assistant City Attorney  
Jim Smiertka, Chief Deputy Attorney- arrived at 12:19 p.m.

**CALL TO ORDER**

Chairman Speaker called the meeting to order at 12:02 p.m.

**ROLL CALL**

Chairman Speaker called roll.

**EXCUSED ABSENCE**

Member Alley was excused.

**APPROVAL OF AGENDA**

MOTION BY MEMBER HUGGLER, SECONDED BY MELOT TO APPROVE THE AGENDA AS PRESENTED FOR MARCH 7, 2019. MOTION CARRIED 4-0.

**APPROVAL OF MINUTES**

MOTION BY MEMBER HUGGLER, SECONDED BY MELOT TO APPROVE THE MINUTES FROM FEBRUARY 20, 2019 AS PRESENTED. MOTION CARRIED 4-0.

**COMMUNICATIONS/BUSINESS**

**Reports, Presentations, Commission Questions and Discussion**

The Committee reviewed the document response from the City Clerk on what additional time and labor has been involved since medical marijuana applications. The consensus of the Committee was that members have the document for reference at the Committee of the Whole March 11, 2019 for supporting documents in their presentation.

The timeline from Member Melot was distributed, it was briefly reviewed and the consensus of the Committee was to have the last meeting on March 14<sup>th</sup>, 2019 at 1:30 p.m. They held discussions on when they will vote on the final determination. It was agreed that the presentation would get approval

## DRAFT

today and they would meet after the presentation to finalize their recommendation. Member McAlvey recommended changing the title of the presentation so it did not appear as a proposal they were looking for input on. The Committee then reviewed the draft that will be presented to the Committee of the Whole on March 11, 2019. Included in the document will be the Committees function, key factors, comparisons, inflation stats and determination. The Committee discussed interests they heard in adding increases in for Council Members, using the same inflation tables used for the Mayor and Clerk. Member Speaker voiced a concern with comparisons for Council because Lansing City Council is higher than comparable cities. Her other concern, she pointed out to the Committee, was that if Council does not want an increase due to it being an election year, they would be inclined to reject, which would reject the entire recommendation. Member McAlvey noted that in his conversations, that is the benefit to present to Council on March 11, 2019 before they make their final determination. Member Huggler recommended a slide in the presentation for the comparisons for Council and inflation. The Committee reviewed the most recent spreadsheet from HR on municipality comparisons and determined Council should be compared to Grand Rapids, Dearborn and Madison, WI because they are similar communities. Council Member McAlvey also suggested stating in their presentation that over the last couple years where there has been no increase, the City has provided percentage increases to all unions. Member Melot confirmed that he had looked at that when preparing the draft document and used the LFD who received an average of 1.74 increase and he was looking at using 1.99. He then referred the Committee to slide 9, which was a determination slide with a 2-step process adjusting the salary to inflation from 2015-2019. Then step 2 would be adopting inflation from 2020 and 2021 to get them in place by the time this Committee meetings again in 2021. This would be \$17,000 per year for the Mayor and Clerk, but since there will now be increases for Council, Member Melot stated he would recalculate that figure.

The consensus of the Committee is that no final letter of determination be drafted until after the Committee of the Whole meeting. Mr. Smiertka pointed out to the Committee that at that meeting the Committee of the Whole cannot make any recommendations or suggestions to them.

Member Speaker asked if the topic of the increased work for the Clerk should be left off the table to justification at this time, and Member Melot agreed, stating there needs to be time for the item (marihuana) to come into full understanding at the State and local level to determine its impact fully, and so that could be re-evaluated in 2021.

Ms. Boak asked for clarification on the years they will reference in their presentation and letter, as if it will be calendar year or budget year. Member Melot clarified it would be calendar year, using the annual inflation rates.

**MOTION BY MEMBER HUGGLER, SECONDED BY SPEAKER TO AUTHORIZE MEMBER MELOT AND MCALVEY TO PRESENT TO COUNCIL ON MARCH 11, 2019 AT THE COMMITTEE OF THE WHOLE MEETING THE PRESENTATION WITH THE MODIFICATIONS FROM THIS MEETING, CARRIED 4-0.**

### Old Business

#### Human Resources Information

The spreadsheet on comparable municipalities from 3/7/2019 was reviewed earlier in the meeting.

### New Business

No new business.

### Commission Member Comments

No member comments at this time.

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**OTHER**

No other items to discuss.

**PUBLIC COMMENT**

No public comment.

**ADJOURN**

Adjourned at 12:28 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved by Committee on:

## Proposal for Determination, March 2019

*All amounts set for Jan. 1 of year noted.*

### **Mayor**

- 2019 - \$134,099
- 2020 - \$136,781
- 2021 - \$139,653

### **Clerk**

- 2019 - \$90,903
- 2020 - \$92,721
- 2021 - \$94,668

### **Council President**

- 2019 - \$27,813
- 2020 - \$28,369
- 2021 - \$28,965

### **Council Vice President**

- 2019 - \$26,247
- 2020 - \$26,772
- 2021 - \$27,334

### **Council Member**

- 2019 - \$25,496
- 2020 - \$26,006
- 2021 - \$26,552

No change to existing health, retirement or car benefits.



## Elected Officers Compensation Commission

### Inflation Rates

➤ 2016	1.46%
➤ 2017	2.03%
➤ 2018	2.46%
➤ 2019	1.90%
➤ 2020	2.00%
➤ 2021	2.10%

*Average annual rate for span = 1.99%*