



MINUTES

**Elected Officers Compensation Commission
Wednesday, February 13, 2019 @ 2:00 p.m.
City Hall, City Council Conference Room, 10th Floor**

ROLL CALL

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

OTHERS PRESENT

Sherrie Boak, Council Staff
Jim Smiertka, Chief Deputy Attorney- arrived at 2:07 p.m.
Chris Swope, City Clerk

CALL TO ORDER

Chairman Speaker called the meeting to order at 2:01 p.m.

ROLL CALL

Chairman Speaker called roll, all members present except Member Alley.

EXCUSED ABSENCE

MOTION BY MEMBER HUGGLER, SECONDED BY MELOT TO EXCUSE MEMBER ALLEY.
MOTION CARRIED 5-0.

APPROVAL OF AGENDA

MOTION BY MEMBER HUGGLER, SECONDED BY DAWSON TO APPROVE THE AGENDA AS PRESENTED FOR FEBRUARY 13, 2019. MOTION CARRIED 5-0.

APPROVAL OF MINUTES

MOTION BY MEMBER MCALVEY, SECONDED BY DAWSON TO APPROVE THE MINUTES FROM FEBRUARY 6, 2019 AS PRESENTED. MOTION CARRIED 5-0.

COMMUNICATIONS

Ms. Boak distributed the up to date EOCC Past Recommendations spreadsheet with the details on the 2017 recommendation.

BUSINESS

Reports, Presentations, Commission Questions and Discussion
Old Business
Elected Officials Updates

Ms. Boak stated to the Commission that of the Council Members, there were some out town for work, working and unable to attend or did not have an interest in speaking at this time to the Commission at this time.

Ms. Boak stated to the Commission that Ms. Harkins from the Mayor's office was out ill, and wanted to reschedule to attend the next meeting on February 20, 2019.

Mr. Swope spoke briefly on the changes in his office since 2017. That included the task now of being the administrator of the new Medical Marihuana Licensing Ordinance. Prior to this new responsibility he had 5 FT and 1PT with temporary help during elections. He currently has 7 FT and 1PT staff. Chairperson Speaker asked if the new responsibility required more travel time in the City. Mr. Swope confirmed he does have additional travel when his office is required to check on locations of facilities. He concluded that he was not present to ask for anything specific from the Commission. Member Huggler asked Mr. Swope if he was surprised in 2017 when the Council rejected their recommended increase for him. Mr. Swope admitted he was, but thought it was a comparable recommendation with other communities. The Commission asked Mr. Swope how long he has been with the City, and was provided the details he was elected in 2005 and sworn-in in 2006. He was then asked if he was making the same salary now that he was making in 2013, and he confirmed.

Member Melot asked if in 2017 the Commission discussed an increase based on inflation. Member Huggler confirmed and stated in 2017 they proposed 2% to keep up with inflation for the Mayor and Clerk, but no increase for the Clerk.

Consumer Price Index Information

The Commission reviewed the documents, noting the difference between now and 2015 at 6.2%. Member Melot pointed out that there could be a large increase if they bring all elected officials up to inflation. Member Huggler agreed, stating again that is why in 2017 they attempted to gradually bring it up.

The Commission discussed amongst themselves on bringing in Council Members to ask them questions on increases. Mr. Smiertka confirmed they could have them in attendance as long as there is no quorum and discuss their suggestions with them. The Commission also discussed an option of requesting a joint meeting with the Committee of the Whole and this Commission, individual discussions with an EOCC Member and an individual Council Member for their input. Mr. Smiertka stated to the Commission they could meet with individual Council Members one-on-one but the Commission could not hold any deliberations outside these Commission meetings. The Commission suggested a survey for Council Members to determine what their consideration would be, and also each Commission Member taking one Council Member and calling or meeting with them.

The Commission asked for the specifics on who voted for and against the rejection in 2017. Ms. Boak pulled up the Committee of the Whole minutes and emailed the Clerk for specifics at the Council meeting. It was relayed to the Commission that at the Committee of the Whole (4/10/17) meeting it was unanimous with 7-0 (Council Member Brown Clarke was not present), and the same vote of unanimous at City Council. (4/10/17).

Member McAlvey recommended to the Commission that the Clerk and Mayor receive increases.

Member Melot opined that it was unusual for Council Members who are part time to make the determination if the Mayor and Clerk, who are full time, would or could get increases.

Member Dawson suggested when speaking to Council Members the Commission Members should point out that if an increase is not done now, it will be larger in the future to make up to inflation and eventually will be an impact on the City budget.

Human Resources Information

Ms. Boak stated that the HR Department stated they are still working on the Municipality Comparison spreadsheet. Noting they were asked to include East Lansing and eliminate Rochester.

The Commission reverted back to the discussion on meeting with Council Members, and determined that Member Melot would draft a letter to the Mayor and Council President to be placed on a Council Agenda the night the Recommendation is referred so that each Commission Member can speak during a presentation on why they determined what they did.

Mr. Smiertka spoke briefly on the timeline of the recommendation itself; submitted to the Clerk's office, placed on file and on the agenda, and then the recommendation will become effective 30 days after the filing with the Clerk, unless Council adopts a resolution, with 6 votes, to reject the recommendation within that time frame.

Member McAlvey noted to the Commission that his belief is that to attract quality people to the positions, the City needs to offer increases for the Mayor and City Clerk.

Member Melot stated he would have the letter for the Mayor and Council for their presentation at a future Council meeting at the Commission's February 20, 2019 meeting.

The Commission briefly discussed with Mr. Smiertka the benefit items in the recommendation and what they can do and what could be tied to another benefit contract.

New Business

Finance Director Confirmed attendance for the 2/20/2019 meeting.

Commission Member Comments

No member comments at this time.

OTHER

No other items to discuss.

PUBLIC COMMENT

No public comment.

ADJOURN

Adjourned at 2:52 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved by Committee on: February 20, 2019