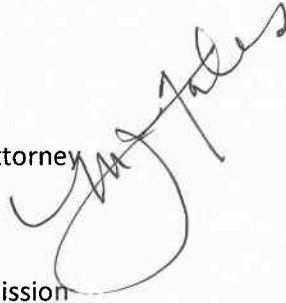


MEMORANDUM

To: Jacqueline Beaudry, City Clerk
FROM: Mary Joan Fales, Senior Assistant City Attorney
DATE: December 29, 2015
RE: 2015 Local Officer Compensation Commission

A handwritten signature in black ink, appearing to read "Mary Joan Fales", is written over the "FROM:" line of the memorandum.

Attached for filing are the December 16, 2015 and December 22, 2015 minutes of the of the 2015 Local Officers Compensation Commission (LOCC).

Attachment

Local Officers Compensation Commission
Minutes of the Meeting of December 16, 2015

Meeting called to order at 11:05 a.m.

Members Present: Chesney, Harwood, Lockwood, Picken, Pressel, Weinert and Morgan
(arrived at 11:15 a.m.)
Members Absent: None

Others Present: Mary Joan Fales, Senior Assistant City Attorney
Dave Askins

City Clerk Beaudry administered the oath of office to Commissioners Picken, Pressel and Weinert. All other members of the Commission had previously taken the oath.

Approval of Agenda

Commissioner Lockwood, in response to an exchange with Mr. Askins, requested that the Agenda be amended to place Public Comment ahead of Regular Business on the Agenda. No objection was raised. Motion was made by Commissioner Lockwood and seconded by Commissioner Picken to approve the agenda as amended. Motion approved unanimously.

Organization of 2015 Commission:

Motion was made by Commissioner Harwood, and seconded by Commissioner Picken, nominating Commissioner Lockwood as Chair for the 2015 Session of the Commission. Motion approved unanimously. Chair Lockwood then assumed his duty as the presiding officer of the Commission.

Communication from Staff

Ms. Fales briefed the Commission on the current salary of the Mayor and City Council and available salary information from the Administration regarding union/non-union employees, the Michigan Municipal League and SEMCOG as well as community profiles the cities used by Ann Arbor Administration as comparables (Livonia, Southfield, Sterling Heights, Westland and Taylor).

Public Comment:

Dave Askins requested that LOCC Agenda materials be uploaded to the City's Legistar program. Chair Lockwood asked if that was possible. Ms. Fales indicated she would inquire of, and if possible coordinate with the City Clerk to do so.

Regular Business:

Chair Lockwood opened the discussion of a salary determination for 2016 and 2017 for Mayor and Council by summarizing past salary determinations. Commissioners began discussion of their views. Chair Lockwood summarized the options for consideration either (1) close discussion and vote on a salary increase or (2) continue discussion and determine what additional information the Commission would like to have available for review prior to making a decision. Discussion continued between the Commissioners. After discussion, Ms. Fales was asked to obtain CPI Information, and to contact the Mayor and Council and request each respond to the inquiry how many hour per week each devotes to carrying out the duties of their office breaking it down to preparation for and attendance at Council work sessions and meetings; preparation for and attendance at Boards, Committees, Commissions, and Task

Forces to which they are appointed, citizen contacts/community events and any other information relevant to the inquiry. A second question on whether the Mayor and Council members believe their current compensation adequate was discussed but determined not relevant to the Commissions decision-making process. An addition question to Council member Briere on how many hours she devotes to the duties of the Mayor Pro Tem was requested.

General discussion of scheduling the next meeting and sufficient time allotment for Council to respond to the inquiry was discussed. Tuesday, December 22, 2015 at 9:00 a.m. was selected as the next meeting date.

There being no further business before the LOCC, Commissioner Morgan moved to adjourn. Seconded by Commissioner Chesney.

Meeting adjourned at 12:28 p.m.

Local Officers Compensation Commission
Minutes of the Meeting of December 22, 2015

Meeting called to order at 9:04 a.m.

Members Present: Harwood, Lockwood, Picken, Pressel, Weinert and Morgan
Members Absent: Chesney

Others Present: Mary Joan Fales, Senior Assistant City Attorney
Dave Askins

Agenda.

A second Public Comment was inserted ahead of Unfinished Business by unanimous consent.

Approval of Minutes.

Moved by Commissioner Harwood, seconded by Commissioner Picken that the minutes of the December 16, 2015 be approved. Motion passed unanimously.

Communication from Staff

Ms. Fales indicated that Commissioners had been provided with the CPI information requested at their last meeting. She also indicated that she had provided as supplemental information a list of Council Committee appointments for 2016 for the Commissioners general information. Ms. Fales stated she had inquired of the Mayor and Council requesting a response to the query: "How many hours per week do you devote to carrying out the duties of your office?" She briefly summarized for the Commission those responses she had received to the query from the Mayor and 6 of the Council members to date; the conservative average being 20-25 hrs. /week.

Public Comment:

Dave Askins indicated there is little dispute that Council members spend time performing the duties of their office; however he hoped that the Commission should consider what the core responsibilities of Mayor and City Council and how well Council is performing its core responsibilities. As illustration, he noted the lack of formal evaluation of the City Administrator in 2012 and 2013 and indicated he felt this was a result of Council distracting itself with "busy work" – useful but not core responsibilities.

Unfinished Business:

Chair Lockwood inquired if anyone was ready to move on the matter. Commissioner Pressel moved, seconded by Commissioner Weinert for open discussion on the matter. Motion unanimously approved. Commissioner Pressel opened discussion by indicating she was uncomfortable with the level of information available. This position was not supported by the other Commissioners. Commissioner Picken indicated he would be willing to consider a 3% increase. Commissioner Harwood discussed the CPI information and indicated a 2% increase would be more consistent with the economic data. Commissioner Weinert asked 2%/yr. Commissioner Morgan indicated he was supportive a 1-2% increase. Chair Lockwood reflected that the determination of compensation for elective offices is not a wage and salary performance based review but an honorarium for service to the community. Commissioner Picken acknowledged that the role of LOCC is not to evaluate the performance of Council; compensation is a method of recognition. After discussion, Commissioner Pressel moved, seconded by Commissioner Picken that the Mayor and Council members receive a 1% increase

based on the current 2015 salary in 2016 and similarly a 1% increase based on the current 2015 salary in 2017. Discussion followed clarifying that 2015 was to be used as the base salary for both years. Motion passed 4 in favor; 2 against.

Ms. Fales stated that a rough draft Determination had been provided to the Commission but that the form and content of the Determination was the Commission's option. She asked for input. Commissioner Pressel indicated some budget/fiscal impact should be included.

Public Comment:

Dave Askins brought to the Commission's attention the proposed resolution he had provided for their consideration. He acknowledged that if an individual was interested in the work of the Commission it was not difficult to find out when and where they were meeting. However he indicated the meeting process could be more transparent to "push this topic in the public's nose"

At the end of public comment, Commissioner Pressel moved to set the first meeting of the 2017 session for Monday, January 9, 2017 at 10 a.m. in Council Chambers. Lacking support, the Chair allowed discussion on the matter. Moved by Commission Morgan, seconded by Commissioner Picken that the first meeting of the 2017 session be scheduled for the 1st quarter of 2017 (January 1 to March 31, 2017). Motion passed unanimously

Commissioner Pressel moved, seconded by Commissioner Picken that LOCC make best efforts in 2017 to ensure that its proceedings are recorded on CTN for live broadcast and viewing via CTN's Video on Demand Service and that it use its best efforts in 2017 to ensure that all written materials to be considered at its scheduled meetings are available well in advance of its meetings in digital form online, ideally through the same legislative software used by the City Council and other public bodies affiliated with the City, which is currently Legistar. Discussed followed on "best efforts". Ms. Fales indicated that available space and air time would have to be determined then and whoever was staff of the LOCC at that time to provide that information. Motion passed 5 in favor; 1 against.

Chair Lockwood indicated he would meet with staff in late 2016 to coordinate dates and space availability.

There being no further business before the Commission, the meeting was adjourned and the 2015 session of the LOCC closed.