

**City of Kalamazoo**  
**Local Officers' Compensation Commission**  
**Minutes from the Meeting of December 17, 2015**

A meeting of the Local Officers Compensation Commission (LOCC) was held on Thursday, December 17, 2015 at 4:04 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, City Attorney Clyde Robinson, and Deputy City Clerk Shelby Moss

Approval of Minutes

Commissioner Stegall, seconded by Commissioner Blissett, moved to approve the minutes of the LOCC meeting on December 19, 2013. With a voice vote, the motion passed.

Election of Chairperson

By consensus the LOCC selected Commissioner Stegall as Chairperson.

Discussion of Compensation Levels

City Clerk Borling distributed and reviewed the following documents: *Kalamazoo City Commission Compensation Rates November 2013 - November 2015 Compared to CPI*; and *Compensation Rates for Various Michigan Municipalities, December 2015*.

In response to a question from Chairperson Stegall, City Clerk Borling stated the responsibilities of the Mayor, Vice Mayor and City Commissioners had not changed with the implementation of a new way for electing those officials.

Commissioner Pawloski, seconded by Commissioner Blissett, moved to increase the salaries of the Mayor, Vice Mayor, and City Commissioners by 1% to the following levels:

Mayor:	from \$9,690 to \$9,790 per year
Vice Mayor:	from \$8,160 to \$8,244 per year
City Commissioners:	from \$7,140 to \$7,214 per year

Commissioner Blissett noted the pay increases might not be received well, given the City's projected budget shortfall.

City Clerk Borling explained the City had experienced structural budget deficits for years, with the result that budget deficits and the need for expenditure reductions had become the norm, not

the exception. City Clerk Borling indicated the City's *Five Year Fiscal Plan* projected growing deficits through 2020.

City Attorney Robinson pointed out that the proposed salary increase would be \$575 per year for all seven elected officials combined. City Attorney Robinson also noted the proposed salary figures in the motion represented a 1.03% increase from the current salaries, not a 1.0% increase.

Commissioner Pawloski amended and restated the motion as follows: to increase the salaries of the Mayor, Vice Mayor and City Commissioners by 1.03% to the following levels:

Mayor:	from \$9,690 to \$9,790 per year
Vice Mayor:	from \$8,160 to \$8,244 per year
City Commissioners:	from \$7,140 to \$7,214 per year

Commissioner Cosgrove seconded the amended and restated motion.

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 edited the *Report* to reflect salary determination, to communicate the reasoning behind the determination, and to convey their appreciation for Kalamazoo's elected officials.

Commissioner Blissett, 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 no comments were offered.

#### Adjournment

The meeting adjourned at 4:36 p.m.

Respectfully submitted,

Scott A. Borling  
City Clerk

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