



**CITY OF BURTON**  
**SALARY COMMISSION MEETING**  
**SEPTEMBER 16, 2025**  
**AGENDA**

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<b>Council Chambers</b>	<b>Regular Meeting</b>	<b>5:30 PM</b>
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**4303 S. Center Road**  
**Burton, MI 48519**

**A. Call To Order**

**B. Roll Call**

**C. Staff Present**

**D. Administrative Reports**

**E. Approval of Minutes**

1. Salary Commission - Regular Meeting Minutes of November 28, 2023 at 5:30 PM  
Salary Commission - Regular Meeting Minutes of December 5, 2023 at 5:30PM

**F. Audience Participation**

Now is the time set aside for members of the audience to address the Burton Salary Commission. I would ask each individual to give their name and address for the record, limit their comments to three (3) minutes, and speak on topics germane to City business.

**G. Board Discussion and/or Action**

1. Discussion and determination of the salaries of the City of Burton Elected Officials.

Agendas and minutes may be found at [www.burtonmi.gov](http://www.burtonmi.gov).



**CITY OF BURTON**  
**BURTON SALARY COMMISSION MEETING**  
**NOVEMBER 28, 2023**  
**MINUTES**

**Council Chambers**

**5:30 PM**

**4303 S. CENTER ROAD**  
**BURTON, MI, 48519**

**ORGANIZATIONAL MEETING OF THE SALARY COMMISSION**

**A) CALL TO ORDER**

Mr. Abbey called the meeting to order and explained how the beginning would start.

Ms. Boggs swore in the members of the Salary Commission.

**B) ROLL CALL**

<b>Attendee Name</b>	<b>Status</b>
Zachery Frey	Present
Yulanda Ferguson	Present
Rene Sherwood	Present
Charles Sheaffer	Present
Jeremy Mobley	Present
Timothy Look	Present

**C) STAFF PRESENT**

Racheal Boggs, City Clerk  
 Charles Abbey, DPW Director/HR

**D) NOMINATIONS**

D.1) Nomination for Salary Commission Chair

Mr. Abbey suggested opening the floor for nominations for Salary Commission Chair. If someone would like to serve, they need to be nominated, and then a formal vote will take place.

Mayor Haskins stopped by to say thank you to everyone for stepping up to help out and getting involved in this process. He went over the appointment schedule and restated that every year one of their terms will have to be reappointed if you are still interested. They vary from one year to seven years and that will get the Salary Commission back on track for the next seven years. That is how the law states it has to go because it is all dictated by state legislation. I can't thank you all enough for helping out. If there are any questions, please ask them. The first thing is you have to have someone run the meeting. It's not that tough to run the meeting, you would have to

call the meeting to order and if someone makes a motion, make sure there is a second. We would help you all through the process. There is no embarrassment here at all.

Mr. Abbey said if you feel like you have enough confidence to do that, raise your hand and we can go from there.

Mrs. Sherwood raised her hand to volunteer for Chairman.

Mr. Abbey stated now there needs to be a formal motion from one of the members to nominate you and a second.

Ms. Ferguson stated I'll make the motion to nominate Rene Sherwood for Chairman of the Salary Commission.

Mr. Look stated I'll second that motion.

<b>RESULT:</b>	<b>Motion to approve Rene Sherwood for the Nomination for Salary Commission Chair [UNANIMOUS]</b>
<b>MOVER:</b>	Yulanda Ferguson
<b>SECONDER:</b>	Timothy Look
<b>AYES:</b>	Zachery Frey, Yulanda Ferguson, Rene Sherwood, Charles Sheaffer, Jeremy Mobley, Timothy Look
<b>NAYS:</b>	None
<b>ABSENTS:</b>	None
<b>ABSTAINS:</b>	None
<b>RECUSALS:</b>	None

D.2) Nominations for Salary Commission Vice Chair

<b>RESULT:</b>	<b>Motion to approve Charles Sheaffer for the Nomination for Salary Commission Vice Chair [UNANIMOUS]</b>
<b>MOVER:</b>	Rene Sherwood
<b>SECONDER:</b>	Zachery Frey
<b>AYES:</b>	Zachery Frey, Yulanda Ferguson, Rene Sherwood, Charles Sheaffer, Jeremy Mobley, Timothy Look
<b>NAYS:</b>	None
<b>ABSENTS:</b>	None
<b>ABSTAINS:</b>	None
<b>RECUSALS:</b>	None

**E) ADMINISTRATIVE REPORTS**

E.1) Salary Commission Informational Items

Mr. Abbey stated I have put together all of the minutes we could find from the previous Salary Commission discussions from the meetings we do have. We start talking back in 2003 or 2005, and it is totally up to you folks how you deal with it and what you do, but the only thing you can decide for both the city council and the mayor, is their salaries or compensations. The benefits for the administrative officers is laid out in the ordinances in 30.03. One of the big issues here today and there has been some discussion with some of our council and former council what the intent of the Salary Commission was the last time they met. Whether or not the mayor as a full time chief executive officer is entitled to an annual CPI increase or was it shut off one year after it was given. You can do one of several things today. You can do nothing and the salaries stay where they are at, you can clarify what the intent is as far as raises or give them a raise for the next two years

for mayor and city council, or you can settle this issue of whether or not the mayor should get a previous twelve months CPI increase. There are some things that I think should be looked at. One thing you should clarify are the types of CPI. We have always used total CPI and that is what most people use for the previous twelve months. In your handouts, you will see one that says Cities and Salaries. You will note that some of the ones you would think that should be included from around here aren't in there because the mayor is one of only a hand full of strong mayors in the state of Michigan. The problem with comparing him to all the strong mayors is they are big cities like Detroit. So, what you do have to remember about those big cities is they have a Chief of Staff, they have a city administrator, and city managers along with them. So, you compare his salary with the same people that do his same equivalent job. You can call it city manager or what you will, but he has the same functions as those other individuals in those other municipalities. He hires, fires, supervises all the department heads, and manages all the day to day operations of the city. He could even be called a supervisor because townships call them supervisors and cities call them mayors. We tried to give you a cross reference of things. If you look at Bay City and Port Huron those are two that are very comparable in population, tax base, and things of that nature. There are a lot of things that go into that equation. Even in arbitration for our five unions here, the State of Michigan uses Triple A for arbitration. So, those are two that are used for our comparables with the unions and everything. Another one that I used was the City of Davison. They have a city manager and most of you know the City of Davison and how big it is. They are no where near as big as the City of Burton, population or geographically. If you look back further in your pages, there is one from the MML which is Michigan Municipal League, and that is all the municipals in the state. If you look back in the one for the mayor, city managers and/or city administrators it goes on to talk about what they make. If you look at the column for the population it goes all over from 900 to 99,000, but you will see how they vary in so many different ways. We tried to find a cross reference of things and I like to use the local ones. If you look at the Township of Grand Blanc, some years back their supervisor was their CEO and now they have a Township Manager. The manager takes care of the day to day operations and the supervisor is a part time position so-to-speak. They changed that job from being the Chief Executive Officer being the highest paid to kind of a part time position. So it is hard to find apples to apples exactly is what I am trying to explain to you. You just have to read through all of them, and draw your own differences, and see how this applies to us. Same thing for Flint, they have a Mayor but they also have a city administrator. I don't compare Flint because they have a population of 85,000 and we have 30,000. I tried to get comparables that were as geographical as close as we could get them, and the cities that compare to us with tax base and everything else. That's why Bay City and Port Huron are ones they use all the time for everything. I don't know if you received new print out of the mayor salary. I don't know when he received his last CPI increase, but his base salary is \$99,321.77. I want you to be able to compare that to all the other ones. In the minutes of the Council and the Salary Commission, you can go back and see where they started doing things a little different and putting in CPI, that has continued on since then. Our former Mayor, Paula Zelenko was given that for her eleven years of service as well as the former Mayor Smiley. The current mayor has received it every year as well. It became an issue this year because inflation went through the roof, this is just my thought, so take it for what it is worth. I think CPI has worked well up until now, but it looks bad when you get an 8% increase all at one time. The problem is, prior to that there were years that all the union employees and hourly employees in the whole city in their contracts received a 3% increase every year for three years or four years. Which of course works out to 9% or 12%. The mayor received several different percentages over the last several years: in 2012-2013 it was 3.2%, in 2013-2014 it was 2.1%, in 2014-2015 it was 1.5 %, in 2015-2016 it was

1.6%, in 2016-2017 it was 0.10%, in 2017-2018 it was 1.3%, in 2018-19 it was 2.1%, and in 2019-2020 it was 2.4%. Then last year there was an 8% increase and that sent people through the roof because that was a big bump, but if you average that out over the last seven to ten years, it wasn't. You have to look at that job and its performance because this isn't about any one person. Same thing with the council. When everyone else was getting three percent, they were getting substantially less. If you have any questions, I will be glad to answer anything. I gave you as much as I could, so you could have the history of where we were, how we got to where we are at, and what the board members thoughts were because the minutes have the comments.

Ms. Ferguson asked is there anything in the packet that is going to give me information on the city council comps?

Mr. Abbey said yes, did I not give you a copy of the MML spread sheet that had just council members on it as well? My benefit's person put these together, I apologize I thought they were in the packet. I did print off one for city council as well. Give me just a minute, she will be right back with the copies. It would be my suggestion that we stick to one first, council or mayor, doesn't matter which one. Then, we can get into the next group and talk about their comparables.

Ms. Ferguson asked do you have information on the current council's salaries. Do they all make the same amount of money?

Mr. Abbey stated they do not. The council president makes \$500 more, so he makes \$10,000 a year. The rest of the council makes \$9,500 a year.

Ms. Ferguson asked there is nothing currently in place to give them any kind of CPI increase on an annual basis or is that their starting salary?

Mr. Abbey stated that is their salary. If you look back through the packet it was at \$4,000 for many many years, they received one increase, and then one more increase to where they are now. Council is a little more difficult. You can see the jobs of the mayor versus the counter parts. As you will see from the MML information, they are all over the board from what the pay is. It goes from nothing or volunteering, to \$20 a meeting, and then you have the big cities like Detroit make \$99,000 a year per council member. For the most part, when you take cities, townships, or villages our size and tax base wise, that is what you have to compare them to. I went off and checked off several of them, some high and low because it is hard to get exact when not everyone has 30,000 residents. There are a lot of variables that go into the equation. So, you take some highs and some lows and take averages.

Ms. Ferguson stated I would assume tax base does play some role.

Mrs. Sherwood stated I am accustomed to budgets, looking at budgets, line items and setting administrative salaries, is there some guidance for that? Is there a line item budget amount?

Mr. Abbey stated we budget every year. He does have a line item for the mayor and his salary. In each budget, it gets a little complicated, but we have allocation, and he gets allocated out over a lot of different places where he is charged off. But, he has a mayor's office budget and he is in that budget as salaries permanent.

Ms. Ferguson stated I work with for profit budgets.

Mrs. Sherwood stated I work with non-profit budgets, so I am used to developing a range. That is what I am asking for.

Mr. Abbey stated that is a good question and it has been discussed for many years. Should we start a range in these jobs and I don't think that is a bad thing. The problem from my prospective is, that you all have to settle a few issues. One is the salary and what it should be. When you determine that, is the CPI warranted do we stop CPI, do we go in a different direction, or how do we give the raises. One thing we have to do is call the Salary Commission on a regular bases because the statute is clear about that. And just because the mayor or the city council don't want people to make these a political issue, you still have to call the Salary Commission together and if nothing else call the meeting to order and say we are keeping things to status quo for the next two years and move on. As you see from this spread sheet, they are all over the board with populations and how they are paid. I tried to pick out some that made sense because thy are equivalent to use and how they are paid. The problem is, they don't do what the other cities do, how many meetings they have, and how they operate. You will see, in comparables, our city council does fairly well. That has been the case in the past and if you look at it with other Salary Commissions, that is what they have determined. That's not saying you shouldn't do something, I'm not advocating that, but when you do the comparables, they do pretty well.

Mrs. Sherwood asked did you indicate when mayor's salary went into effect? Did you have the effective date on that?

Mr. Abbey stated he gets a salary increase January 1st and they use the previous twelve months CPI if there is an increase.

Mrs. Sherwood asked so the amount you gave us earlier is going into effect January 1 or it went into effect January 1, 2023?

Mr. Abbey answered January of 2023. One other thing, Madam chairman I apologize, this is a public meeting and you need to have audience participation. This gives the residence opportunity to speak for or against or give input regarding items.

Mrs. Sherwood asked during discussion period and is there a three minute period time?

Mr. Abbey stated that is up to the commission. We have adopted here at the City of Burton and the City of Burton council, Robert's Rules of Order and they have a three minute time limit in their policy. If the comment is interesting or the board feels they need more information, they can allow a little more time.

Ms. Ferguson asked did you have the the average CPI rate that would be used for 2024 salary?

Mr. Abbey stated I don't, but I can get it quick enough. The problem is we don't get it until the second week of January because the numbers from the feds aren't out until that timeline.

Mr. Sheaffer asked but your saying at this point you believe it is going to be high fours to five?

Mr. Abbey said that is what I believe. I just saw the inflation rate and I don't know what the final CPI rate will be but it was at 5.1% a week ago. It does seem to be coming down gradually, so maybe high fours. If the CPI is an issue and it has been this way for a long time, but we don't want another 8% jump, you can have CPI with a cap. You have the authority to do that. I had someone suggest to me the other day that maybe the mayor's raise is the average of all the unions. Again, that is variable to because they all

negotiate a little different. One group may want their money like the younger employees want cash in hand and the older employees want an increase in something else. So there are a lot of variables in those as well. I think the better thing to do with elected officials is in the comparables, is the salary competitive with his counterparts in that job description and same thing with the city council. Are they being adequately and fairly compensated for the work they do for cities our size is the question you have to look at.

Mrs. Sherwood asked the board does anyone have any thoughts on that?

Mr. Frey stated personally, I think it is a little low. I am shocked by Port Huron because that is quite a bit of a discrepancy.

#### **F) AUDIENCE PARTICIPATION**

Patrick Dargel 6119 Hughes Street stated Mr. Abbey is correct. Due to the fact that the Salary Commission was not called on a constant bases, when this high inflation rate came about, it really spiked their interest. By having this two year situation, you need to keep in mind not only a high cap but a low cap. The Federal Reserves say their target inflation rate is 2%. What I have heard is anything about 4% is stretching it too high. I have talked to members of the public and the council and they believe the mayor salary should be set for two years. If you are going to give him an increase, give him one similar to the unions in the way they have indicated. Give a certain amount this year and a certain amount next year. They don't feel a spike as what occurred with the mayor is a necessity anymore since you will be meeting every two years now. By having you meet every two years, you can set the mayor's salary in a correct manor. The main thing from members of the public that I talked to is that you should remember you are also serving the people of Burton and they want that salary to reflect the people of Burton. I understanding trying to make comparisons, but the reality is Port Huron is not Burton. If you went to our history in the early 70s, we went to a city because we couldn't become a charter township. As far as the idea of a mayor, you might want to look more closely at a charter township supervisor or manager position for the mayor's salary.

#### **G) BOARD DISCUSSION AND/OR POSSIBLE ACTION**

Ms. Ferguson stated I realize the CPI was extremely high last year and it is going to be substantial this year around 5%. That is a pretty substantial salary increase and I work at a bank. One of the thoughts I had was looking at the published CPI or a cap of like 3% or 4% as one possible example. In the thoughts of whichever is lower I guess it would be to avoid those odd spikes. If you look at the last eight years they have presented here, I think that would be an alternative to determine that flat rate percentage.

Mrs. Sherwood asked Ms. Ferguson are you suggesting we put a cap on it?

Ms. Ferguson replied it might be one alternative yes. It is a thought.

A few other commission members spoke in agreeance with Ms. Ferguson saying they liked that idea.

Mr. Sheaffer stated I also like the point that was brought up about the no less than as well.

Ms. Ferguson stated the mayor's job is a full time job.

Mr. Abbey stated just so we are all on the same page, you are suggesting we have an annual CPI with a not to exceed at the top or a cap and not to fall below whatever number you set. So your range based on what I heard you just say would be, you will get the previous twelve months CPI if it falls in the range of 2-4%. You

will not exceed the top cap of 3% or 4% whatever it is you set and it won't fall below 2%, so you aren't getting that 0.1% on the bottom end.

Ms. Ferguson stated it would keep it a little flatter for budget purposes from year to year.

Mr. Abbey stated for sure that definitely helps that.

Ms. Ferguson stated I just don't know what the right percentage for the cap or floor is.

Mrs. Sherwood asked the board anyone have any thoughts on that?

Mr. Sheaffer stated I jotted some notes on that while we were talking and I was thinking of a 5% cap with no less than 2%.

Mr. Frey stated that's what I was thinking too.

Mr. Sheaffer stated I have a very basic novice question of how are we doing financially? Can we afford this? When I am determining bonuses or salary raises for my staff, we have to be able to afford it first.

Mr. Abbey stated that is the good place you are in right now. Yes we can. The city is doing very well that way. We have seen some real improvement in the last four years, that's no secret. Our fund balances are healthier than they have been since I can remember. I'm not at all telling the commission what to do, I'm not here for that. I'm here to give you the best information I can give you to help you. If that is your intent, that's fine. As far as financing, we can afford it.

Mrs. Sherwood stated thank you for clarifying. That was kind of along my line of questioning earlier.

Patrick Dargel asked the commission to ask Mr. Abbey if the mayor felt the salary effects the budget to a certain degree, can he decrease the salary amount for a particular year.

Mrs. Sherwood stated Mr. Abbey you heard the question, can you answer?

Mr. Abbey stated the answer is no because the Salary Commission is the only one that can set the elected officials salary both mayor and city council. The city council has the opportunity within thirty days to reject their findings and deliberations, but if they don't then it stands and that is the salary going forward until such time this body meets again and changes something.

Ms. Ferguson stated and if we stick to the every two years, we should be ok.

Mr. Abbey stated we have to do that. I don't know how we got off of that, but it happened some years ago. Both the former mayor and this mayor said I don't want it to be political. I don't want to call them in and them give us a raise because then everyone is just going to accuse us of taking the position to make money. That's not the issue here. Like I told him, this isn't about you. This is about the position and the job that is being performed just like it is in negotiations with each individual union we have. They provide a service and for that service they are paid a certain amount. That is what we negotiate based on, comparable salaries. Patrick, I take your thoughts sincerely and you talk about the salary reflecting the community. Whether you are in the private business or in government, one of the things you have to keep in mind is there are differences in that when the city is struggling you are right, that's a problem. There were years, and it reflects that, where there were no action taken for a lot of reasons because there wasn't any money. When things are good, when you have done a good job and things are flourishing and growing, you also should get the rewards when it is time to some degree. That's what they

hired the mayor and city council to do. As residents we voted for them for a reason and we expect them to do their fiduciary responsibility and take care of our money as tax payers. When they have done that, they should be paid for that as well.

Mrs. Sherwood stated ok, we have kicked around 2-5%. Are we looking at that annually?

Mr. Mobley asked what is the fiscal year?

Mr. Abbey stated July 1 - June 30.

Mr. Mobley asked is there a reason why we do a January increase opposed to a fiscal year?

Mr. Abbey stated it is the way the CPI comes out. The Federal Government does CPI in a calendar year and our budgets are July 1 - June 30. What you have to really do and what I think we will have to do depending on what the commission does going forward, we will have to budget accordingly and make some assumptions. We do it for other things like we have labor negotiations coming up and it is silly to think they aren't going to get any raise. You have to draw some assumptions, is it going to be 2 or 3% this year? Generally speaking we error on the high side and try to budget a little higher. It has always worked out, we haven't had the issues with that so much. We would come before council and ask for budget transfers and say we need to transfer X amount of money to cover this because this took effect half way through the fiscal year. Then, they would transfer it from fund balance.

Mr. Mobley stated the reason I asked the question is because there are two items on the table. The one is the mayor appropriately paid for his position comparable speaking? Does the salary he is making right now need to be adjusted? And second, what is going to be the increase for that salary moving forward? If there is an adjustment for the salary to put him to market, then that market adjustment could be done 1/1, then any increase thereafter could be based on CPI on 7-1. So, if we decide as a committee to make an adjust to the salary to make it market, let's say for example \$99,000 is not the right number. It is \$105,000 or \$115,000 to set the bar for market, and that is effective 1/1 and then on 7/1/24, the CPI raise would go into effect and it would continue thereafter.

Mr. Abbey stated that is fine, you can do that, what you are saying is that if you chose, you would do some kind of salary adjustment to get him more comparable today and then make July 1 the previous twelve months CPI increase if there is one that was needed. Is that correct?

Mr. Mobley stated that is correct.

Ms. Ferguson asked when do you finalize your budget?

Mr. Abbey stated it has to be in the second week of June. We try to finalize them the first meeting in June because we have a July 1, budget, but sometimes they can go to the third week of June as long as they are adopted by July 1.

Ms. Ferguson stated I was just questioning the timing of the CPI, the twelve month average. Should it still be the twelve months ending 12/31?

Mr. Mobley said I would say so because then you could still have it the second week of January and still plan for your budget based on that.

Ms. Ferguson said then we are on the same page.

Mrs. Sherwood said good. Additional thoughts or discussions? Mr. Mobley you mentioned there are two issues we need to discuss, which was the base salary and then any kind of range we wanted to do with the CPI percentage increase based

upon your discussion for 7/1, correct?

Mr. Mobley responded yes.

Mrs. Sherwood asked is there any discussion on the base that we have currently that we were given earlier?

Mr. Frey stated I think he has done a great job, there is a surplus, and he should be rewarded for that like anyone else. We want the best people for the job for the city. I don't think we should sprint all the way up, I think we should gradually walk this up. I was liking the \$110,000 - \$112,000 range as a first initial push and then in the next meeting we can discuss if we want to keep going or stay.

Mr. Sheaffer stated that is what I was thinking as well.

Mrs. Sherwood asked so we are proposing the \$110,000?

Ms. Ferguson stated I think \$110,000 is fair.

Other members agreed.

Ms. Ferguson stated so that would take affect January 1, so what does that do to the current budget? Would you have to reallocate funds?

Mrs. Sherwood asked are we out of range saying the \$110,000?

Mr. Abbey responded I appreciate what you are trying to do and I am not telling you what to do, you are the commission to do that. This would take a budget transfer for sure. The other thing to keep in mind is that City Council can reject this if they feel this is out of line. Again, you can use any kind of numbers you want to in comparables and they are all over the board. We just give you the whole MML spreadsheet so you can decipher your own numbers. This should be about the job you are performing and not about a political issue, you can do what you want. Will it be upheld or will it be over turned? I don't think we want that and I know the mayor is always scared about getting raises because of what the general public thinks. Especially during these times.

Mrs. Sherwood stated what I am hearing is maybe we reconsider the base because we are talking about a potential CPI increase on July 1. So, maybe reconsider the proposed base that we are talking about at this point for January 1, 2024?

Mr. Abbey stated it would be easier if you went with your first thought with the CPI increase and maintained that if you wanted to adjust the base year two. We already know what your actions are addresses this coming year and the following year, you can budget for that the following year for that new base. If that makes sense. We have new council members and I have no idea what they are apt to do or say.

Mrs. Sherwood asked do we have another idea, solution, suggestion?

Ms. Ferguson stated the curious point about the mean income in Burton, what's the average income per household and I think that would make a very legitimate starting point to take into consideration in conjunction with the comparables before we set to bring the mayor's office up to what it should be.

Members of the commission agreed.

Mrs. Sherwood asked if the administration had that information, the median income of the City of Burton residents?

Mr. Abbey stated I don't have that information. That and the tax base is part of the equation that goes into it. Take the ones I just told you, the ones in northern

Oakland County are five times ours, so we really aren't matching apples to apples. That takes us back to Mr. Sheaffers point about the ability to pay. We don't want to do things that are short sighted either. We are doing very well and we want to continue that.

Patrick Dargel of 6119 Hughes Street stated I googled the median income and it is approximately \$64,000 for household income.

Ms. Boggs stated I was able to pull up the US census from 2020 and somewhere in that area it was \$51,300 is the medium income.

Ms. Ferguson asked does that also give you and high and a low?

Ms. Boggs said no.

Mrs. Sherwood asked any additional suggestions or comments?

Mr. Frey stated so I feel like we are all pretty strong with the CPI, right? Now it is just this base. I don't know how much we want to rock the boat.

Members of the board agreed.

Mr. Frey stated just as we are discussing, it is 2023 and \$100,00 isn't what it used to be in 2000. Money doesn't go as far. I think we have an idea of where we want to go, maybe we crawl.

Members of the board agreed.

Ms. Ferguson stated I kind of feel like this is a lot of information and a lot of very good information. I feel like I want to digest it a little bit before we move forward with this is what we want to do.

Mr. Sheaffer stated I am supportive of that.

Other members agreed.

Mr. Abbey asked is it your thoughts that you would like to get all the information for both things, digest it, and then reconvene another meeting when you have time to do your own research a little bit?

Mrs. Sherwood stated I see heads shaking and I think that is the pleasure of this commission right now.

Mr. Abbey stated that's okay. You have time and can have several meetings. We have convened like we were supposed to after the odd year election. If you have another meeting, so be it. Let everyone get more comfortable with their data and in the meantime we can do more with the comparables. I like to do two kinds of comparables, which the first one is in the county to see what the adjacent communities are but there are so many variables in them, so they aren't apples to apples and then the second is from the MML which covers the whole state or triple A who does our comp cities. Are they exact in all areas? No, but you have to sort through them. In the event the CPI is the element where you are leaning, you cleared up some things because you set a cap on the high end and a floor on the low end. That goes a long way in itself to clear up a lot of the confusion. Now the other question that you brought up is, is the job being paid what it should be paid? Only you can answer that. Maybe with a little bit of time, you can digest these comparables a little more and can say this year, I'm just going to throw out numbers so please don't think I'm telling you, this year a couple thousand and then CPI increase and then maybe the second year before we reconvene the same thing. That gradually gets you there without doing something real radical. That's just an idea, purely simple on how you can structure these things after you have time to

digest the numbers and things to see which way makes sense and fair.

Mrs. Sherwood stated I think we just want to do due diligence. I mean, we have a responsibility and we have already spoken about it. We just want to do the right thing.

Ms. Ferguson stated while I take this to digest it, we are contemplating the CPI increase with the floor or cap to take affect January 1 with an adjustment to the base salary to take affect July 1 in the new budget?

Mrs. Sherwood stated we discussed a base changing on January 1 and CPI taking affect July 1. We discussed the floor and ceiling of 2-4% I heard, or 5% is the ceiling?

Mr. Ferguson stated I was thinking floor would be 2.5% based on what we have seen on this.

Mrs. Sherwood stated ok, so floor would be 2.5%. So, just for consideration as we think about it over the next couple of weeks, the floor would be 2.5% and the ceiling to 5%? And then looking at the comparables?

Ms. Ferguson asked if the CPI falls anywhere in that range, is the CPI correct?

Mr. Sheaffer said that is correct.

Ms. Ferguson asked that base increase would be 1-1-24?

Mrs. Sherwood said yes. Any further thoughts on that? Same conditions or arrangements for council as well?

Mr. Frey asked when was council's last raise?

Mrs. Sherwood said 2011.

Mr. Frey stated 2011 okay, so we area going on thirteen years ago.

Mrs. Sherwood stated I believe council president has \$10,000 annually and the council members have \$9,500 annually.

Ms. Ferguson asked any thoughts on that?

Mr. Frey stated I guess I don't know how often they get increases, but thirteen seems like a long time. We are really going to rock the boat.

Mr. Look said yes that is a long time. We might as well.

Mr. Sheaffer stated keeping in mind comparatively speaking as you look through those municipal League figures, they are doing pretty well.

Mr. Abbey stated we supplied that information, so you could see around the state what other cities and communities our size are paying. Like I said, that one is harder. In the past, because that isn't a full time job, I'm not saying they don't work a lot, but I'm saying that isn't their primary income, CPI was never considered for them in the other deliberations. It was just for the mayor by the Salary Commission.

Ms. Ferguson stated I'm not sure if CPI increases are appropriate.

Members of the board agreed.

Mrs. Sherwood stated our City of Burton Council meets monthly?

Mr. Abbey responded twice a month, the first and third Mondays.

Mrs. Sherwood asked of every month? No breaks?

Mr. Abbey answered yes. Twice a month, no breaks.

Ms. Ferguson asked in regards to the ordinance that is included in our packet, is this the one that is on the books or is this the one that is going before the council for revision? I know the Legislative Committee was supposed to be meeting in regard to the ordinance.

Ms. Boggs stated the council has yet to meet to revise the ordinance. They have had discussions regarding it, but this is the ordinance that is currently in place.

Ms. Ferguson stated whether or not we are doing what we are suppose to do, but I guess if the ordinance changes before we meet what does that mean? I don't know what the proposed changes are.

Mr. Abbey asked if we are talking about benefits?

Ms. Ferguson said no. The officers compensation commission ordinance.

Mr. Abbey said that has no bearing on this commission. If something changes in the future you will have to make decisions based on that.

Mrs. Sherwood asked if we should table any action tonight.

Mr. Abbey said you don't have to table it, just take it under advisement. You can set another meeting to reconvene to formalize an action on both parties and how you want to proceed. We have to convene by the end of the year in the off years. It would be my thoughts that you probably should set a date before the end of this year.

The Clerk gave the commission dates of regularly scheduled meetings. Discussion ensued on dates of the next Salary Commission meeting. A Salary Commission Meeting was scheduled for Tuesday, December 5, 2023 at 5:30PM.

Ms. Ferguson asked if anyone has talked about amounts for the City Council salaries.

Mr. Frey stated I was thinking \$12,000 and \$12,500 for the president.

Discussion ensued about salary and timeframe to begin the increase.

Mr. Frey suggested keeping the timeframe consistent to the mayor.

Ms. Ferguson stated July 1st would be the increase for the council and CPI increase for the mayor.

Mr. Mobley asked if there are any restrictions on the council receiving increases due to the election period.

Mr. Abbey stated that is a debate. I will do some more research in the morning and we will have it for you at the next meeting. The statute is clear when they take effect. The council cannot change anything you do. They can only reject it.

Ms. Ferguson said if they reject it, nothing changes, correct?

Mr. Abbey said that is correct. The salary would stay the same.

Mrs. Sherwood said we wouldn't be able to reconvene after it is rejected to present a new wage to the council?

Ms. Boggs stated the statute says you meet every odd numbered year and your determination shall be within 45 calendar days of your first meeting.

Mr. Abbey said I think you have a baseline. If anything in the statute comes up that we think you need to know or will be beneficial in your decision making, we will forward it to you.

Meeting adjourned at 6:59PM



**CITY OF BURTON**  
**BURTON SALARY COMMISSION MEETING**  
**DECEMBER 5, 2023**  
**MINUTES**

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**Council Chambers**
**5:30 PM**


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**4303 S. CENTER ROAD**  
**BURTON, MI, 48519**

**A) CALL TO ORDER**

Mrs. Sherwood called the meeting to order at 5:35PM.

**B) ROLL CALL**

<b>Attendee Name</b>	<b>Status</b>
Zachery Frey	Present
Yulanda Ferguson	Present
Rene Sherwood	Present
Kristy Spann	Present
Charles Sheaffer	Present
Jeremy Mobley	Present
Timothy Look	Present

**D) STAFF PRESENT**

Charles Abbey, DPW Director/HR  
 Joy Roe Clerk's Office

**E) ADMINISTRATIVE REPORTS**

Mr. Abbey provided the Salary Commission with documents related to elected officials salaries.

**F) AUDIENCE PARTICIPATION**

Patrick Dargel of 6119 Hughes Street in Burton spoke regarding the mayor acceptance speech during the swearing-in ceremony on November 20th and that the mayor indicated he had a desire not to add to the tax burden of residents. At last night's council meeting, the council approved \$1 million additional contribution to the unfunded liability of the city. When you raise income, you raise unfunded liability. He shared MML comparables and believes \$105,000 is a comparable number and representative of the taxpayers of Burton.

**G) BOARD DISCUSSION AND/OR POSSIBLE ACTION**

G.1) Elected Official Salaries

Mr. Look stated for clarification, once we make a decision here tonight, the City Council can either accept or reject it. Either action will be effective for two years, is

that correct?

Mrs. Sherwood said that is our understanding from the last meeting.

Mr. Abbey stated it does not go to City Council for action. They have 30 days by statute to overturn the decision. They cannot modify it. It is all or nothing. If they reject it, the salary goes back to the current level.

Dr. Spann asked if they reject it, can it come back to the commission for further discussion?

Mr. Abbey stated it appears in the statute that it does not. The statute does give you 45 days to render a decision. I don't know if that means you can reconvene and come up with a proposal B. The statute is really unclear about that. We have never had that happen. What we are hoping to do is get in compliance with the statute and to clarify the number on the salaries and pick one that is defined. In the last year, it seems to have become a part of the political process rather than what it should be based on. We would like a clear decision from the commission on the base salary and what it will be for the next two years.

Dr. Spann asked if the salaries are part of the City Charter.

Mr. Abbey said no. It is all done by ordinance. You are the final decision if it is not rejected by the legislative body.

Ms. Ferguson stated for clarification, if we provide the council with a proposal and they take no action within 30 days, our proposal stands?

Mr. Abbey said, yes. that is correct.

Ms. Ferguson asked can we bring Dr. Spann up to speed with where our discussion left off as far as the base salaries we were considering?

Mr. Sheaffer stated we were looking at three different areas that need to be addressed. First, the mayor's salary and how it increases each year. Traditionally, that has been done through CPI. Our discussion led us to continue to support that placing a cap on the level that it can be increased by as well as a cap on the low end of CPI. Second, we discussed the current salary of the position of mayor and is it at the pay level that it should be? Looking at the comparable cities and pay structures in the area and throughout the State of Michigan, from information provided by the Michigan Municipal League (MML), our discussion led us to believe that we should bump that up. The last thing we discussed is the City Council's pay and if they are being paid appropriately. Again, we looked at what was being done in comparable cities and came up with thoughts based on that.

Ms. Ferguson stated we discussed increasing the base salary which is almost an 11% increase. I feel like that is a lot all at once and I'm not sure what the council would do. His current salary is approximately \$99,000. I did some math and if we increase it by \$5,000, that would bring him up to around \$104,000. I calculated the average CPI at 3.2%, with that, the salary would be about \$107,000 and within two years, it would be over \$110,000 depending on the timing.

Mrs. Sherwood stated when we talked at our last meeting, we thought the base needed to be adjusted as well as the lower and top end of CPI.

Mr. Sheaffer stated my initial thought is to go with a CPI percentage at the beginning on the calendar year and any bump in salary to begin at the fiscal year, so you could budget accordingly. I would propose that the annual pay increase for the City of Burton Mayor be based on the previous 12 months CPI as reported by the Federal Government. A raise coinciding with that index to be capped at 5% and no less than 2% would be awarded on January 1st of each year.

Ms. Ferguson stated I will support that.

Mr. Abbey stated just for our benefit, I want to make sure we understand the intent of this commission. I am not telling you which numbers to pick. I am here to give you as much information as you need to make a decision so we are in compliance with the statute. I think in your motion, you would want to identify the mayors base salary as of today as a starting point. The cap of 5% is your choice and your role, but we were thinking of something a little more modest.

Mrs. Sherwood asked Mr. Sheaffer if the intent of his motion was based on the mayors present salary at \$99,321.77?

Mr. Sheaffer said correct. That was my intention.

Dr. Spann stated one of the points Mr. Sheaffer made prior to his motion was to use December CPI to take effect in January. Is this enough time for budgeting purposes?

Mr. Sheaffer stated the budgeting purposes I mentioned is if we make the determination to do anything further to the salary that the city has time for the budget that they will enact on July 1st.

Mr. Abbey stated the concept is right. The only issue is that our budget is July 1st to June 30th. In the first year of any adjustment, it would take a budget transfer anyway because we didn't budget for it. Again, mayors have kicked this can down the road for some time because of the uncomfortable position they would be put in. It will always be that way on the schedule. We are speculating. We do this with the union contracts as well. We select a number based on projections of things happening in the market and other things. It doesn't always work out perfectly and we may have to go for a budget transfer.

Ms. Ferguson stated CPI for the mayor has historically gone into effect on January 1st. Can I make an assumption that when the budget is being done, they are projecting the salaries to go up in January based on CPI?

Mr. Abbey said yes. That's what I was talking about. If you would have told me it was going to jump off the charts and be 8%, I would have been way off. Those are anomalies that don't happen very often. At the end of the day, we budget for it to be around 3%.

Discussion ensued regarding the amount of the mayors current salary. The City Controller determined the actual salary of the mayor to be \$99,306.54.

Mrs. Sherwood reiterated the current motion on the floor: Based on the mayor position current salary of \$99,306.54, the annual pay increase for the City of Burton Mayor be based on the previous 12 months CPI as reported by the Federal Government. A raise coinciding with that index to be capped at 5% and no less than 2% would be awarded on January 1, 2024 and every year thereafter.

Dr. Spann stated it would be most fruitful if we can make a decision simultaneously about the base pay.

Discussion ensued about adding an increase to the mayors current salary in the motion.

Mr. Sheaffer stated I am willing to rescind the motion.

Mrs. Sherwood stated the motion is off the table due to further discussion needed about the base wage of the mayor now that we have the correct amount.

Mr. Sheaffer stated based on what we had discussed about the CPI increase, a 5% increase would currently put the salary in the range of \$104,288. From comments made earlier this evening, \$105,000 is likely acceptable. We had discussed \$110,000 at the meeting last week, with comparables we have looked at, I am certainly comfortable with this. Whether or not we agreed on the CPI amount and/or the base salary, I think we need to increase this so that the pay in that office is reflective of where we are as a city and where we compare to other places in the state. The other basic concept to me is if we are going to attract good people, we need to have a competitive rate. Right now, I don't feel we have a competitive rate for what this city is in the process of doing.

Dr. Spann stated I think Ms. Ferguson made some good points earlier in recognizing last weeks conversation moving toward the goal of \$110,000 raising the salary by \$5,000 and CPI on top of that.

Ms. Ferguson stated I agree more with Mr. Sheaffer on the timing of the CPI increase in January and then July 1st, we increase the salary by, let's say \$5,000, that will get us very close to the \$110,000 goal we have been speaking about. I feel like that is a very reasonable number.

Mrs. Sherwood stated and to your point, the city can better budget for that influx and increase to the base rate.

Ms. Ferguson said, I believe that to be true.

Discussion ensued regarding the budget year versus fiscal year and the financial impact.

Mr. Abbey stated I dislike having these conversations as much as the mayor. I would like to caution you here because we want to make sure we are doing this incrementally like all the other contracts. Mr. Sheaffer's point is very well taken, if you want to attract good people, I think you have to have a competitive wage. We don't have to be at the top, but we do have to be competitive in the markets you are working in. Just remember, if we try to go too fast, you send the wrong message. Having a good salary commission is important and this is by far the best discussion I have heard in years on these issues. I think you're doing your due diligence. We are a growing city and we are taking on new things and getting busier all the time. I know what the job entails and I try not to weigh in on that. I just want to warn you to do it incrementally if an increase is your intent.

Ms. Ferguson stated you have referred to the Charter Five employees. These are other nonunion administrative employees whose wages are outlined in the City Charter?

Mr. Abbey said that is correct. The City Council sets that.

Ms. Ferguson asked how do they get a raise? What is their percentage increase? I would have to think they get one.

Mr. Abbey stated if there is a group that gets left out, I would have to say it is them, for political reasons. The unions negotiate for other employees. Council's of the past haven't seemed to have a problem, but they view the nonunion Charter Five who are at the mercy of the council and the political climate. Four out of seven votes are required for an increase and in the past it has been a problem, so they are lagging behind. Council made some good improvements with them several years ago for the first time in a long time. We think it is getting better and the climate is getting better and people are looking at these jobs for what they really are. These are professionals, people that are running a \$47 million business here. The last thing we want is a revolving door where we can't retain people. That is getting tougher in the world today. This will need to be visited at some point, for sure.

Ms. Ferguson asked has the council addressed salary increases for them recently?

Mr. Abbey said a few years ago, they did. They set incremental \$1,500 to \$2000 increases each year over a three or four year period.

Dr. Spann stated if we look at the CPI increase on January first at roughly 3% and not to exceed 5%, looking at the data on CPI from the Department of Labor statistics, typically, you are looking at 1.1%-2.2% on average. It is usually on the low end. From 2020-21 and 2021-22 it was extraordinary and we all recognize that. We are not looking at large increases. When we talk about incremental changes, this community has had a lot of struggles and a lot of great things, but it is hard. Do you think that a CPI increase in January coupled with a base increase in July, would meet the idea of an incremental increase that Mr. Abbey spoke about?

Mr. Abbey stated this is for you to decide. These things are viewed political because of the nature of the business we are in. I will say that 5% on the high end is a little bit alarming and it makes me nervous and the mayor nervous. Like you said, historically, in the government, it's like inflation, they want to control it at 2%-2.5% and they think it's a good economy if it is within those ranges. That is my original thought. The floor, I have no problem with. It makes perfectly good sense. You want to be careful with the high end because then we are right back to the same thing, it becomes political.

Dr. Spann stated I think we are all very clear that this is our decision. Personally, I appreciate the perspective that you can bring and the way that you can illuminate the idea and clarifying what you mean by incremental. It boils down to us needing to be careful of the top end of CPI and 5% might be a little too aggressive.

Mr. Abbey stated we will be following the statute by calling this commission together every two years on the odd year. When you do that, you can examine the decision you made previously to make sure you are going in the right direction. If not, you can make an adjustment. You have those latitudes going forward now that we have a working commission.

Dr. Spann stated when I look at the salary surveys from the Michigan Municipal League, it was not organized alphabetically, by population or county, or in any other way that I could tell, so I contacted Mr. Abbey's office and spoke with Ms. Scott, who is going to pull this data into a spreadsheet, so we can actually sort it, to take a better look at it. At least one person has considered Pontiac as a data point for us. I believe we should have more than one. I might suggest that we get the data in a useable format and use it and come back together again. If it is the will of this group to act on this today, I am a team player. I don't think we are going to be far off either way.

Mr. Abbey stated I just want you to know that you have a 45-day window to make a decision and we are closed between Christmas and the New Year, so keep that in mind.

Mrs. Sherwood stated that is why we had this meeting because we wanted the additional information that was presented a week ago, so we had time to make a good decision on behalf of our committee.

Mr. Frey stated we originally talked about the \$110,000 and CPI. I do like the idea of splitting it to \$105,000 plus the additional cost of living, that would get us to where we all want to be. I wouldn't be opposed to making the decision at this meeting to split that again to get to our target of \$110,000. We can meet next time and reevaluate it. I think this is a good idea and what I am leaning toward.

Ms. Ferguson stated I think it will be more generally acceptable if we don't try to increase too much too quickly, just based on the current environment. I have

attended a few City Council meetings and I think we will get too much push back and we are putting the council members in a very bad spot and some are new.

Mrs. Sherwood stated to Ms. Ferguson's point, there was an 8% increase last year. I agree with you.

Mr. Sheaffer stated looking at where we are right now and as Dr. Spann mentioned, CPI is likely to be 3.2%, by the time we are at the end of the two year period, the salary will be around \$104,000-105,000.

Mr. Frey said now that the salary commission is together, we have a lot more ability to do this the right way, so there is no shock and awe.

Mr. Look stated we have 11 months under our belt, what does CPI say right now mid 4%?

Mr. Abbey stated I looked today and it was, but it is coming down. I think it may end up just south of 4%, maybe high 3%. I would say low 4's to high 3's.

Ms. Ferguson said the fed is projecting 4% for 2024.

Dr. Spann stated we set the minimum to 2%. Can we set the max CPI at 3.5%.

Ms. Ferguson said we all agree that last year's CPI was a fluke. We are only talking for two years, right? I can agree to that if we are looking at it from a 2 year perspective.

Dr. Spann stated that takes into account the will of the people. We all live here. I want to make sure we are attracting good people and a good mayor, it is really important. This is not a fun time to lead. It is really hard for anybody.

Mrs. Sherwood stated I hear a lot of discussion about the CPI and the cap and what I think I am hearing is a floor of 2% and a cap of 3.5% for CPI. We are all in agreement on that. Based on the current salary as of today of \$99,306.54. At the cap of 3.5% that would bring the salary to \$102,780.

Mr. Frey asked if the commission would like to discuss a salary increase to bring it to \$105,000 which would be an addition of around \$2,000.

Mr. Sheaffer stated if we keep this CPI increase through the 2-year period, we will be there. If we are taking into consideration the likelihood of council approving this, the incremental baby steps make sense and we have the opportunity again in two years to reevaluate and do something different.

Ms. Ferguson asked are we not going to do a salary bump on July 1st?

Mrs. Sherwood stated that is part of what we are discussing. I just did the math and at the second year at the 3.5% cap, the salary would be at \$106,400.

Mr. Sheaffer stated my thought is there should be no other bump in pay until we meet again in two years. I would make a motion based on the positions current salary of \$99,306.54, the annual pay increase for the City of Burton Mayor shall be based on the previous twelve months CPI as reported by the Federal Government. A raise coinciding with the index would be capped at 3.5% with no less than 2% to be awarded on January 1st of each year.

**RESULT: G) Approve and Authorize based on the positions current salary of \$99,306.54, the annual pay increase for the City of Burton Mayor shall be based on the previous twelve months CPI as reported by the Federal Government. A**

**raise coinciding with the index would be capped at 3.5% with no less than 2% to be awarded on January 1st of each year. [UNANIMOUS]**

**MOVER:** Charles Sheaffer

**SECONDER:** Timothy Look

**AYES:** Zachery Frey, Yulanda Ferguson, Rene Sherwood, Kristy Spann, Charles Sheaffer, Jeremy Mobley, Timothy Look

**NAYS:** None

**ABSENTS:** None

**ABSTAINS:** None

**RECUSALS:** None

Mrs. Sherwood stated now we will be discussing the pay of our other elected officials, City Council.

Ms. Ferguson stated it is my understanding that council members can opt out of the medical benefits that the city provides and that they get a once a year payment of about \$1,200. I was afraid I have old information, so I was wondering if Mr. Abbey can clarify what that opt-out amount is currently. Does this go up as medical cost premiums go up?

Mr. Abbey stated I think it's around \$1,500, but I can check on the exact number, and it does not go up. It is adjusted through an ordinance change and it is the same as what employees get as a stipend in lieu of.

Ms. Ferguson said that is a close enough number, I don't need it to be exact. I think this is something we should take into consideration.

Mrs. Sherwood said I agree. Thank you for asking that question. At our last meeting, we were told the current pay of the council was \$10,000 annually for the President and \$9,500 for other council members.

Ms. Ferguson stated if I recall correctly, we had originally talked about bumping the President's pay up to \$12,000, and council members to \$11,500. This is a 20% increase. I am not on board with that.

Mrs. Sherwood asked if anyone recalls the last time an increase was given?

Ms. Ferguson said 2011. It has been quite awhile.

Mr. Frey said I agree 20% is quite a shock, but 13 years is a long time to go without any kind of increase. I don't think we are out of the ball park with this.

Ms. Ferguson stated I am not comfortable.

Mrs. Sherwood stated this is for 24 meetings per year.

Mr. Frey stated plus the special meetings, I counted it in the 30's.

Ms. Ferguson stated I looked at Bay City who has roughly the same amount of meetings, including sub-meetings. They get \$625 per month. For just council meetings, that is a little over \$300 per meeting. Our council members are currently getting over \$400 per meeting at the current rate, not counting all the sub-meetings. It is not fair to leave them out because it is taking their time, it was just easier because not every council member is on every committee.

Dr. Spann stated they have access to healthcare, if they want it and that is roughly \$18,000 benefit and that is huge. They also have optical, dental and a 401K.

Mrs. Sherwood stated if those benefits are afforded to the council members, is

there a premium they pay or is it paid for by the city?

Mr. Abbey stated they pay like we all do. It has been an 80/20 percentage. It is 80% city and 20% employee. Last night the council approved a hard cap resolution where employees will now pay 10%.

Dr. Spann asked if the insurance program is negotiated and how often? How often do you look at changing it?

Mr. Abbey said it is done by the legislative body, annually by statute.

Dr. Spann said I understand that. We do the same thing at the school district. The benefits for this very part time position are huge. I would have a hard time with this. I would do something significantly less.

Ms. Ferguson stated if we give each group a \$500 increase, that is a 5% increase.

Dr. Spann said 5% is very nice.

Ms. Ferguson said I think that is reasonable.

Mrs. Sherwood stated I am comfortable with \$500 and it is because of the benefit package.

Mr. Abbey stated if I understand Ms. Ferguson correctly, you are leaning toward a \$500 one time that would take the President's salary \$10,500 and council members \$10,000.

Mr. Frey said anything is better than where they are now. For 13 years of no raise, this is a great starting point.

Ms. Ferguson stated I have to give the council a little bit of credit here, we have some of the same people run each time. They are obviously not in it for the money.

Dr. Spann stated in this city, there are three different school boards and they are all also elected officials. They make roughly \$40-\$50 per meeting with no benefits, no health, dental, optical, life insurance. These people are truly not in it for the money, that is my point of comparison. It is not that I don't appreciate City Council, I don't want to be misunderstood.

Mrs. Sherwood stated I think what we hear from Dr. Spann is that we also need to take into consideration the additional added benefits that are afforded our City Council in Burton.

Ms. Ferguson stated I move that we give council members an increase of \$500 to make the salary \$10,000 per year for council members, and \$10,500 for the Council President effective July 1, 2024 for a period of two years when this commission can reconvene.

**RESULT:** Approve and Authorize a salary increase for the council members of \$500 to make the salary \$10,000 per year for council members, and \$10,500 for the Council President effective July 1, 2024 for a period of two years when this commission can reconvene. [UNANIMOUS]

**MOVER:** Yulanda Ferguson

**SECONDER:** Timothy Look

**AYES:** Zachery Frey, Yulanda Ferguson, Rene Sherwood, Kristy Spann, Charles Sheaffer, Jeremy Mobley, Timothy Look

**NAYS:** None

<b>ABSENTS:</b>	None
<b>ABSTAINS:</b>	None
<b>RECUSALS:</b>	None

Mrs. Sherwood thanked the commission for their due diligence and the research and data provided by each one of you.

Meeting adjourned at 6:31PM.