



CITY OF BURTON
BURTON CITY COUNCIL MEETING
DECEMBER 3, 2018
MINUTES

Council Chambers

Committee of the Whole

6:00 PM

4303 S. CENTER ROAD
BURTON, MI 48519

This meeting was opened by President Steven Heffner at 6:00 PM.

A. CALL TO ORDER

Attendee Name	Title	Status	Arrived
Tom Martinbianco	Councilman	Present	
Duane Haskins	Vice President	Late	6:10 PM
Dennis O'Keefe	Councilman	Present	
Steven Heffner	President	Present	
Danny Wells	Councilman	Present	
Vaughn Smith	Councilman	Present	
Christina Conley	Councilwoman	Present	

B. STAFF PRESENT

Paula Zelenko, Mayor
Rik Hayman, Chief Of Staff
Sue Warren, HR Director
Bette Bigsby, Acting City Clerk
Karen Moffitt, Controller
Marvin Epperson, Fire Chief
Mike Odette, Police Chief
Charles Abbey, Deputy DPW Director

C. ADMINISTRATIVE REPORT

Mayor Zelenko had handed out a packet of information regarding the administrative officers compensation and proposed changes to the ordinance. More information was put in Council mailboxes.

D. AUDIENCE PARTICIPATION

Steve Hatfield wanted to address one issue. Finding candidates and recruiting is hard. Finding quality candidates for a Chief position is difficult. I know the salary the Chief is making here. As a detective in Grand Blanc with a population of 8,000 I made more than the Chief you have now. That should never happen. We are lucky that Mike Odette was in the wings to take over when Chief Osterholzer retired. If you had to do a search for a chief you would not have gotten quality candidates. You would have gotten people from very rural areas that wanted the title. Retired Chiefs who wanted to come in and be retired with a second job. Burton police department is active we have a seven mile border we have to be active at. We need a chief who knows what they are doing and knows the area and is willing to get involved. I urge you to seriously consider that through this process.

E. COUNCIL DISCUSSION

1. Ordinance 30.03; ADMINISTRATIVE OFFICERS; COMPENSATION AND BENEFITS

Mr. O'Keefe stated he has been advocating this for over 5 years. I think I would like to summarize some of the comments over the last few of these meetings. These positions have no salary increase in almost 10 years. Mr. Smith had a great observation in our last meeting. He took two percent inflation times 10 years which is 20 percent of lost buying power. I think this is terrible considering the Charter 5 is the senior management of the city. Who has responsibility for them? The Mayor appoints them and we approve. We have some skin in this game. These employees were hired by us and the Mayor I understand the first part of the 10 years it was very difficult. Who speaks for the Charter 5? They have no contract and no union. Very easy to miss the whole boat sometimes. Urge council to look at this and consider it, is something we really need to do.

Mr. O'Keefe asked the Mayor how set she was on July of 2019. He doesn't know why we are waiting that long. He would like to see the date changed to beginning of 2019. Not prolong for another 7 months. Labor market has changed dramatically since these people were hired. Peer group analysis very good. Labor market has changed since they were hired. Something that really truly needs to be done.

Ms. Conley agrees with Mr. Hatfield, the Police Chief does need a raise. When you say some of these employees have been here since 2009; some of these employees have only been in their position for less than a year. It is not like they have not gotten a raise since 2009. We went through different people. We have to look at individual people and see when they were employed. That is the way she looks at it.

Mr. Martinbianco in part concurs with Mr. O'Keefe about initiating change. My change is that the ones that have been brought by the administration is to change to January 1, 2019. I don't have a problem with numbers. Budgetary thing we have to look at budget. No problem with numbers except assessor. When we go out to look you may find that someone won't do it for less than \$100,00.00 a year. Everything else I had no problem.

Mr. O'Keefe looked through books in regards to available money. Will need a budget amendment. Do you have resources to make these changes if budget amendment from someplace?

Mayor responded they would have to look at each budget and see where we are if it is moved to January 1st. We used July 1 because of budget year. Just because the number on paper says what it says does not mean they would automatically go that high. We have a history of not taking everyone to the max. Have a history of doing it in increments.

Mr. Martinbianco use the annual salary of the assessor "an amount determined by the Mayor not in excess of the following amounts" Mayor has the levy to determine the amount.

Mayor Zelenko said the raise here is not for the person it is for the position. Have to be able to attract good qualified candidates. A good start to open our discussion.

Mr. Martinbianco stated years ago when Mr. Becker wore both those hats deputies were in charge take both wages and spit them in addition to their duties. What would be the expectation.

Mayor believe the controller could not be treasurer and controller there has to be a separation of duties and location. Believe that is why Mr. Becker had to choose treasurer or controller. Could not be both.

Mr. O'Keefe back to going from July 1 to January 1. It has come up continually and it has never been the right time. Would like to see the January 1, 2019 date. We are talking about the ordinance and then it has to come back to the council before there is any money. Would like to have a report on how we are going to do it and where the money is to do it. If approved at the next meeting before second meeting. Have a committee of the whole and go over the budget.

Mr. Haskins doesn't feel it would need to come back to Council for approval. Once it is voted on it is up to the Mayor to implement.

Mayor stated it may need to come back to the council because it may cross budgets and there may have to be a budget amendment.

Mr. Heffner stated Mayor would not have to come back to Council to give raise if this passes. I would like to see Police Chief made immediate. Make effective January 1st. First reading tonight and then another January 27th. That is two readings. Would like to see the other four taken up before budget time.

Mayor stated it was an ordinance and it takes two readings.

Mr. Wells stated there is a right way and a wrong way to do it. My opinion of this meeting is here is the high mark and here is the low mark. I don't even know where they are with credentials. We are hiring someone and hoping they have the credentials. I called a few of these places today. A lot of these places share the cost with another city. What I would like to do tonight is find a happy medium.

Mr. Heffner stated we have to see how this is going to affect any future union negotiations. It was alluded that the unions are seeing what we are going to do with the Charter 5.

Mayor stated the Charter 5 's retirement was already taken to a defined contribution. Wages are set by ordinance.

Ms. Conley wants to vote on each one separately.

Mr. Martinbianco was not sure it could be part and parceled out.

Ms. Doyle stated it can be amended. It requires two readings each time.

Mr. Smith stated the Chief took a \$15,000.00 pay cut to take the position. Regarding the other positions, if you look at the time value of money they have lost 2% a year. He likes growth rate increases. Wants to get the Police Chief increased.

Mr. Martinbianco stated remember Charter 5 can only be appointed when the Mayor counts to 4. They are potentially only there as long as the Mayor is there.

Mr Heffner asked What stops the Mayor from taking them to the top right away?

Mr. Wells the Chief knew what he was getting into when he took the job. We are going to make it right.

Mr. Haskins stated they all deserve a raise. Look at the fire Chief he has been here. They have been here a while and show they deserve a raise. I don't know what would be the best way to institute this.

Mr. O'Keefe stated there is one dollar amount in here. I had introduced salary ranges but it got no traction. Mr. Martinbianco brought up a good point. If I was hired by Mayor Zelenko and people have to know the Mayor is up for election every 4 years. You work at the will of the Mayor. Another factor in looking at the salary. Can't be guaranteed a job for four years if performance not there. Need to make a decision before the first of the year.

Mr. Wells stated we always took that into consideration before. They were compensated thusly. They had some good retirement that we have had to whittle away at. Lets have a conversation and put some numbers together.

Mr. Smith no problem with numbers. Mayor touched on it we have touch on their pension. They are more like contract employees. Would like to see growth. It works and holds employees accountable.

Mayor Zelenko stated one of the reasons we gave a wage history is to demonstrate we do have those conversations. We wanted salary ranges and that did not get a lot of support from Council so I went back to way it was written by previous administration.

Mr. Martinbianco is a bit skiddish about the Assessor.

Mr. Wells stated the other thing we could do is hold this off until July 1 and give a stipend for waiting until July 1.

Mr. O'Keefe stated for five years he has heard the same thing. It is time to fish or cut bait. I agree with everything except the July 1 date.

Mr. Heffner stated we all agree the Police Chief deserves a raise. Mr. Smith made a good point about the way he did. We do not have to do it all at once. We can bump the Chief up and then revisit this at budget season.

Mayor Zelenko reminded the Council that each time a change is made there has to be two readings and then it has to be published. It could be costly if you piece meal. Mush easier and more efficient to do it all at once.

Mr. O'Keefe made a recommendation that everything stays the same except the date be January 1, 2019. Mr. Martinbianco agreed.

Meeting was adjourned at 6:57 PM.
