

CITY OF BURTON
SALARY COMMISSION MEETING AGENDA
DECEMBER 16, 1997, 4:00 P.M., COUNCIL CHAMBERS

The Meeting was called to order by Bill Kalanquin, Vice-Chairman, at 4:17 P.M.

MEMBERS PRESENT: Cills, Kalanquin, Mata, Osborne and Ellithorpe.

MEMBERS ABSENT: Chandanais and Rowland.

OTHERS PRESENT: C. Abbey, Personnel Director and C. Ladd, Deputy City Clerk.

PURPOSE OF THE MEETING: Discussion and Recommendations Concerning Mayor and Council Salaries.

PRESENTATION:

Mr. Abbey noted that on February 17, 1997, the salaries of the surrounding areas were printed in The Flint Journal. MML also has salaries of those areas throughout the State who are comparable in size to our City. Some have a City Manager and others have the strong Mayor form of government. These figures were prior to this years raises. For Council salaries, you can use the Trustees salaries as a comparison. If you need more information, we do have the book to compare the figures.

Mr. Kalanquin asked what the Mayor's salary is at the present time.

Mr. Abbey said it is currently \$49,500.00. If you take the average of the municipalities our size, the difference in pay gets wider according to the wage book. Mr. Abbey then compared some of the larger townships and cities with the wages of our city. He said we are about \$20,000.00 lower in comparison with those who have approximately the same population and is geographically about the same. Mayor and Council have done a good job and have turned Burton around. The Mayor's salary is below that of several Administrators.

AUDIENCE PARTICIPATION:

Pauline Dargel, 6119 Hugh, said those who decided to seek public office were once candidates and successful, and do not necessarily have a particular background other than what is required by Charter. Those who are employed by the City, have years of experience and have made careers out of their positions rather than being an elected official. She spoke concerning the increase received by the other Administrators and Unions and the fact that one of the Unions had a loss in sick and personal days for new employees and the Supervisor's took an 8% decrease in wages. The Council and Mayor have benefits and there are five (5) Council Members who collect \$1,200.00 each year in lieu of health insurance, which is also added to their pay.

Larry Petrella, 1081 Howe Rd., asked if there is a certain percentage for the wage increase and wanted to know what method the Commission is using to gauge their decision. He also asked what is the base pay for the Council? He noted that the amount of the increase should not be taken out of mid-air.

Mr. Kalanquin said there is nothing in writing as far as recommendations for the increase.

Mr. Abbey said the main criteria is that the Mayor is underpaid. Contrary to what people believe, the Mayor's job is not 9 to 5, but there are many additional hours for meetings, speaking engagements, etc. Mr. Abbey said the Council's base pay is \$6,750.00 for the members and an additional \$500.00 for the President. Mr. Abbey then gave the members a copy of the minutes from the meeting held in 1995. He said he has given the Board the most

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realistic and conservative numbers he has. Some of the other communities get another \$25-\$30 for meetings they attend, as well as their base pay. The compensation packages differ from one community to another.

COMMISSION DISCUSSION:

Mrs. Mata said she thinks a raise is in order for both the Mayor and City Council. The City has grown and has come a long way with the increase in homes and buildings. Also, the job doesn't end at 5 p.m. as most jobs do. She said she thinks they are entitled to the raise because they have worked hard and have other functions to perform besides the meetings.

Mr. Osborne said he agrees that they are due for a raise, but we need to discuss how much of one. Nearly everyone in Genesee County gets a yearly raise of some kind.

Mr. Kalanquin said he too agrees that the Mayor and Council have done a good job and have worked hard to take away the stigma of Burton.

Mr. Ellithorpe noted that the City has moved forward with a great deal of growth and people don't stay in their jobs without raises. He said he has always thought the Mayor's salary is low and should be raised. He said at the last meeting, a comparison was made of the cities the same size as ours around the State, and Burton was always lower. He said he would like to study the figures before making a decision.

Mr. Cills said the Board should be looking at the office, not the person who is holding office.

Mr. Kalanquin asked for other recommendations and there were none.

Mr. Abbey stated if any further documentation is needed from his office, please feel free to ask.

COMMISSION RECOMMENDATIONS:

Mrs. Mata suggested the Board consider a \$5,000.00 increase for the Mayor and a \$2,000.00 increase for the Council. Another consideration is giving them per meeting pay, as well as the base salary.

It was a consensus of the Board to take the material home and think about the recommendation by Mrs. Mata and meet again on Wednesday, December 17, 1997 at 4:30 P.M.

Meeting Adjourned at 5:07 P.M.

Cheryl M. Ladd, CMC/AAE
Deputy City Clerk

CML