

CITY OF BURTON
SALARY COMMISSION MEETING MINUTES
DECEMBER 15, 1999/5:30 P.M., COUNCIL CHAMBERS

The Salary Commission Meeting was called to order by the Personnel Director, Charles Abbey, at 5:42 P.M.

MEMBERS PRESENT: Cills, Ellithorpe, Osborne and Rowland.

MEMBERS ABSENT: Bement, Kalanquin and Mata.

OTHERS PRESENT: C. Abbey, Personal Director and G. Webster, City Clerk.

PURPOSE OF THE MEETING: DISCUSSION AND POSSIBLE RECOMMENDATION FOR AN INCREASE OF THE MAYOR AND CITY COUNCIL SALARIES.

PRESENTATION:

Mr. Abbey said the committee is meeting tonight to address the possible recommendation for an increase of the Mayor and City Council's salary. He said the first order of business was to nominate a chairperson to conduct the meeting.

Moved by Ellithorpe, supported by Rowland to nominate Mr. Osborne as chairman. Motion carried 4-0.

Mr. Abbey reviewed comparable salaries for similar communities in Genesee County for Mayor/Supervisor positions. The average salary in Genesee County for this position is \$55,800.00. The state average for the same position is \$63,900.00. The combined average is \$59,800.00. The Mayor's salary falls well below these averages.

Mrs. Rowland asked for clarification on the Mayor's present salary.

Mr. Abbey indicated that the Mayor's salary is \$53,500. He explained that Burton has a strong mayor form of government. Our Mayor is a full-time working administrator with many responsibilities. The administration proposes a \$2,000 wage increase in the first year and the same in the second year. This amounts to an increase of approximately 3.9% the first year and 3.75% the second year. The Mayor's salary would still fall well below the state average; however, it would help with the cost of living increases.

Mr. Abbey reviewed comparable salaries for similar communities in Genesee County for Council/Trustee positions. The average salary in Genesee County for this position is \$8,500. The state average for the same position is \$4,000. The combined average is \$6,200.00. The Council's salary is \$7,200 with the president receiving \$7,700. They are well within the state average. The administration proposes a \$150.00 wage increase in the first year and the same amount in the second year. This amounts to approximately a 2% raise. In addition, he indicated that the number of Council meetings have increased due to the growth of the city business.

Minutes for 1995 and 1999 Salary Commission meetings were distributed.

AUDIENCE PARTICIPATION:

Pauline Dargel, 6119 Hugh, said Social Security benefits increased by 2.4%. She felt the commission was mixing the Mayor's performance with the office of mayor. She feels the commission needs more information before making this decision.

COMMISSION DISCUSSION:

Mr. Osborne indicated that the salary commission should be fair to the office of the mayor, as well as to the taxpayers of Burton.

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Mr. Osborne and Mr. Cills asked for clarification on topics such as, car usage and fringe packages for the mayor.

Mr. Abbey said the main function of the salary commission is to address the base pay, not to set the fringe package. There are many variables when looking at fringe packages. He briefly explained a few different fringe packages offered in the county. To his knowledge all full time mayors and supervisors had access to car usage. Mayor Smiley pays a car allowance every day that his car is used. This is required and logged through IRS documentation. Mr. Abbey said other issues to consider are the responsibilities of the individual and how well the community is doing. Burton has had a dramatic increase in growth and success in the several years. He felt a 3% increase would be fair for everyone.

Mr. Osborne felt the 3% raise would not be bad for anyone.

Mr. Ellithorpe asked for clarification on what course of action the board needed to take.

Mr. Abbey said some action would need to be taken to maintain the Mayor's current salary. The charter would take precedence on this matter, if no action were taken. Then salaries would revert back to 1972. The salary commission has the option to reduce or increase salaries. The salary commission meets after every odd year election to review and adjust the salaries.

Mrs. Rowland suggested a salary range be set. Experienced people like our present mayor could be paid more, while new elected officials could be paid less.

Mr. Abbey said the salary commission was established to address salaries on the odd years, after our city elections. If salaries needed to be adjusted, this is the time to do it.

Mr. Osborne indicated that the council has the final decision. They have thirty days to reject the commission's recommendation if they choose to do so.

Mr. Ellithorpe agreed that the Mayor's office was under paid and that he was supportive of the mayor's pay raise. However, he needed more time to review the information that was presented tonight. He would like another meeting scheduled before making a decision on this matter.

Mrs. Rowland indicated that the members would appreciate starting this procedure earlier than December so the commission would have time to research these issues more thoroughly. She felt this would benefit the taxpayers.

It was a consensus of the board to review the information presented this evening and make a determination at a later date.

Mr. Abbey indicated that the city offices would be closed for the holidays after next Wednesday, December 23rd.

Moved by Ellithorpe, seconded by Cills to set the next Salary Commission meeting for Tuesday, December 21, 1999 at 5:30 P.M. Motion carried 4-0.

Mr. Ellithorpe would like more information on other cities in Michigan. He asked for clarification on the proposals given by the administration. The suggested increase for the Mayor was \$2,000 and the Council was \$150.00.

Mr. Osborne said the members might still have further questions for Mr. Abbey. They would like a representative from the city present at the next meeting.

Moved by Cills, supported by Ellithorpe to adjourn the meeting. Motion carried 4-0.

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COMMISSION ACTION:

Moved by Ellithorpe, seconded by Rowland to nominate Jim Osborne as chairman. Motion carried 4-0.

Moved by Ellithorpe, seconded by Cills to set the next Salary Commission meeting for Tuesday, December 21, 1999 at 5:30 P.M. Motion carried 4-0.

Moved by Cills, seconded by Ellithorpe to adjourn the meeting. Motion carried 4-0.

Meeting Adjourned at 6:50 P.M.

Gayle Webster
City Clerk

GW/cml