

CITY OF BURTON  
SALARY COMMISSION MEETING MINUTES  
NOVEMBER 27, 2001/6:00 P.M., COUNCIL CHAMBERS

The Meeting was called to order by Charles Abbey, City Administrator, at 6:05 P.M.

MEMBERS PRESENT: M. Ellithorpe, L. Cills, E. Gonzales, J. King and F. Rowland.

MEMBERS ABSENT: J. Osborne and T. West.

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

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

PRESENTATION:

Mr. Abbey stated that the first order of business is for the Commission members to select a chairperson for this year's meeting. He said the chairman also has a responsibility with our Clerk's Office to give a written opinion of the findings of the Commission and recommendation of the salaries for the Mayor and City Council for the next two years.

Mr. Ellithorpe said he nominates Jimmy King. All of the members concurred.

Mr. Abbey gave a brief overview of the in-depth study that was done in and out of the County to compare the Mayor and City Council salaries to those cities equal in size to Burton. The Mayor's salary was in the 30% range for his classification and the City Council was in the 60% range. He said he believes the facts show that the Mayor's position is grossly underpaid. Due to the substantial changes made a couple of years ago the City Council is in the 80% range and in the upper two-thirds of their percentile. The Mayor is in the 60% to 65% of his classification. He said he informed the Mayor that he would be recommending a 3% increase and the Mayor was very comfortable with that recommendation. A 3% increase would make the Mayor's salary at \$60,255.00 for the year 2002 and \$64,255.00 for the year 2003. The Council President would be increased to \$8,446.00 or \$8,450.00 just to round it off. The rest of the members would be receiving \$7,935.00.

Mr. King said he thinks the amounts being proposed are very conservative. He said if the Mayor is in agreement, it is probably a good recommendation.

AUDIENCE PARTICIPATION:

Pauline Dargel, 6119 Hugh St., Burton, MI, commented that an ordinance requires the Salary Commission to meet every two years. She noted that in the first recommendation by the Salary Commission, the Mayor is entitled to the same number of sick days as the rest of the administration, but the Mayor shall not be paid for the unused days. She referred to an article concerning the percentage rate of wages by the Associated Press and published in The Flint Journal on November 16, 2001. The percentage rate was changed in early October from 4.4%-4.6% to 2.9-3.1%. She said she understands why Mr. Abbey made the recommendation he did.

COMMISSION DISCUSSION:

Ms. Gonzalez said Burton has grown over the years and she thinks this is a conservative pay raise.

Mr. Ellithorpe commented that he is discouraged at the Mayor's salary. He thinks it should be substantially more as there are Township Supervisor's who make more than what the Mayor does. This city has grown a great deal in the last few years and the Mayor's wage is at the low end of the pay scale. He said he would like to see more than a 3%

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increase because of where he is on the scale. He said he thinks the pay is low for what this city is and what we are doing. He thinks the city has done a good job to bring in the businesses and new homes. It's great to see that Burton does not have the problems that other cities have.

Mr. King asked if the City Council would approve the Commission's action.

Mr. Abbey replied that they wouldn't approve the action, but they have 30 days to overturn your action if they disagree with it.

Mr. Ellithorpe said if that happens, the Mayor's salary would then revert back to what it is currently.

Mr. Abbey asked that if the Commission is going to do recommend something other than the 3% increase, that it be done in the second year, as opposed to the first year. The reason being that the City has just received information from the Governor's Office that they over estimated the state budget and they had to cut back on the budget and our revenue sharing dollars have been cut substantially, as well as Act 51 dollars. We have to make up a good chunk of that this fiscal year and we plan to make some adjustments to our budget proposals. He said he thinks the Mayor deserves an increase, but is asking that anything other than the 3% be done in the second year.

Mr. Ellithorpe asked if the increase would be retroactive.

Mr. Abbey replied no, the increase would take effect the next even numbered year, or January 2002.

Mr. Cills asked how the city hall expansion would affect the budget.

Mr. Abbey said the city hall expansion wouldn't be affected, but some of the monies set aside could be changed. Mr. Abbey gave examples as to how the other projects may be handled during this fiscal year.

Mrs. Rowland said she is one the people who wanted to see the Mayor get a more substantial increase in 1999. She suggested that a 3% increase be given for 2002 and a 5% increase for 2003.

Mr. King asked if the Council's salary is comparable.

Mr. Abbey said the Council is in the 75%-80% range of their classification. He explained the political delicacy of giving the Mayor's position a substantial increase and not doing the same for the Council.

Ms. Gonzalez said she thinks the 3% increase is low, but it is also a fair increase.

Mr. Abbey said there may be several challenges ahead, but the bottom line is that you make the decision and whatever you decide to do is fine.

Mr. Ellithorpe said he doesn't disagree with a 3% increase the first year and suggested increasing the amount to \$64,000 the second year.

Ms. Gonzalez commented that she doesn't want to put a damper on the suggestion, but we never know where we will be next year and need to look at the big picture. She said she would rather come back and submit another raise in 2003. She said if the Mayor and Mr. Abbey are content, she is also.

Mr. Ellithorpe said the Commission cannot come back until 2003 and we have to suggest a raise for the years 2002 and 2003.

Mr. King asked if bonuses had ever been given.

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Mr. Abbey said that no bonuses have been given over and above the compensation.

Mr. Ellithorpe said he thinks getting into bonuses would create a problem.

Mr. Abbey said if you are going to modify over and above what has been recommended, he would suggest not going over \$63,000 in the second year.

Mr. Cills said the position is what is being considered, not the person.

Mr. Ellithorpe agreed.

Mr. King said it appears everyone is fairly satisfied with what is being proposed and we need to be conservative in regards to the community.

Discussion continued in regards to the Mayor's salary.

There was a consensus of the Commission to increase the Mayor's salary to \$60,500 for the year 2002 and another increase to \$62,500 in the year 2003. This works out to approximately a 3.4% increase.

The Commission then reviewed the Council's salary and after discussion, decided they also should receive a 3.4% increase. The City Council would receive \$7,980 for the year 2002 and \$8,260 for the year 2003. The Council President would be receiving \$8,480 in the year 2002 and \$8,760 for 2003.

Mr. Abbey said we could draft the determinations and they need to be signed in the Clerk's Office to make the document official. He said the next meeting would be in 2003 and the Commission would be notified by phone to set a meeting for November of 2003.

COMMISSION ACTION:

Ellithorpe moved and Cills seconded the following motion:

1. Approve and authorize an increase in the Mayor's salary to \$60,500.00 for the year 2002 and increase to \$62,500 for the year 2003, effective January 1, 2002.

Motion carried 5-0.

Gonzalez moved and Rowland seconded the following motion:

2. Approve and authorize an increase in the City Council's salary to \$7,980.00 for the year 2002 and increase to \$8,260.00 for the year 2003. The Council President's salary shall be increased to \$8,480.00 for the year 2002 and \$8,760.00 for the year 2003. The salary increases are effective January 1, 2002.

Motion carried 5-0.

Meeting Adjourned at 6:50 P.M.

Cheryl M. Ladd, CMC  
Deputy City Clerk

CML