



REGULAR MEETING

October 1, 2015

1:30 PM

PITTSFIELD TOWNSHIP COMPENSATION COMMISSION MINUTES

Members Present: Chris Fairman, Vineet Katial, Stu Simon, Tom McDole, Edward Shaffran.

Members Absent: None.

Others Present: Ernest Milligan III (Recording Clerk), Director Patricia Denig, Attorney James Fink, Christina Lirones.

1. Call Meeting to Order at 1:30 p.m.

Commissioner Simon called the meeting to order at 1:38 p.m.

2. Pledge of Allegiance.

Commissioner Simon led the Pledge of Allegiance.

3. Public Comment.

None.

4. Establish Quorum.

A quorum was present.

5. Approval of the Minutes.

5.1 Approve Minutes of the Compensation Commission held on September 17, 2015.

Motion by Commissioner Shaffran, supported by Commissioner McDole, to approve the minutes, with amendments, of the Compensation Commission meeting held on September 17, 2015.

Commissioner Simon requested further clarification be included on item 8, to reiterate that no "across the board" wage increases for employees had been made since 2010, and that any wage increases had been promotion or performance based.

MOTION CARRIED.

6. Review / Discuss Data Received to Date.

Commissioner Simon opened discussions regarding the annual salary of Trustees. Commissioners discussed the comparable data for the compensation of Trustees in different jurisdictions.

Commissioner Simon provided clarification on the Board's actions to retain the per diem compensation, despite the Compensation Commission recommendation for its abolition.

Commissioner Simon commented that according to the Bureau of Labor Statistic's Fourth Quarter Covered Employment and Wages of 2014 Report, there was a 4.2% wage increase in Washtenaw County. (See Attachment 1)

Commissioner Shaffran commented that the Bureau of Labor Statistics indicated that the Midwest All Urban CPI (Consumer Price Index) from January 2008 to August 2015 showed a 12.115% increase. Commissioner Simon commented on the CPI Detroit, Ann Arbor, and Flint area data. Commissioners discussed the data matrix provided. (See Attachment 2)

Commissioner Simon presented his calculations for determining the salary for the position of Supervisor, based on his theory of salary determined based on the budget of the municipality. (See Attachment 3)

Commissioner Fairman noted that some of the comparable data varied in the salary increases and that certain municipalities did not make "across the board" increases. He inquired if some of these increases were based on performance. Commissioners speculated on the data provided and determined that their reasoning should not be performance based, since it was up to the voters to evaluate the elected officials' performance.

Commissioner Katial inquired whether the Supervisor, Clerk or Treasure had commented on their position for a salary increase. Commissioner Simon clarified that the three elected officials had not made a request since 2011, at which time they requested no increase due to the economic recession.

Commissioners discussed if they could render a determination based on the compiled data. Commissioners inquired when the determination would go into effect. Director Denig clarified that the determination would go into effect within 30 days of the Board of Trustees' approval or rejection of the Commission's determination.

Commissioners discussed a 3%-4% increase for the positions of Supervisor, Clerk and Treasurer based on an increased cost of living.

Moved by Commissioner McDole, supported by Commissioner Shaffran, to make a determination of 4% increase in salary for the positions of Supervisor, Clerk and Treasurer.

MOTION CARRIED.

Commissioner McDole requested clarification on what the salary would be with the 4% increase. Commissioner Shaffran clarified that the Supervisor salary would be \$84,101.68, and Clerk and Treasurer would be \$79,895.92.

Commissioners discussed the determination on the salary for the Township's Trustees. Commissioners expressed their disapproval of the retention of the per diem in addition to the salary. Commissioners discussed the attendance of Trustees and if the per diem compensation encourages attendance.

Commissioner Simon stated his disappointment in comments made by the Supervisor regarding the Trustees salary during the 11-13-2013 Board of Trustees meeting, when the resolutions were adopted.

Moved by Commissioner Shaffran, supported by Commissioner Katial, to make a determination of no increase in salary for the Trustees.

Commissioners discussed making recommendations to eliminate or limit the Trustees per diem compensation. Commissioner McDole inquired if the commission would be in favor of making a determination for a salary amount equal to what they make currently with the combined salary and per diem compensation, and further reiterate their request for the elimination of the per diem.

Moved by Commissioner Shaffran, supported by Commissioner Katial, to withdraw the motion for determination.

MOTION CARRIED.

Commissioner Fairman inquired whether the Board understood the Commission's intention to eliminate the per diem compensation.

Moved by Commissioner Katial, supported by Commissioner McDole, to make a determination of \$5,000 (no increase in salary) for the Trustees and recommend that there be no increase in the per diem compensation.

MOTION CARRIED.

Moved by Commissioner Shaffran, supported by Commissioner Fairman, to make a determination of zero salary for the Pittsfield Charter Township Parks Commission and recommended maintaining the \$100 per diem compensation.

MOTION CARRIED.

7. Other Business

Commissioners requested resolutions be drafted based on their determinations and be presented for adoption at the commission's next meeting for adoption.

8. Public Comment.

Christina Lirones requested that the Commission reiterate their 2013 stance for the elimination of the per diem compensation, and commented on the Trustees and Park Commission.

Commissioners thanked Ms. Lirones for her comments.

9. Adjournment

Motion by Commissioner McDole, supported by Commissioner Shaffran, to adjourn.

MOTION CARRIED.

Commissioners adjourned the meeting at 2:40 p.m.

Ernest Milligan III, Recording Clerk

Date

Christopher Fairman, Compensation Commission Secretary, concur **Date**