



Pittsfield Charter Township
Mandy Grewal, Supervisor

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Pittsfield Charter Township Compensation Commission
Meeting Agenda
September 28, 2017
1:30 pm

1. Meeting Called to Order (Vineet Katial, Chair)
 2. Pledge of Allegiance (Vineet Katial, Chair)
 3. Public Comment (Vineet Katial, Chair)
 4. Establish Quorum (Vineet Katial, Chair)
 5. Approve Minutes of September 14, 2017 (Vineet Katial, Chair)
 6. Review updated Comparable Community Data (PDenig, Staff Liaison)
 7. Review follow-up data requests:
 - a. Updated Pittsfield Charter Township Salary/Compensation Changes by Employee Group 2008-2017 (PDenig, Staff Liaison)
 - b. Other Compensation Commission requests from Sept. 14th meeting
 8. Discussion (Vineet Katial, Chair)
 9. Other Business (Vineet Katial, Chair)
 10. Public Comment (Vineet Katial, Chair)
 11. Close Meeting (Vineet Katial, Chair)
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REGULAR MEETING

September 14, 2017

1:30 p.m.

PITTSFIELD TOWNSHIP COMPENSATION COMMISSION MINUTES

Members Present: Vineet Katial, Tom McDole, Stu Simon, Ed Shaffran, Ishwar Naik.

Members Absent: None.

Others Present: Hillary Schmitz (Recording Secretary), Director Patricia Denig, Attorney James Fink.

1. Call Meeting to Order at 1:30 p.m./Determination of a Quorum.

2. Pledge of Allegiance.

3. Public Comment.

None.

4. Establish Quorum.

A quorum was present.

5. Elect Chair.

Motion by Commissioner Shaffran, supported by Commissioner McDole, to elect Commissioner Katial as Chair, Commissioner McDole as Vice Chair, and Commissioner Simon as Secretary.

MOTION CARRIED.

6. Approval of Minutes.

6.1. Approve Minutes of the Compensation Commission held on October 15, 2015.

Motion by Commissioner McDole, supported by Commissioner Simon, to approve the minutes of the Compensation Commission meeting held on October 15, 2017 as submitted.

MOTION CARRIED.

7. Review Compensation Commission Process and Timeline.

Attorney Fink gave a summary of the statutory requirements of the Compensation Commission. He noted that the Commission did not have the authority under state statute to determine any decrease in salary for elected officials during the elected officials' current term. Attorney Fink also noted that a determination will have to be made within 45 calendar days of the Commission's first meeting, and that this

determination will be for the next two calendar years. No statutory changes have gone into effect since the last Compensation Commission determination.

8. Review 2015 Resolution(s) of Determination – Res. #15-02 and #15-03.

The Commission discussed the actions taken by the Commission over the last cycle of determination, and the response actions taken by the Board.

9. Review Pittsfield Charter Township Salary/Compensation Changes by Employee Group 2008-2017.

Director Denig provided the Commission with an updated review of salary/compensation changes by employee groups from 2008-2017 (Attachment 1).

The Commission discussed the changes and requested a breakdown of raises for managerial roles be provided.

10. Review Comparable Community Data.

The Commission reviewed the updated comparable community data (Attachment 2). Director Denig noted that footnote #2 should state Independence Township and Van Buren Township did not provide updated budget information. Commissioner Katial requested the City of Ann Arbor's data to be added to the spreadsheet.

Commissioners asked Director Denig if the trustees have voiced any unhappiness with their salaries, and if the Township has had trouble recruiting residents for running for elected positions. Attorney Fink noted that every slot was contested in the last election. Director Denig stated that she had not heard of any complaints from Trustees, but she will ask the Supervisor.

Director Denig also provided the Bureau of Labor Statistics Midwest All Urban CPI (Consumer Price Index) data from 2015-2016 which showed an annual average increase of 1.6%.

The Commission also discussed the state and local government wages and salaries data which showed a 12 month not seasonally adjusted increase of 2.1% through June 2017.

Commissioner Katial questioned the difference between the seasonally and non-seasonally adjusted data, and requested 12 month seasonally adjusted data if it is available. The Commission also deliberated which CPI data (Attachment 3) was most valuable in helping them make their determination.

Commissioner Shaffran asked Director Denig if she could find out what the county's equalization office uses to determine the allowable increase in property taxes. Director Denig said that in the last two fiscal years the increase was below 1%, and that she will try to find out how the county comes up with that number.

Commissioner McDole handed out percentage breakdowns (Attachment 4) for possible salary and stipend recommendations. He noted that the word stipend above \$5000 should be salary, and that \$100 is the stipend.

Commissioner Naik added that he believes elected officials serve as part of their civic duty, and do not do it for the salary.

11. Establish Timeline for 2017 Determination.

Attorney Fink stated that a determination must be made within 45 calendar days of the Commission's first meeting, which will be October 29, 2017.

12. Establish Tentative Meeting Schedule.

Commissioner Shaffran proposed tentative meeting dates of September 28, October 12, and October 26, if needed, to make a determination. All meetings will begin at 1:30 PM.

Motion by Commissioner Shaffran, supported by Commissioner McDole, to adopt the tentative meeting schedule for the Compensation Commission.

MOTION CARRIED.

13. Other Business.

None.

14. Public Comment.

None.

15. Adjournment.

Motion by Commissioner McDole, supported by Commissioner Shaffran, to adjourn the meeting at 2:44 PM.

MOTION CARRIED.

Hillary Schmitz, Recording Clerk

Date

Stu Simon, Secretary

Date



Pittsfield Charter Township
 Department of Human Resources

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**Wage Increases by Employee Group
 From 2008 to 2017**

Employee Group	# of Employees	% Raise 2008-2017	Yearly Average
Non-Union – Clerk's Office	5	39.48%	4.11%
Non-Union – Supervisor's Office	34	15.62%	3.56%
Non-Union – Treasurer's Office	2	20.59%	2.96%
IAFF	25	16.22%	1.87%
POAM	28	5.85%	1.73%
POLC-Command	9	10.44%	3.99%
POLC-Dispatch	8	8.48%	2.41%
TPOAM	22	17.83%	2.42%

**Wage Increases of Elected Official Position
 2000-2008 and 2009-2017**

Position	2000 - 2008		2009 - 2017	
	% Raise	Yearly Average	% Raise	Yearly Average
Township Supervisor	23.46%	2.93%	4.00%	0.64%
Township Clerk	25.42%	3.18%	4.00%	0.64%
Township Treasurer	25.42%	3.18%	4.00%	0.64%

PITTSFIELD CHARTER TOWNSHIP
 Compensation Commission
 Held September 14, 2017
 Attachment 2

2017 COMPARABLE DATA									
ELECTED OFFICIALS & TRUSTEE COMPENSATION									
Township:	Bedford Monroe	Commerce ¹ Oakland	Indepen. Oakland	Meridian ³ Ingham	Plymouth ² Wayne	VanBuren Wayne	Ypsilanti Washtenaw	AVERAGE ^{2,4}	Pittsfield Washtenaw
SEV:	1,125,406,775	2,324,226,550	1,832,700,500	1,821,053,600	1,968,200,140	1,160,185,200	1,342,465,850	1,653,462,659	2,101,919,800
Population:	30,798	36,777	36,330	42,414	26,835	29,853	55,340	36,907	38,435
Budget:	\$5,526,944 GF; \$1,681,693 PS; \$3,979,673 W&S	\$5,546,967 GF; \$8,121,778 PS; \$10,026,870 W&S	\$5,534,474 GF; \$11,675,609 PS	\$18,434,358 GF; \$10,008,085 PS; \$10,132,703 W&S	\$13,793,087 GF; \$8,775,535 PS; \$13,517,000 W&S	\$14,029,000 GF; \$7,918,100 PS; \$10,624,100 W&S	\$8,022,111 GF; \$12,092,448 PS		\$14,884,946 GF; \$10,663,855 PS; \$849,6005 P&R; \$10,663,855 W&S
No. FT, PT & Seasonal EE's:	17 FT; 7 PT; 3 Seas.; 33 Vol. FF	49 FT; 18 PT; 20 POC FF; 5 Seas.	89 FT; 53 PT; 258 Seas.	148 FT; 6 PT; 11 Seas.	958 FT; 12 PT; 20 Seas.	99 FT; 29 PT; 11 Seas.	98 FT; 9PT; 55 Seas.		130 FT; 5 PT; 65 Seas.
Attendance policy:			No		50% mtg or >		Yes		No
Supervisor salary	\$69,810	\$87,433	\$78,248	\$21,266	\$111,384	\$81,491	\$79,400	\$84,628	\$84,102
Salary Determined By	CC	BOT	BOT	CC	CC	BOT	BOT		CC
Hrs. Worked per week	Not Specific	37.5+	flexible	Part-Time	60+	40	40		40+
Clerk salary	\$67,082	\$82,442	\$69,861	\$72,315	\$101,410	\$78,700	\$79,400	\$78,744	\$79,896
Salary Determined By	CC	BOT	BOT	CC	CC	BOT	BOT		CC
Hrs. Worked per week	Not Specific	37.5+/week	flexible	40	60+	40	40		40
Treasurer salary	\$67,082	\$82,442	\$69,861	\$72,315	\$101,410	\$80,200	\$79,400	\$78,959	\$79,896
Salary Determined By	CC	BOT	BOT	CC	CC	BOT	BOT		CC
Hrs. Worked per week	40	37.5+/week	flexible	40+	60+	40	40+		40
Trustee salary/per diem	\$12,568	\$150/mtg.	\$75/mtg.	\$10,204	\$11,745	\$15,341	\$625/mtg.	\$12,464.50	\$5,000/salary plus \$100/mtg.
Sal/PerDiem Determined By	CC	BOT	BOT	CC	BOT	BOT	24 mtg/yr.		CC
Hrs. Worked	24 mtg/yr.	12 mtg/yr.	24 mtgs/yr.	as necessary	15 mtgs./yr	40 hrs.	Not Specific		19 mtgs/yr
Change in Sal from 2015									
Supervisor	+2%	+3.9%	No Change	No Change	No Change	+1.5% Sprsvr	+3%	2.97%	+4%
Clerk	+3.2%	+3.9%	No Change	No Change	No Change	+7.8% Clerk	+3%	3.37%	+4%
Treasurer	+3.2%	+3.9%	No Change	No Change	No Change	+9.5% Treas	+3%	3.37%	+4%
Trustee	+3.3%	+10%	-63.1% Trustee	No Change	No Change	+17.5% Trustee	No Change	6.65%	No Change
= 2015 data not yet updated									
¹ Commerce Twp. Sprvsr/Clerk/Treasurer each receive \$100/month car allowance.									
² Plymouth Twp. did not provide updated budget information so budget numbers reflect 2015 data.									
³ Meridian Twp. Sprvrs salary not included in average due to part-time position									
⁴ Trustee average only based on Twp. with Salary for Trustees (does not include per meeting rates for Commerce & Independence Twp.)									
9/13/2017									

PITTSFIELD CHARTER TOWNSHIP
 Compensation Commission
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 Attachment 3

Consumer Price Index Overview Table – Midwest

Consumer Price Index for All Urban Consumers, all items, in the U.S., Midwest, and selected metropolitan areas, not seasonally adjusted (1982-84=100 unless otherwise noted)								
Area (Links provide news releases)	Back data	Annual average 2016	Jun 2017	Jul 2017	Percent change			
					Annual average 2015 to 2016	12 months ended		
						Jun 2017	Jul 2017	
U.S. City Average	N/A	240.007	244.955	244.786	1.3	1.6	1.7	
Midwest region(1)	N/A	226.115	229.780	229.820	0.8	0.9	1.3	
Midwest City Size Class (population)								
A (over 1.5 million)	N/A	226.632	230.941	230.957	0.9	1.1	1.7	
B/C (50,000-1.5 million)(2)	N/A	145.227	147.116	147.090	0.7	0.5	0.9	
D (less than 50,000)	N/A	223.151	225.745	226.194	0.9	0.4	0.9	
Metropolitan areas								
Chicago-Gary-Kenosha, IL-IN-WI	N/A	229.302	233.407	233.514	0.7	1.3	2.2	
Cincinnati-Hamilton, OH-KY-IN(3)	N/A	226.399			1.4			
Cleveland-Akron, OH(4)	N/A	220.896		223.529	0.2		0.7	
Detroit-Ann Arbor-Flint, MI(4)	N/A	222.167	226.525		1.6	1.1		
Milwaukee-Racine, WI(3)	N/A	227.885			0.6			
Minneapolis-St. Paul, MN-WI(3)	N/A	234.145			1.6			
Footnotes								
(1) The Midwest region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.								
(2) December 1996=100.								
(3) Published only as semi-annual (6-month) average.								
(4) Published in alternate months.								
Source: Consumer Price Index								
The Consumer Price Index (CPI) measures changes in prices of all goods and services purchased for consumption by urban households.								

Schedule of [Upcoming Releases for the Consumer Price Index](#)

Table A. Major series of the Employment Cost Index
 (Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Mar. 2017	June 2017	June 2016	Sept. 2016	Dec. 2016	Mar. 2017	June 2017
CIVILIAN WORKERS[1]							
Compensation[2]	0.8	0.5	2.3	2.3	2.2	2.4	2.4
Wages and salaries	0.8	0.5	2.5	2.4	2.3	2.5	2.3
Benefits	0.7	0.6	2.0	2.3	2.1	2.2	2.5
PRIVATE INDUSTRY							
Compensation[2]	0.8	0.5	2.4	2.3	2.2	2.3	2.4
Wages and salaries	0.9	0.5	2.6	2.4	2.3	2.6	2.4
Benefits	0.6	0.6	1.7	1.8	1.8	1.9	2.2
STATE AND LOCAL GOVERNMENT							
Compensation[2]	0.6	0.5	2.3	2.6	2.4	2.6	2.6
Wages and salaries	0.6	0.4	1.7	2.0	2.1	2.2	2.1
Benefits	0.8	0.7	3.4	3.7	3.1	3.1	3.2

[1] Includes private industry and state and local government.
 [2] Includes wages and salaries and benefits.

The Employment Cost Index for September 2017 is scheduled for release on Tuesday, October 31, 2017, at 8:30 a.m. (EDT).

PITTSFIELD CHARTER TOWNSHIP
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 Attachment 3

U.S. Department of Labor
 Bureau of Labor Statistics
 Washington, D.C. 20212

Consumer Price Index
 All Urban Consumers (CPI-U)
 Detroit-Ann Arbor-Flint, Mich.
 All Items
 1982-84=100

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg	Percent Change	
														Dec.-Dec.	Avg.-Avg.
1995		147.3		148.1		148.3		148.8		149.8		150.3	148.6	3.3	3.2
1996		151.3		152.3		151.9		152.7		153.8		154.3	152.5	2.7	2.6
1997		155.4		156.0		155.0		156.9		157.9		157.1	156.3	1.8	2.5
1998		158.5		159.1		159.4		160.5		161.0		161.2	159.8	2.6	2.2
1999		161.2		164.1		163.8		164.2		165.9		165.6	163.9	2.7	2.6
2000		167.3		168.3		170.9		170.1		171.9		171.7	169.8	3.7	3.6
2001		173.2		174.5		175.8		175.1		174.8		173.5	174.4	1.0	2.7
2002		176.2		179.0		179.0		180.9		180.4		179.7	178.9	3.6	2.6
2003		182.4		182.2		182.8		183.6		183.3		181.3	182.5	0.9	2.0
2004		183.4		184.7		185.8		186.8		187.6		185.3	185.4	2.2	1.6
2005		187.8		189.8		189.6		192.2		195.1		192.4	190.8	3.8	2.9
2006		194.8		197.2		196.8		198.6		196.6		196.4	196.6	2.1	3.0
2007		198.064		200.418		201.585		199.679		201.786		200.201	200.129	1.9	1.8
2008		202.378		205.281		207.593		209.484		205.238		197.991	204.748	-1.1	2.3
2009		201.913		202.373		204.537		204.673		205.079		203.880	203.496	3.0	-0.6
2010		203.380		205.248		204.891		205.412		205.824		206.384	205.085	1.2	0.8
2011		206.816		211.673		213.506		213.924		212.927		213.505	211.760	3.5	3.3
2012		214.836		216.194		214.464		217.098		218.104		216.569	216.082	1.4	2.0
2013		218.893		218.904		221.607		220.000		219.685		218.217	219.481	0.8	1.6
2014		220.516		223.326		224.482		222.284		221.988		218.083	221.784	-0.1	1.0
2015		216.488		219.005		219.034		220.249		220.506		217.764	218.706	-0.1	-1.4
2016		218.360		221.412		224.070	(r)	223.894		224.271		222.983	222.167	2.4	1.5
2017		224.957		226.484		226.525									

(r) Revised.

PITTSFIELD CHARTER TOWNSHIP
 Compensation Commission
 Held September 14, 2017
 Attachment 4

2017-2019 Salary/Stipend Recommendations by Percentage Increments

2017 Base \$	0.5% increase \$	1.0% increase \$	1.5% increase \$	2.0% increase \$	2.5% increase \$	3.0% increase \$	3.5% increase \$
Salary							
84101.68	420.51	841.02	1261.53	1682.03	2102.54	2523.05	2943.56
Proposed \$	84522.19	84942.70	85363.21	85783.71	86204.22	86624.73	87045.24
79895.92	399.48	798.96	1198.44	1597.92	1997.40	2396.88	2796.36
Proposed \$	80295.40	80694.88	81094.36	81493.84	81893.32	82292.80	82692.28
<hr/>							
Stipend							
5000.00	25.00	50.00	75.00	100.00	125.00	150.00	175.00
Proposed \$	5025.00	5050.00	5075.00	5100.00	5125.00	5150.00	5175.00
100.00	0.50	1.00	1.50	2.00	2.50	3.00	3.50
Proposed \$	100.50	101.00	101.50	102.00	102.50	103.00	103.50

Thomas McDole. 9/14/2017



Pittsfield Charter Township
Department of Human Resources

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Mandy Grewal, Supervisor

Wage Increases by Employee Group
From 2008 to 2017

Employee Group	# of Employees	% Raise 2008-2017	Yearly Average
Non-Union–Clerk’s Office/Non-Managerial	3	15.91%	5.30%
Non-Union–Supervisor’s Office/Non-Man.	18	19.19%	3.56%
Non-Union/Non-Managerial	21	17.55%	4.43%
Non-Union–Clerk’s Office/Managerial	2	23.41%	3.34%
Non-Union-Supervisor’s Office/Managerial	16	22.18%	3.55%
Non-Union–Treasurer’s Office/Managerial	2	23.68%	2.96%
Non-Union/Managerial	20	23.09%	3.28%
IAFF	25	18.68%	1.87%
POAM	28	10.38%	1.73%
POLC-Command	9	15.98%	3.99%
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TPOAM	22	21.80%	2.42%

Wage Increases of Elected Official Position
2000-2008 and 2009-2017

Position	2000 - 2008		2009 - 2017	
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Updated 09/25/2017