



REGULAR MEETING

September 20, 2019

1:30 p.m.

PITTSFIELD TOWNSHIP COMPENSATION COMMISSION MINUTES

Members Present: Vineet Katial, Tom McDole, Stu Simon, Ishwar Naik
Members Absent: Ed Shaffran
Others Present: Rita Lee (Recording Clerk), Director Patricia Denig, Attorney James Fink, Christina Lirones

1. Meeting Called to Order

Commissioner Katial called the meeting to order at 1:31 p.m.

2. Pledge of Allegiance

Commissioner Katial led the Pledge of Allegiance.

3. Public Comment

None

4. Establish Quorum

A quorum was present.

5. Elect Chair

Moved by Commissioner Simon, supported by Commissioner Katial, to elect Commissioner McDole as Chair.

MOTION CARRIED

6. Approve Minutes of the Compensation Commission held on September 28, 2017

Moved by Commissioner Simon, supported by Commissioner Naik, to approve the minutes of the Compensation Commission meeting held on September 28, 2017 as submitted.

MOTION CARRIED

7. Review of Data

Commissioner McDole stated appreciation on behalf of the Commission for Director Denig and her work with the Commission.

a. Compensation Commission Process and Timeline

Attorney Fink gave a summary of the statutory requirements of the Compensation Commission (see Agenda Packet). Attorney Fink 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.

b. Review 2017 Resolution(s) of Determination – Res. #17-01, #17-02 and #17-03

The Commission reviewed the 2017 Resolutions of Determination (see Agenda Packet).

c. Review Pittsfield Charter Township Compensation Changes by Employee Group 2008 through 2020

Director Denig provided the Commission with an updated review of compensation changes by employee groups from 2008-2020 (see Agenda Packet). The data takes into account union contracts that have been renewed this year. She added that elected officials generally do not get performance increases because their ability to get re-elected serves as their performance rating. She also noted that non-union employees have received a 3% increase during the 2019 and 2020 calendar years.

The Commission discussed the changes and reviewed the timeline of when the new determinations would occur.

d. Review Comparable Community Data

Director Denig provided the Commission with updated comparable community data (see Agenda Packet), noting various outlier data that was included in the table, but not taken into account for the averages to avoid skewing. She also noted that Plymouth Township did provide the requested data, contrary to the annotation in the provided table. Ann Arbor Township and Independence Township's Elected Officials' salary decreases are due to newly elected officials taking office.

The Commission compared community averages with current salaries of the Township's Supervisor, Clerk, and Treasurer. They also reviewed attendance policies and expectations for the Board of Trustees.

e. Review of Bureau of Labor Statistics – Wage Increases 2017 – 2019

Director Denig provided the Bureau of Labor Statistics Wage Increases from 2017-2019 (see Agenda Packet).

8. Establish Timeline for 2019 Determination and Tentative Meeting Schedule

Attorney Fink stated that a determination must be made within 45 calendar days of the Commission's first meeting, which will be Monday, November 4, 2019.

Commissioner Simon proposed tentative meeting dates of September 25, 2019, October 9, 2019, and, if needed, October 16, 2019, to make a determination. All meetings will begin at 1:00 p.m.

9. Other Business

Commissioner McDole provided the Commission with the July 9, 2019 article by Ryan Stanton (Attachment 1), a list of current salaries of all Township Elected Officials alongside the Compensation Commission's duties (Attachment 2), and a table of 2019-2021 Salary/Stipend Recommendations by Percentage Increments (Attachment 3).

Commissioner Simon relayed to the Commission that Supervisor Grewal plans on running for re-election for the position of Township Supervisor.

Commissioner Katial led discussion about gathering community data comparing township supervisors' salaries relative to their respective township's budget. Commissioner Simon requested Director Denig to compile the data in an excel spreadsheet similar to what was done by hand by Commissioner Simon in previous years.

10. Public Comment

Christina Lirones introduced herself to the Compensation Commission.

11. Close Meeting

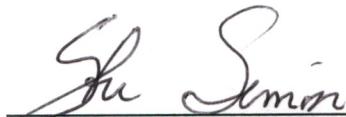
The meeting adjourned at 2:27 p.m.



Rita Lee, Recording Clerk

9-25-19

Date



Stu Simon, Secretary

9-25-19

Date

9/17/2019

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ANN ARBOR

Big pay raises proposed for Ann Arbor council members

Updated Jul 9, 2019:
Posted Jul 9, 2019

By [Ryan Stanton](#) | ryanstanton@mlive.com

ANN ARBOR, MI – Ann Arbor City Council members are in line to receive a 37% pay raise next year — more than \$6,200 each — unless they act to reject it.

The city's Local Officers Compensation Commission recently determined council members' salaries starting in July 2020 should be set at 50% of the mayor's salary.

Each of the city's 10 ward representatives make about \$16,954 per year right now, while the mayor makes \$45,210.

The mayor's salary should increase by 2.45% next year to \$46,317, the compensation commission determined.

At half the mayor's rate, council members would each make about \$23,159 next year.

Total annual compensation for the mayor and council would grow from \$214,748 to \$277,907, and then to \$284,716 with another 2.45% increase the following year.

Whether council members will accept the raises is yet to be decided and opinions are mixed.



146 city employees in Ann Arbor had six-figure wages last year

Council received formal notice of the new salary determinations in their July 1 meeting packet last week but did not take any action.

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Council Member Jeff Hayner, D-1st Ward, said at the meeting he was caught off guard by the raises.

If the compensation commission thinks council members should make half what the mayor makes, Hayner suggested the mayor's pay should be lowered to twice what council members make now, rather than council's pay being adjusted upward.

The compensation commission filed the salary determinations with the city clerk on June 17, giving council 30 days from that date to object to the raises or else they take effect automatically.

The council meets again July 15.

It would require eight votes to reject the raises.

Council Member Jack Eaton, D-4th Ward, said he has opposed raises in the past, but he won't be doing so this time, even though he considers the raises rather big.

"I'm now convinced there are people who would like to run for council who are inhibited from doing so because of the cost of serving, so I think it's time to update our compensation," he said.

Eaton, a retired labor attorney, said though he could afford to deny himself a raise, he's trying to be sensitive to the fact that not everyone is in the same financial position.

Ann Arbor has a weak-mayor form of government, with a full-time city administrator and professional staff running daily operations.

The mayor and council's jobs are considered part-time as city policymakers and constituent servants.

Most of them have day jobs outside of being council members, including the mayor's day job as a private attorney.

The mayor and council went seven years without a raise before receiving a modest one in 2016.

Mayor Christopher Taylor said he supports whatever decision is made by the compensation commission.

"If they choose to double our salary, I would support it," he said. "If they chose to cut our salary in half, I would support it. We ask these volunteers to make a careful recommendation and I am going to thank them for their service, not second-guess them."

Council Member Zachary Ackerman, D-3rd Ward, said he doesn't support the raises and will always vote against a raise.

"I'd do the job for free," he said.

Five residents serve on the commission appointed to determine salaries for the city's elected officials: Juliet Pressel, Shoshana Hurand, Edwin Harwood, Roger Hewitt and Bryan Weinert.

"The commission recognizes that serving on City Council and as mayor requires a significant amount of time in order to listen to, act on behalf of, and be accessible to constituents; to review information that informs policy-making; to attend commission and task force meetings and meetings with city staff; and to attend council meetings," the commission stated in a June 10 resolution.

The cost of living in Ann Arbor continues to climb, and serving on council should not be limited to those with greater financial wealth, the commission argued.

The new salary levels were determined after a review of how much time council and the mayor say it takes to perform their duties.

Council members report putting in anywhere from 50 to 250 hours per month, with 96.5 hours per month being the median.

At their current pay rate, that works out to a median pay rate of \$14.64 per hour. At next year's rate, it would be \$20 per hour.

Council members' responsibilities have changed dramatically in the digital era, Eaton said.

"Just the existence of email means a council member can work as many hours per day as they're willing to put into it," he said.

Council Member Anne Bannister, D-1st Ward, agrees being a council member is a huge commitment and supports the raises.

"I'm supporting it, or not protesting it, for the reason that we're all served if people of all income levels and ages can afford to serve, and at \$16,000 a year that limits it," she said.

Being a council member is a high-stress job and can easily take up 40 hours per week or more, Bannister said.

She said her day job as executive director of nonprofit Personal Finance Education Services Inc. has taken a back seat to her work on council in the last couple years.

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"I'm doing a ton of customer service," she said. "It really is nonstop meetings, phone calls, email, followup thinking, talking to other council members, talking to staff. It is a full-time job if you make it that way."

Council members don't accept gifts from residents, so every lunch or coffee they have with a constituent is on their own dime, as well as the cost of printing documents at home, Bannister added. It also takes thousands of dollars to run for council, she said.

Council Member Ali Ramlawi, D-5th Ward, is balancing his work on council with running a downtown restaurant. He's the owner of Jerusalem Garden on Liberty Street.

He estimates he puts in at least 20 hours per week doing council work, sometimes 30 hours if there's a heavy load. Still, he said, he wasn't happy when he saw the raise determination.

"We didn't ask for it," he said.

Ramlawi said he would entertain the idea of redirecting the roughly \$63,000 in raises next year to instead hire a new city staff person to help council with constituent services, including communicating and sharing information with residents.

He believes it's important for the position of council member to remain a part-time job and not become a full-time commitment.

Sec. 20-33. - Determination of salaries; effective date; expense allowance or reimbursement.

(a) The commission shall determine the salary of each township elected official, which determination shall be the salary unless the township board by resolution adopted by two-thirds of the members elected to and serving on the board rejects the determination. A determination of the commission shall be effective 30 days following its filing with the township clerk unless rejected by the township board. If a determination is rejected, the existing salary shall prevail. An expense allowance or reimbursement paid to an elected official in addition to salary shall be for expenses incurred in the course of township business and accounted for to the township.

(b) The board shall accept or reject the determination for trustee salaries in a separate vote from the determination for the supervisor, clerk and treasurer.

Here is a list of the Township Elected Officials and their current Salaries:

- Township Supervisor -- \$87,499.36/yr. salary and no per meeting stipend
- Township Clerk -- \$83,123.82/yr. salary and no per meeting stipend
- Township Treasurer -- \$83,123.82/yr. salary and no per meeting stipend
- Township Trustees -- \$5,200/yr. plus \$100/meeting stipend
- Park Commissioners -- \$0/yr. salary plus \$100/meeting stipend

NOTE: In the past the Compensation Commission has made recommendations on the amount of *Per Meeting Stipends*, but it is actually not a function of the Compensation Commission.

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2019 - 2021 Salary/Stipend Recommendations by Percentage Increments

2019 Base \$	<u>0.5%</u>	<u>1.0%</u>	<u>1.5%</u>	<u>2.0%</u>	<u>2.5%</u>	<u>3.0%</u>	<u>3.5%</u>
Salary							
\$87,499.36	437.50	874.99	1312.49	1749.99	2187.48	2624.98	3062.48
Proposed \$	87,936.86	88,374.35	88,811.85	89,249.35	89,686.84	90,124.34	90,561.84
\$83,123.82	415.62	831.24	1246.86	1662.48	2078.10	2493.71	2909.33
Proposed \$	83,539.44	83,955.06	84,370.68	84,786.30	85,201.92	85,617.53	86,033.15
\$5,200	26.00	52.00	78.00	104.00	130.00	156.00	182.00
Proposed \$	5,226.00	5,252.00	5,278.00	5,304.00	5,330.00	5,356.00	5,382.00
Stipend							
\$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
 9/20/2019