

Salary Compensation Commission
Regular Meeting
Madison Heights, Michigan
December 4, 1991

The regular meeting of the Salary Compensation Commission was called to order by Chairman Padula on Wednesday, December 4, 1991 at 7:00 p.m. in the Municipal Building at 300 West Thirteen Mile Road, Madison Heights, Michigan.

Present: Chairman Padula, Mr. Berent, Mr. Corbett, Mr. Good, and Mrs. Cagle-Leitermann.
Absent: Mrs. Travnikar (excused)

Chairman Padula informed the Board that Mrs. Travnikar is ill and that there is a vacancy on the Board as Mr. Geroux resigned because he moved.

1. Minutes.

Motion by Mr. Corbett, supported by Mrs. Leitermann, that the minutes of the regular meeting held on October 19, 1989, be corrected in Motion 6 to read "Mr" Berent not "Mrs" Berent, and as thus corrected the minutes be adopted.

Yeas: Berent, Corbett, Good, Leitermann and Padula.
Nays: None.

2. Salary - Mayor and City Council

The Board reviewed the information, supplied by City Treasurer Birach, of the Elected Officials Compensation for the years 1988 to 1991, and the survey information of salaries in surrounding cities. It was determined that due to cuts in Federal and state revenue sharing, property tax increases, the economy and unemployment in Madison Heights, and based on the survey of 45 cities showing that Madison Heights ranks 8th in the 29 cities which have part-time Mayors and Councils, that a raise would not be appropriate at this time.

Motion by Mrs. Leitermann, supported by Mr. Good, that the current salary of \$6,500 dollars per annum for the Mayor and \$4,550 dollars per annum for the Council remain in effect for the years 1992 and 1993.

Yeas: Corbett, Good, Leitermann, Padula and Berent.
Nays: None.

3. Election of Chairman

Motion by Mr. Berent, supported by Mr. Corbett to elect Wilma Padula as Chairperson.

Yeas: Good, Leitermann, Padula, Berent and Corbett.
Nays: None.

4. Election of Vice-Chairman.

Mr. Berent stated he will be moving before the next meeting and therefore declines to continue as Vice-Chairman.

Motion by Mr. Berent, supported by Mr. Good to elect Diane Cagle-Leitermann as Vice-Chairman.

Yeas: Leitermann, Padula, Berent, Corbett and Good.
Nays: None.

5. Election of Secretary.

Motion by Mr. Berent, supported by Mr. Good to elect Mr. Corbett to continue as Secretary.

Yeas: Padula, Berent, Corbett, Good and Leitermann.
Nays: None.

6. Member excused.

Motion by Mrs. Leitermann, supported by Mr. Corbett, to excuse Margaret Travnikar from tonight's meeting because she is ill.

Yeas: Berent, Corbett, Good, Leitermann and Padula.
Nays: None.

7. Adjournment.

There being no further business, Chairman Padula adjourned the meeting at 7:10 p.m.

Robert Corbett
Secretary

Carole Corbett
Deputy City Clerk

Salary Compensation Commission
Regular Meeting
Madison Heights, Michigan
December 1, 1993

A regular meeting of the Salary Compensation Commission was called to order by Chairman Padula on Wednesday, December 1, 1993 at 6:30 p.m. in the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Chairman Padula, Mr. Corbett, Mr. Crossley, Mrs. Leitermann, Mr. Pulice, Mrs. Wyatt.

Absent: Mrs. Travnikar.

4. Minutes.

Motion by Mr. Corbett, supported by Mrs. Leitermann, to approve the minutes of the regular meeting held on December 4, 1991, as printed.

Yeas: Corbett, Leitermann and Padula.
Nays: None.
Abstaining: Crossley, Pulice and Wyatt.

5. Discussion of Mayor and Council Salaries.

The Board's discussion of the salaries for the Mayor and Council included questions concerning the effects of possible State cuts to the City's funding of services, whether a pay raise for elected officials would be appropriate due to the potential funding cuts, the relationship of Mayor and Council wage adjustments to past employee wage increases, and a review of the Michigan Municipal League Salaries & Wages charts for comparable cities.

The Commission also discussed the communication from City Manager Austin which stated that the last raise given to Council was in 1989 and that inflationary increases occurring from June of 1989 to June of 1993 had totaled 13.2% percent, an average annual percent change of 3.3%.

6. Mayor's Salary. (FAILS)

Motion by Mr. Corbett, to recommend an increase to the salary for the Mayor of \$1,500.00, from \$6,500.00 to 8,000.00 per annum.

MOTION FAILS FOR LACK OF SUPPORT.

7. Mayor's Salary. (WITHDRAWN)

Motion by Mr. Pulice, supported by Mr. Corbett, to recommend an increase to the salary of the Mayor of \$1,000.00 (approximately 15.4%), from \$6,500.00 to \$7,500.00 per annum.

MOTION WITHDRAWN

8. Mayor's Salary. (WITHDRAWN)

Motion by Mr. Pulice, supported by Mr. Corbett, to recommend an increase in the salary of the Mayor of \$700.00 (approximately 10.7%), from \$6,500.00 to \$7,200.00 per annum.

MOTION WITHDRAWN

9. Mayor's Salary

Motion by Mr. Corbett, supported by Mr. Pulice, to recommend an increase in the salary of the Mayor of \$850.00, from \$6,500.00 to \$7,350.00 per annum, as this would be close to the 13% inflation increase since the last raise in 1989.

Yeas: Corbett, Crossley, Padula and Pulice.

Nays: Leitermann and Wyatt.

10. Council Salary.

Motion by Mr. Corbett, supported by Mr. Pulice, to recommend an increase in the salary of the Council members of \$600.00; from \$4,550.00 to \$5,150.00 per annum, as this would be close to the 13% inflation increase since the last raise in 1989.

Yeas: Crossley, Padula, Pulice and Corbett.

Nays: Leitermann and Wyatt.

11. Adjournment.

Motion by Mrs. Leitermann, supported by Mr. Pulice, to adjourn the meeting at 7:10 p.m.

Yeas: Leitermann, Padula, Pulice, Wyatt, Corbett and Crossley.

Nays: None.

Carole Corbett
Deputy City Clerk

Salary Compensation Commission
Regular Meeting
Madison Heights, Michigan
December 13, 1995

A regular meeting of the Salary Compensation Commission was called to order by Chairman Padula on Wednesday, December 13, 1995 at 6:00 p.m. in the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Chairman Padula, Mrs. L. Corbett, Mr. R. Corbett, Mr. Fattome, Mrs. Leitermann, Mrs. Wyatt. City Manager Austin, City Attorney L. Sherman and Deputy City Clerk Corbett.

Absent: Mr. Travnikar.

1. Election of Officers.

Motion by Ms. Wyatt to nominate Ms. Leitermann for Chairman. Ms. Leitermann declined to serve as Chairman.

Motion by Mr. Corbett, supported by Mr. Fattome to renominate the current officers, as follows: Wilma Padula as Chairman, DiAnne Leitermann as Vice-Chairman, and Robert Corbett as Secretary. There being no further nominations, a vote was called.

Yeas: L. Corbett, R. Corbett, Fattome, Leitermann, Padula and Wyatt.

Nays: None.

2. Minutes.

Motion by Mrs. Leitermann, supported by Mr. Corbett, to approve the minutes of the regular meeting held on December 1, 1993, as printed.

Yeas: L. Corbett, R. Corbett, Fattome, Leitermann, Padula, Wyatt.

Nays: None.

3. Discussion of Mayor and Council Salaries.

City Manager Austin gave an overview of the responsibilities and procedures of the Board for new members, and a review and comments on his report as submitted for the agenda, concerning historical information and inflationary statistics.

The Commission's discussion of the salaries for the Mayor and Council included questions concerning whether a pay raise for

elected officials would be appropriate due to the potential funding and service cuts, the relationship of Mayor and Council wage adjustments to current employee wage increases, and a review of the Michigan Municipal League Salaries & Wages charts for comparable cities.

City Attorney L. Sherman reminded the Commission that even though salaries of elected officials are determined by the Compensation Commission, it is the Council and not the Commission who establish fringe benefits for City Council.

4. Salary - Mayor & City Council.

Motion by Ms. Leitermann, supported by Mr. Corbett, that the salaries of the Mayor and City Council remain at their present amounts of: Mayor - \$7,350.00, City Council - \$5,150.00.

Further discussion was held concerning salary increases. For the purpose of estimating costs, City Manager Austin calculated that a 1% increase would be a total of \$382 per year for both Mayor and six Council members. The cost of any addition percentage increase could be multiplied by \$382 to determine the total cost.

5. Substitute Motion.

Motion by Mr. Corbett, supported by Mr. Fattome, that the annual salary for the Mayor and City Council be increased by 3%, as follows:

	Increase	From:	To:
Mayor	\$ 221	\$7,350	\$7,571
City Council	\$ 155	\$5,150	\$5,305

Yeas: Fattome, Padula, L. Corbett and R. Corbett.

Nays: Leitermann and Wyatt.

6. Creating Mayor Pro Tem Salary category.

A discussion was held concerning the duties and responsibilities of the Mayor Pro Tem position. City Attorney L. Sherman informed the Commission that the Mayor and City Council has the option of rejecting in whole or in part the Order of the Commission should they choose to deny a separate salary category for Mayor Pro Tem, as they did in 1989.

Motion by Mr. Corbett, supported by Ms. Leitermann, that a salary category for Mayor Pro Tem be created and that the salary be 10% more than the rate of Councilmember, which would be \$5,836.00.

Yeas: Leitermann, Padula, Wyatt, L. Corbett, R. Corbett, and Fattome.

Nays: None.

Ms. Leitermann requested that an explanation of her support of this motion be added for the record; that even though her vote for the raise for the Mayor and Council was negative, the majority was in the affirmative, so in respect to the process and in concurrence to the prevailing view, she therefore supports a higher salary for the Mayor Pro Tem than other Councilmembers.

7. Adjournment.

Motion by Ms. Leitermann, supported by Mr. Corbett, to adjourn the meeting at 6:40 p.m.

Yeas: Wyatt, L. Corbett, R. Corbett, Fattome, Leitermann,
and Padula.

Nays: None.

Carole Corbett
Deputy City Clerk

Salary Compensation Commission
Regular Meeting
Madison Heights, Michigan
November 18, 1997

A regular meeting of the Salary Compensation Commission was called to order by Vice-Chairwoman Leitermann on Tuesday, November 18, 1997 at 6:00 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Vice-Chairman Cagle-Leitermann, Mrs. L. Corbett, Mr. R. Corbett, Mr. Fattome, Mr. Gibson, Mrs. Wyatt. City Manager Austin, Assistant City Attorney Lancaster and Deputy City Clerk Corbett.

Absent: Toni Shad.

1. Election of Chairman

Vice-Chairwoman Leitermann called for nominations for the position of Chairman.

Motion by Mrs. Wyatt, supported by Mr. Corbett, to nominate DiAnne Cagle-Leitermann as Chairwoman.

There being no further nominations, a vote was taken.

Yeas: L. Corbett, R. Corbett, Fattome, Gibson, Leitermann and Wyatt.
Nays: None.

2. Election of Vice-Chairman

Chairwoman Leitermann called for nominations for the position of Vice-Chairman.

Motion by Mr. Corbett, supported by Mr. Gibson, to nominate Linda Corbett as Vice-Chairwoman.

There being no further nominations, a vote was taken.

Yeas: R. Corbett, Fattome, Gibson, Leitermann, Wyatt and L. Corbett.
Nays: None.

3. Election of Secretary

Chairwoman Leitermann called for nominations for the position of Secretary.

Motion by Mr. Gibson, supported by Mr. Fattome, to nominate Robert Corbett as Secretary.

There being no further nominations, a vote was taken.

Yeas: Fattome, Gibson, Leitermann, Wyatt, L. Corbett and R. Corbett.
Nays: None.

4. Minutes

Motion by Mr. Corbett, supported by Mrs. Corbett, that the minutes of the regular meeting held on December 13, 1995, be adopted as printed.

Yeas: Leitermann, Wyatt, L. Corbett, R. Corbett and Fattome.
Nays: None.
Abstaining: Gibson.

5. Salary Determination for Mayor and City Council.

Mrs. Corbett stated that that due to the rate of inflation, a salary increase of 5% should be considered.

Mr. Gibson stated that he has read the background history in the packet and asked the City Manager for further details.

City Manager Austin explained the information received by the members in the agenda packet and a history of past wage increases. He further stated that each 1% in total salary increases, would be \$399.99 annually.

Mr. Gibson stated he is in favor of a 5% annual increase for a two year package for the Mayor and the City Council due to the efficient manner in which the current Council handles the responsibilities and duties of the job.

Mr. Corbett stated that past practice has been to vote an increase for the position, not the persons holding the position, but that due to the many demands on their time, and due to the inflation rate of 2 1/2 - 3 percent each year, he is in favor of a 3-4 1/2%, per year, increase.

Chairwoman Leitermann and Mrs. Wyatt stated that they are in favor of a 3% annual wage increase because the unions are negotiating for 3% per year and that a higher increase may pose a conflict for the Council.

Assistant City Attorney Lancaster asked City Manager Austin if it would create an administrative problem for a second year increase, as it has not been done previously. Mr. Austin stated that the Certificate of Determination should clarify the amount and the time that any increases are to be implemented. She further informed the Board that the Council cannot modify the recommendation submitted by this Commission, they can only accept, reject or receive and file, and that in the event they reject a wage increase, it cannot be returned to the Compensation Board for revisions.

Mr. Gibson inquired if the Board could meet annually to determine salaries. Assistant City Attorney Lancaster stated that the two year rule is mandated by State Law.

Motion by Mr. Corbett, supported by Mrs. Corbett, to grant the Mayor, Mayor Pro Tem and City Council a 5% wage increase, effective in 30 days.

Amendment to the Motion

Motion by Mr. Gibson, supported by Mr. Fattome, to amend the above motion to include a 5% wage increase for the second year as well as the first year.

Substitute Motion

Motion by Mrs. Corbett, supported by Mr. Corbett, to grant a wage increase of 5% for the first year, and 3% for the second year for the positions of Mayor, Mayor Pro Tem and City Council.

City Manager Austin asked for a point of clarification on the Mayor Pro Tem's salary which was set at 10% higher than the Council salary. Would the wage increase be 10% higher than the Councils', or raised 5% and 3% on the current salary? The maker and support of the motion stated their intent is a straight 5% and 3% on the current salary, for all three positions,

Yeas: Leitermann, Wyatt, L. Corbett, R. Corbett and
 Fattome.
Nays: Gibson.

Chairwoman Leitermann reminded the Board that it will be necessary for them to come to the City Clerk's Office to sign the Certificate of Determination before it can be submitted for Council's consideration.

6. Adjournment.

Motion by Mr. Corbett, supported by Mr. Gibson, to adjourn the meeting at 6:50 p.m.

DiAnne Leitermann
Chairman

Carole Corbett
Deputy City Clerk

Salary Compensation Commission
Regular Meeting
Madison Heights, Michigan
December 8, 1999

A regular meeting of the Salary Compensation Commission was called to order by Chairman Leitermann on Wednesday, December 8, 1999 at 6:15 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Chairman Cagle-Leitermann, Mr. Fattome, Mr. Gibson, and Mrs. Wyatt. City Manager Austin, City Attorney L. Sherman and Deputy City Clerk Corbett.

Absent: None.

1. Election of Chairman

Chairwoman Leitermann called for nominations for the position of Chairperson.

Motion by Mrs. Wyatt, supported by Mr. Fattome, to nominate DiAnne Leitermann as Chairperson for another term.

Motion by Mr. Gibson to close nominations.

There being no other nominations, DiAnne Leitermann was declared Chairman.

2. Election of Vice-Chairman

Chairperson Leitermann called for nominations for the position of Vice-Chair.

Motion by Mr. Fattome to nominate Mr. Gibson as Vice-Chair.

Motion by Mrs. Wyatt to close nominations.

There being no other nominations, Harry Gibson was declared Vice-Chairman.

3. Election of Secretary

Chairperson Leitermann called for nominations for the position of Secretary.

Motion by Mr. Gibson to nominate Mr. Fattome as Secretary.

Mr. Fattome declined the nomination

Motion by Mr. Gibson to nominate Mrs. Wyatt as Secretary.

Motion by Mr. Fattome to close nominations.

There being no other nominations, MaryAnn Wyatt was declared Secretary

4. Minutes

Motion by Mr. Gibson, supported by Mr. Fattome, that the minutes of the regular meeting held on November 18, 1997 be adopted as printed.

Yeas: Fattome, Gibson, Leitermann, and Wyatt.

Nays: None.

5. Salary Determination for Mayor and City Council.

City Manager Austin explained the information received by the members in the agenda packet. He discussed the history of past wage increases and reminded the Board that at the 1997 meeting they approved, for the first time, a two-step increase, which was 5% for 1998 and 3% for 1999. Each 1% increase would be a total increase for all 7 salaries of \$432.00 annually. He stated that all Unions have 5 year contracts expiring June 30, 2002, except Police Command Officers.

Mr. Gibson stated he is in favor of a 3% per year increase for a two year package, 2000 and 2001, because this Board will not meet again before the Employee contracts expire, and 3% is the average amount received by the employees.

Chairwoman Leitermann and Mrs. Wyatt stated that they are in favor of a 3% annual wage increase because the unions are receiving 3% per year and that a higher increase may pose a conflict for the Council.

City Attorney L. Sherman reminded the Board that per Ordinance and State Statutes a quorum of the Board must be present, which is 4 members, 3 positions being vacant, and all 4 members here present must agree in order for a motion to pass.

Further, after the Commission issues its Salary Determination to the City Council, the Council can either adopt the Determination, receive and file the

Determination or override it by a 2/3 vote, at which time the existing salary would prevail.

Motion by Mr. Gibson, supported by Mr. Fattome, to grant the Mayor, Mayor Pro Tem and City Council a 3% wage increase, effective January 7, 2000 and a second year wage increase of 3% effective January 7, 2001, as follows:

ORDER OF THE SALARY COMPENSATION COMMISSION

RESOLVED, IT IS ORDERED that the salary of the Mayor shall be the sum of Eight Thousand Four Hundred Thirty-Four Dollars (\$8,434) per annum, commencing January 7, 2000 and the sum of Eight Thousand Six Hundred Eighty-Seven Dollars (\$8,687) per annum, commencing January 7, 2001;

IT IS FURTHER ORDERED that the salary of Mayor Pro Tem shall be the sum of Six Thousand Five Hundred and One Dollars (\$6,501) per annum, commencing January 7, 2000 and the sum of Six Thousand Six Hundred and Ninety-Six Dollars (\$6,696) per annum, commencing January 7, 2001;

IT IS FURTHER RESOLVED, that the salary of the City Council members shall be the sum of Five Thousand Nine Hundred and Nine Dollars (\$5,909) per annum, commencing January 7, 2000 and the sum of Six Thousand Eighty-Six Dollars (\$6,086) per annum, commencing January 7, 2001;

Chairwoman Leitermann reminded the Board that it will be necessary for them to come to the City Clerk's Office on Thursday, December 9th to sign the Certificate of Determination so that it can be submitted for Council's consideration at the December 13, 1999 City Council meeting.

Yeas: Gibson, Wyatt, Cagle-Leitermann and Fattome.

Nays: None.

6. Adjournment.

There being no further business, the meeting was adjourned 7:10 p.m.

DiAnne Leitermann
Chairman

Carole Corbett
Deputy City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
December 5, 2001

A Regular Meeting of the Elected Officials Compensation Commission was called to order by Chairman Leitermann on Wednesday, December 5, 2001 at 3:40 p.m. in the Madison Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Chairman Cagle-Leitermann, Mr. Brunk, Ms. Carline and Ms. Connolly. City Manager Austin, Assistant City Attorney J. Sherman and City Clerk Flack.

Absent: Mr. Fisher, Ms. Hardy and Ms. Rachubinski (all excused).

1. Members Excused.

Motion by Ms. Carline, supported by Mr. Brunk, to excuse Mr. Fisher, because he is out of town, Ms. Hardy and Ms. Rachubinski because of their work schedules.

Yeas: Brunk, Carline, Connolly and Leitermann.
Nays: None.

2. Election of Chairman.

Chairwoman Leitermann called for nominations for the position of Chairperson.

Motion by Mr. Brunk, supported by Ms. Carline, to nominate DiAnne Leitermann as Chairperson to another term.

Motion by Ms. Carline, supported by Mr. Brunk, to close nominations.

There being no further nominations, The Chair called for a vote.

Yeas: Carline, Connolly, Leitermann and Brunk.
Nays: None.

3. Election of Vice-Chairman

Chairperson Leitermann called for nominations for the position of Vice-Chair.

Motion by Ms. Connolly, supported by Ms. Carline, to nominate Mr. Brunk as Vice-Chair.

Motion by Ms. Carline, supported by Ms. Connolly, to close nominations.

There being no further nominations, Chairman Leitermann called for a vote.

Yeas: Carline, Connolly, Leitermann and Brunk.
Nays: None.

4. Election of Secretary

Chairperson Leitermann called for nominations for the position of Secretary.

Motion by Ms. Carline, supported by Mr. Brunk, to nominate Ms. Connolly Secretary.

Motion by Mr. Brunk, supported by Ms. Carline, to close nominations.

There being no other nominations, Chairman Leitermann called for a vote.

Yeas: Connolly, Leitermann, Brunk and Carline.
Nays: None.

5. Minutes

Under the advise of Legal Counsel, given that Chairman Leitermann was the only Commission Member present at the last meeting no vote to approve the Regular Meeting minutes of December 8, 1999 should be taken at this time.

6. Salary Determination for Mayor and City Council.

City Manager Austin explained the information received by the members in the agenda packet. He discussed the history of past wage increases as a two step process. He submitted the copy of 2000-01 Michigan Municipal League (MML) Salaries and Wages Report. He also stated that the Police Command Officers Association contract is currently in negotiation, pending

Act 312 Arbitration. The other 6 Unions have a five-year agreement including general salary adjustments of three-percent on July 1, 1997, July 1, 1998, July 1, 1999, July 1, 2000 and July 1, 2001.

Chairman Leitemann directed the Clerk that Ms. Rachubinski's E-Mail, to City Manager Jon Austin, sent Wednesday, December 5, 2001, be made a part of the record, as follows:

"Please share these comments with the members of the Compensation Commission. I will be unable to make the meeting due to the time that it was scheduled (3:30 p.m.) If we require any further meetings this year, I believe that all members work schedules should be taken into account when establishing a time to meet.

Salary Determination for the Mayor and Council:

My vote in absentee would be not to grant an increase at this time for both Mayor and Council for the following reasons:

- Corporate America is cutting back right now. Salaries are being reduced and benefits cut. Many people are losing their jobs. How can we justify an increase?
- The 2000-2001 Michigan Municipal League Salaries and Wages Report shows that Madison Heights Mayor and Council salaries are among the highest in looking at cities of comparable size."

Mr. Brunk stated that after reviewing the information that was provided and with today's economy a maximum 1% increase would be appropriate at this time for the Mayor and the Mayor Pro Tem and the City Council. Assistant City Attorney J. Sherman asked for clarification, if the 1% would be for the year 2002 and the year 2003. He also stated that within the last year the economy as had close to a 2.7% inflation. Ms. Carline stated that the inflation rate for this past year is 2.6%.

Ms. Connolly stated that the Elected Officials deserve a 3% increase per year.

Ms. Carline stated that she felt that 1% was not enough and would favor 2% for 2002 and 2003 across the board, for Mayor, Mayor Pro Tem and Council. After discussion, Mr. Brunk stated that he would favor a 2% increase for two years.

Assistant City Attorney J. Sherman reminded the Board that per Ordinance and State Statutes a quorum of the Board must be present, which is 4 members, and when only four are present, all four members must approve the order for a motion to pass.

Further, after the Commission issues its Salary Determination to the City Council, the Council can either adopt the Determination, receive and file the Determination or override it by a 2/3 vote, at which time the existing salary would prevail.

Motion by Ms. Carline, supported by Mr. Brunk, to grant the Mayor, Mayor Pro Tem and City Council a 2% wage increase, effective January 4, 2002 and a second year wage increase of 2% effective January 4, 2003, as follows:

ORDER OF THE SALARY COMPENSATION COMMISSION

WHEREAS, the Salary Compensation Commission met on Wednesday, December 5, 2001 at 3:30 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972, consisting of seven members; four members present as follows: Robert Brunk, Norma Carline, Kathleen Connolly and DiAnne Cagle-Leitermann, and three members absent: Lorraine Hardy, Peggy Rachubinski and Ernest E. Fisher (all excused). Also present were City Manager Austin, Assistant City Attorney J. Sherman and City Clerk Flack.

WHEREAS, Ordinance No. 454 of 1972 provides as follows:

"The Compensation Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by two-thirds of the members elected to and serving shall reject them. The determination of the Commission shall be effective thirty (30) days following the filing with the City Clerk of such determination unless rejected by the City Council."

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended decision of the majority of the Commission is as follows:

RESOLVED, IT IS ORDERED that the salary of the Mayor shall be the sum of Eight Thousand Eight Hundred Sixty-One Dollars (\$8,861) per annum, commencing January 4, 2002 and the sum of Nine Thousand Thirty-Eight Dollars (\$9,038) per annum, commencing January 4, 2003;

IT IS FURTHER ORDERED that the salary of Mayor Pro Tem shall be the sum of Six Thousand Eight Hundred and Thirty Dollars (\$6,830) per annum, commencing January 4, 2002 and the sum of Six Thousand Nine Hundred and Sixty-Seven Dollars (\$6,967) per annum, commencing January 4, 2003;

IT IS FURTHER RESOLVED, that the salary of the City Council members shall be the sum of Six Thousand Two Hundred and Eight Dollars (\$6,208) per annum, commencing January 4, 2002 and the sum of Six Thousand Three Hundred and Thirty-Two Dollars (\$6,332) per annum, commencing January 4, 2003.

Yeas: Carline, Connolly, Leitermann and Brunk.
Nays: None.

Chairwoman Leitermann reminded the Board that it will be necessary for them to come to the City Clerk's Office to sign the Certificate of Determination so that it can be submitted for Council's consideration at the December 17, 2001 City Council meeting.

The Board Members also stated that the Chair should attempt to schedule future meetings so that all members would be available.

7. Adjournment.

Motion by Mr. Carline, supported by Ms. Connolly, to adjourn the meeting.

Yeas: Connolly, Leitermann, Brunk and Carline.
Nays: None.

Chairman Leitermann adjourned the meeting at 4:05 p.m.

DiAnne Leitermann
Chairman

Geraldine A. Flack
City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
November 13, 2003

A Regular Meeting of the Elected Officials Compensation Commission was called to order on Thursday, November 13, 2003 at 7:00 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Mr. Brunk, Ms. Brunke, Ms. Carline, Ms. Hardy and Ms. Rachubinski. Assistant City Manager Myers, and Deputy City Clerk Corbett

Absent: Ms. Connolly (excused)

1. Member Excused.

Motion by Ms. Rachubinski, supported by Ms. Carline, to excuse Ms. Connolly from tonight's meeting because she called in that she is ill.

Yeas: Brunk, Brunke, Carline, Hardy and Rachubinski
Nays: None

2. Election of Chairman.

Nominations were requested for the position of Chairperson.

Motion by Ms. Carline, supported by Ms. Brunke, to nominate Mr. Robert Brunk as Chairman.

There being no further nominations for the position of Chairman, a vote was called.

Yeas: Brunke, Carline, Hardy, Rachubinski and Brunk
Nays: None

3. Election of Vice-Chairwoman

Chairman Brunk called for nominations for the position of Vice-Chair.

Motion by Ms. Carline, supported by Ms. Brunke, to nominate Ms. Hardy as Vice-Chair.

There being no further nominations for the position of Vice-Chairman, Chairman Brunk called for a vote.

Yeas: Carline, Hardy, Rachubinski, Brunk and Brunke
Nays: None

4. Election of Secretary

Chairman Brunk called for nominations for the position of Secretary.

Motion by Ms. Hardy, supported by Ms. Brunke, to nominate Ms. Carline as Secretary.

There being no other nominations, Chairman Brunk called for a vote.

Yeas: Hardy, Rachubinski, Brunk, Brunke and Carline
Nays: None

5. Minutes

Chairman Brunk noted that only Ms. Carline and himself were present at the last meeting.

Motion by Ms. Carline, supported by Mr. Brunk, that the minutes of the Regular Meeting of December 5, 2001, be received and filed as there is not a majority of the Board present.

6. Salary Determination for Mayor and City Council.

Ms. Rachubinski distributed a list detailing her recommendation that a pay increase not be granted due to the economic setbacks in corporate America, because the salaries are currently among the highest paid of cities of the same size and in anticipation of future state shared revenue reductions. Chairman Brunk stated that although the economy is a factor, the elected City Officials are doing a good job and the Board should also consider their accomplishments. Ms. Brunke asked if the City has had any layoffs of personnel due to the economics. Assistant City Manager Myers stated that there is a hiring review, but not any cuts

in active positions. Ms. Carline noted that the Mayor and City Council rejected the 2002-03 raises proposed this Board.

Motion by Ms. Carline, supported by Ms. Rachubinski, to recognize the excellent job done by the Mayor and Council and the tough decisions they have to make and to recommend that the current wage scale be continued for the Mayor and City Council based on the current economic climate and due to the fact that Council's rejection of the 2002-03 recommended increases indicates their satisfaction with the current salaries; and that the following Order of the Elected Officials Compensation Commission be adopted:

ORDER OF THE ELECTED OFFICIALS COMPENSATION COMMISSION

WHEREAS, the Elected Officials Compensation Commission met on Thursday, November 13, 2003 at 7:00 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972, consisting of seven members; five members present as follows: Robert Brunk, Angela Brunke, Norma Carline, Lorraine Hardy and Peggy Rachubinski, one member absent: Kathleen Connelly (excused). Also present were Assistant City Manager Myers and Deputy City Clerk Corbett.

WHEREAS, Ordinance No. 454 of 1972 provides as follows:

"The Compensation Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by two-thirds of the members elected to and serving shall reject them. The determination of the Commission shall be effective thirty (30) days following the filing with the City Clerk of such determination unless rejected by the City Council."

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended unanimous decision of the Commission is as follows:

RESOLVED, IT IS ORDERED, that the salary of the Mayor shall remain at the current sum of Eight Thousand Six Hundred Eighty-Seven Dollars (\$8,687) per annum;

IT IS FURTHER RESOLVED, that the salary of the Mayor Pro Tem shall remain at the current sum of Six Thousand Six Hundred Ninety-Six Dollars (\$6,696) per annum;

IT IS FURTHER RESOLVED, that the salary of the City Council members shall remain at the current sum of Six Thousand Eighty-Six Dollars (\$6,086) per annum.

Yeas: Brunk, Brunke, Carline, Hardy and Rachubinski
Nays: None.

7. Adjournment

Motion by Ms. Hardy, supported by Ms. Rachubinski, to adjourn the meeting.

Yeas: Rachubinski, Brunk, Brunke, Carline and Hardy
Nays: None

Chairman Brunk adjourned the meeting at 7:15 p.m.

Carole Corbett
Deputy City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
November 16, 2005

A Regular Meeting of the Elected Officials Compensation Commission was called to order on Wednesday, November 16, 2003 at 7:00 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Mr. Brunk, Ms. Brunke, Ms. Connolly, Mr. Keyes and Mr. Kimble.

Also Present: City Manager Austin, and City Clerk Corbett

Absent: Ms. Hardy

1. Election of Chairman.

Nominations were requested for the position of Chairperson.

Motion by Mr. Brunk, supported by Mr. Keyes, to nominate Angela Brunke as Chairman.

Motion by Mr. Kimble, supported by Ms. Brunke, to nominate Robert Brunk to continue as Chairman.

A rollcall vote was taken as follows:

Robert Brunk: Brunke, Connelly, Kimble
Angela Brunke: Brunk, Keyes

Robert Brunk was declared Chairman.

2. Election of Vice-Chairwoman

Chairman Brunk called for nominations for the position of Vice-Chair.

Motion by Ms. Connolly, supported by Mr. Brunk, to nominate Angela Brunke as Vice-Chair.

There being no further nominations for the position of Vice-Chairman, Chairman Brunk called for a vote.

Yeas: Brunke, Connelly, Keyes, Kimble, Brunk
Nays: None

Angela Brunke was declared Vice-Chairman

3. Election of Secretary

Chairman Brunk called for nominations for the position of Secretary.

Motion by Ms. Connolly, supported by Mr. Brunk, to nominate Ms. Connolly as Secretary.

There being no other nominations, Chairman Brunk called for a vote.

Yeas: Connelly, Keyes, Kimble, Brunk, Brunke
Nays: None

4. Minutes

Motion by Ms. Brunke, supported by Mr. Brunk, that the minutes of the Regular Meeting held on November 13, 2003 be corrected in Motion 4 to read "Chairman Brunk" not "Brunke", and to adopt the minutes as corrected.

Yeas: Keyes, Kimble, Brunk, Brunke, Connelly
Nays: None

5. Salary Determination for Mayor

Chairman Brunk stated that after reviewing salaries in the Michigan Municipal League Salaries and Wages Study he determined that the current salary of the Mayor falls above the average and would recommend no salary increase. After a brief discussion, the Board concurred.

Motion by Mr. Keyes, supported by Ms. Connolly, that the salary of the Mayor shall remain at the current sum of Eight Thousand Six Hundred Eighty-Seven Dollars (\$8,687) per annum.

Yeas: Kimble, Brunk, Brunke, Connelly, Keyes
Nays: None

6. Salary Determination for Mayor Pro Tem and Councilmembers

Chairman Brunk stated that the Michigan Municipal League Salaries and Wages Study does not have a category for Mayor Pro Tem, however after reviewing salaries for Councilmembers he determined that the current salary of the Mayor Pro Tem is only \$600.00 higher than the Councilmember salary, which falls within the average salaries of surrounding communities and would recommend no salary increase for

either position. After a brief discussion the Board agreed to freeze the salaries at the current level.

Motion by Mr. Keyes, supported by Ms. Connolly, that the salary of the Mayor Pro Tem shall remain at the current sum of Six Thousand Six Hundred Ninety-Six Dollars (\$6,696) per annum.

Yeas: Brunk, Brunke, Connelly, Keyes, Kimble
Nays: None

Motion by Ms. Brunke, supported by Ms. Connelly, that the salary of the City Council members shall remain at the current sum of Six Thousand Eighty-Six Dollars (\$6,086) per annum.

Yeas: Brunke, Connelly, Keyes, Kimble, Brunk
Nays: None

ORDER OF THE ELECTED OFFICIALS COMPENSATION COMMISSION

The Elected Officials Compensation Commission met on Wednesday, November 16, 2005 at 7:00 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972, consisting of seven members as follows: Robert Brunk, Angela Brunke, Kathleen Connolly, Robert Keyes, Roger Kimble, Lorraine Hardy (absent) and one vacancy. Also present were City Manager Austin and City Clerk Corbett.

WHEREAS, Ordinance No. 454 of 1972 provides as follows:

"The Compensation Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by two-thirds of the members elected to and serving shall reject them. The determination of the Commission shall be effective thirty (30) days following the filing with the City Clerk of such determination unless rejected by the City Council."

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended unanimous decision of the Commission is as follows:

RESOLVED, IT IS ORDERED, that the salary of the Mayor shall remain at the current sum of Eight Thousand Six Hundred Eighty-Seven Dollars (\$8,687) per annum;

IT IS FURTHER RESOLVED, that the salary of the Mayor Pro Tem shall remain at the current sum of Six Thousand Six Hundred Ninety-Six Dollars (\$6,696) per annum;

IT IS FURTHER RESOLVED, that the salary of the City Council members shall remain at the current sum of Six Thousand Eighty-Six Dollars (\$6,086) per annum.

Yeas: Brunk, Brunke, Connelly, Keyes, Kimble

Nays: None

The Commission requested that it be communicated to the Mayor and Council that the above pay freezes are due to the current economic conditions and do not reflect the performance of the Mayor and Council, who are quality, experienced people who do excellent work.

7. Adjournment

There being no further business, Chairman Brunk adjourned the meeting at 7:45 p.m.

Carole Corbett
City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
November 14, 2007

A Regular Meeting of the Elected Officials Compensation Commission was called to order on Wednesday, November 14, 2007 at 7:00 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Mr. Brunk, Ms. Brunke, Ms. Connolly, Ms. Hardy, Mr. Keyes, Mr. Kimble and Ms. Smith

Also Present: City Manager Austin, and City Clerk Corbett

Absent: None

1. Election of Chairman.

Nominations were requested for the position of Chairperson.

Motion by Ms. Brunke, supported by Ms. Hardy, to nominate Robert Brunk to continue as Chairman. There were no further nominations for the position of Chairman.

Yeas: Brunk, Brunke, Connolly, Hardy, Keyes, Kimble, Smith
Nays: None

Robert Brunk was declared Chairman.

2. Election of Vice-Chairman

Chairman Brunk called for nominations for the position of Vice-Chair.

Motion by Ms. Connolly, supported by Ms. Hardy, to nominate Roger Kimble as Vice-Chair.

There being no further nominations for the position of Vice-Chairman, Chairman Brunk called for a vote.

Yeas: Brunke, Connolly, Hardy, Keyes, Kimble, Smith, Brunk
Nays: None

Roger Kimble was declared Vice-Chairman

3. Election of Secretary

Chairman Brunk called for nominations for the position of Secretary.

Motion by Ms. Hardy, supported by Ms. Brunke, to nominate Kathleen Connolly as Secretary.

There being no other nominations, Chairman Brunk called for a vote.

Yeas: Connolly, Hardy, Keyes, Kimble, Smith, Brunk, Brunke

Nays: None

4. Minutes

Motion by Ms. Brunke, supported by Ms. Connolly, that the minutes of the Regular Meeting held on November 16, 2005 be adopted as printed.

Yeas: Hardy, Keyes, Kimble, Smith, Brunk, Brunke, Connolly

Nays: None

5. Salary Determinations for Mayor, Mayor Pro Tem and Council

Ms. Hardy stated that the Board is aware that the Mayor and Council have not had a raise since 2001 but that they are still at the median, average rate of most of the cities as presented by the information in their agenda packets, but because of the economy as it is now and for the next two years she would recommend leaving the salaries as they are.

Motion by Ms. Hardy, supported by Mr. Kimble, that the salaries of the Mayor, Mayor Pro Tem and Councilmembers be maintained at the present rate for two years.

Chairman Brunk stated that after reviewing salaries in the Michigan Municipal League Salaries and Wages Study he determined that the current salaries are \$1,737, or 20%, above average for the Mayor, and approximately 28% above the average for the Council, and that there are no comparative figures for Mayor Pro Tem. He stated that he concurs with the motion to maintain the salaries as they are especially because of the economy.

Ms. Hardy asked City Manager Austin if other cities have a Mayor Pro Tem. City Manager Austin stated that although most cities have a Mayor Pro Tem, they do not have a separate rate schedule. The Compensation Board created a separate pay level in 1995 of 10% above the Councilmembers rate to recognize the occasional acts and responsibilities of Mayor Pro Tem when acting for the Mayor.

Ms. Connolly asked if the Mayor and Council receive any additional benefits. Mr. Austin stated that Council has the option to pay for medical and dental coverage at 102% over the City rate, which is the rate for COBRA. Ms. Connolly asked if they receive medical and dental after they leave. Mr. Austin stated they do not.

Ms. Hardy asked if the City pays the expenses for seminars or conferences. City Manager Austin stated that there is a Council policy to not fund out-of-State conferences, and if they go, the Council members pay for it by themselves .

Ms. Brunke stated that she looked over the figures for populations in the 30,000's. Although Madison Heights salaries are pretty average she thinks that, with all the work they do attending lunches and evening meetings with community and service groups, and since it has been nearly 10 years since they had a raise, she would like to see a small increase of 1-2%. A 2% raise being less than \$1,000.

Chairman Brunk stated that he wants it clear that the decision to not increase salaries is not based on the job that the Mayor and Council are doing but strictly that economic times dictate that a raise would not be feasible at this time.

Yeas: Keyes, Kimble, Smith, Brunk, Brunke, Connolly, Hardy
Nays: None

ORDER OF THE ELECTED OFFICIALS COMPENSATION COMMISSION

WHEREAS, the Elected Officials Compensation Commission met on Wednesday, November 14, 2007 at 7:00 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972, consisting of seven members as follows: Robert Brunk, Angela Brunke, Kathleen Connolly, Robert Keyes, Roger Kimble, Lorraine Hardy, and Marcia Smith. Also present were City Manager Austin and City Clerk Corbett.

WHEREAS, Ordinance No. 454 of 1972 provides as follows:

"The Compensation Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by two-thirds of the members elected to and serving shall reject them. The determination of the Commission shall be effective thirty (30) days following the filing with the City Clerk of such determination unless rejected by the City Council."

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended unanimous decision of the Commission is as follows:

RESOLVED, IT IS ORDERED, that the salary of the Mayor shall remain at the current sum of Eight Thousand Six Hundred Eighty-Seven Dollars (\$8,687) per annum;

IT IS FURTHER RESOLVED, that the salary of the Mayor Pro Tem shall remain at the current sum of Six Thousand Six Hundred Ninety-Six Dollars (\$6,696) per annum;

IT IS FURTHER RESOLVED, that the salary of the City Council members shall remain at the current sum of Six Thousand Eighty-Six Dollars (\$6,086) per annum.

Yeas: Brunk, Brunke, Connolly, Hardy, Keyes, Kimble, Smith
Nays: None.

6. Adjournment

There being no further business, Chairman Brunk adjourned the meeting at 7:25 p.m.

Marilyn J. Haley
City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
November 24, 2009

A Regular Meeting of the Elected Officials Compensation Commission was called to order by City Manager Austin on Tuesday, November 24, 2009 at 4:00 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Commissioners Robert Brunk, Angela Brunke, Kathleen Connolly, Robert Keyes, Roger Kimble and Marie Smith, City Manager Austin and City Clerk Haley.

Absent: Commissioner Lorraine Hardy.

1. Election of Chairperson.

City Manager Austin requested nominations for Chair of the Commission.

Motion by Ms. Connolly, seconded by Mr. Brunk, to nominate Roger Kimble for Chair of the Commission. There being no further nominations, the vote for Chair was called.

Yeas: Brunk, Brunke, Connolly, Keyes, Kimble, Smith
Nays: None

Roger Kimble was elected as Chair of the Commission.

2. Election of Vice-Chairperson.

Chairman Kimble called for nominations for Vice-Chair of the Commission.

Motion by Mr. Brunk, seconded by Mr. Kimble, to nominate Angela Brunke as Vice-Chair of the Commission. There being no further nominations, Chairman Kimble called for a vote.

Yeas: Brunke, Connolly, Keyes, Kimble, Smith, Brunk
Nays: None

Angela Brunke was elected as Vice-Chair of the Commission.

3. Election of Secretary.

Chairman Kimble called for nominations for Secretary of the Commission.

Motion by Mr. Keyes, seconded by Ms. Brunke, to nominate Kathleen Connolly as Secretary. There being no other nominations, Chairman Kimble called for a vote.

Yeas: Connolly, Keyes, Kimble, Smith, Brunk, Brunke
Nays: None

Kathleen Connolly was elected as Secretary for the Commission.

4. Minutes.

Motion by Mr. Brunk, seconded by Ms. Brunke, to adopt the minutes of the Regular Meeting held on November 14, 2007, as printed.

Yeas: Keyes, Kimble, Smith, Brunk, Brunke, Connolly
Nays: None

5. Salary Determination for Mayor, Mayor Pro Tem and Council.

City Manager Austin distributed to the Commission a copy of the City's Ordinance 454, which outlines the authority and responsibilities of the Commission. Mr. Austin indicated that Mr. Brunk requested this information prior to the meeting. Mr. Austin briefly reviewed the information packets mailed to the Commission members.

Ms. Connolly asked if the Mayor and Council receive any additional benefits. Mr. Austin stated that Councilmembers have the option to purchase medical and dental insurance coverage from the City at the COBRA rate, which is 102% over the City's cost.

Mr. Austin also highlighted the general wage adjustments awarded in the five settled contracts and stated that three labor groups are still in negotiations with the City.

Mr. Brunk asked if Councilmembers were provided a car allowance. Mr. Austin responded by indicating that when requested City Council would be reimbursed for actual millage driven on City business, based on official IRS rates.

Ms. Brunke inquired if the City paid Council's travel expenses for conferences. City Manager Austin stated that City Council follows an informal policy that prohibits funding for out-of-state conference travel expenses, and if Councilmembers attend, they pay for their own expenses. In addition, Mr. Austin indicated that the Council has substantially decreased their own budget in this area over the last few years.

Mr. Brunk stated that after reviewing salaries from the Michigan Municipal League Survey for cities with populations between 29,000 and 34,000 (7 cities) and based on his calculations, the Mayor's current salary (\$8,687) is 32% over the average of \$6,535; the Mayor Pro Tem's current salary (\$6,696) has no comparable in the table; and the Council's current salary (\$6,086) is 56% over the average of \$3,893. Mr. Brunk stated that given the current state of the economy, he suggested that the Commission consider recommending a 5% or 10% salary reduction, which will still be compensation above the average of the other cities used in his calculation and is a fair wage.

Chairman Kimble stated, and the Commissioners agreed, that the decision to decrease the Council's salaries is not based on their work performance, but based strictly the economic situation. Mr. Kimble further stated that because the Mayor and Council are the political leaders of the City and set direction for the City, he is in favor of recommending a decrease in wages. Mr. Kimble stated that the Mayor and Council do not rely on the salaries paid by the City as their primary income and that a 10% reduction to their salaries would save the City approximately \$4,800.

Ms. Connolly asked what concessions, if any, were given by other City employees. Mr. Austin responded by stating that the five settled Union contracts provided a wage freeze in year one of the contracts, a two-percent wage increase in year two and a two-percent wage increase in year three in conjunction with some fringe benefit changes.

6. Decrease Mayor, Mayor Pro Tem and Councilmembers' Salaries by Five-Percent. - Motion Failed.

Motion by Mr. Keyes, seconded by Ms. Smith, to decrease the Mayor, the Mayor Pro Tem and the Councilmembers' salaries by five-percent (5%).

Following a brief discussion by the Commissioners, Chairman Kimble called for a vote.

Yeas: Keyes, Brunke
Nays: Kimble, Smith, Brunk, Connolly

7. Decrease Mayor, Mayor Pro Tem and Councilmembers' Salaries by Ten-Percent.

Motion by Ms. Smith, seconded by Mr. Brunk, to decrease the Mayor, the Mayor Pro Tem and the Councilmembers' salaries by ten-percent (10%), as indicated by the following Salary Order:

**ORDER OF THE ELECTED OFFICIALS
COMPENSATION COMMISSION**

WHEREAS, the Elected Officials Compensation Commission met on Tuesday, November 24, 2009, at 4:00 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972, consisting of six Commissioners present: Robert Brunk, Angela Brunke, Kathleen Connolly, Robert Keyes, Roger Kimble and Marcia Smith.

WHEREAS, Ordinance No. 454 of 1972, Section 2-214 provides as follows:

“The Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by 2/3rds of the members elected to and serving shall reject them. The determinations of the Commission shall be effective 30 days following the filing with the City Clerk of such determination unless rejected by the legislative body. In case of rejection, the existing salary shall prevail.”

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended decision of the Commission is as follows:

BE IT RESOLVED, IT IS ORDERED, that the salary (\$8,687) of the Mayor be decreased by ten-percent (10%) to the sum of Seven Thousand Eight Hundred Eighteen Dollars (\$7,818) per annum; and,

IT IS FURTHER RESOLVED, that the salary (\$6,696) of the Mayor Pro Tem be decreased by ten-percent (10%) to the sum of Six Thousand Twenty-Six Dollars (\$6,026) per annum; and,

IT IS FURTHER RESOLVED, that the salary (\$6,086) of the Councilmembers be decreased by ten-percent (10%) to the sum of Five Thousand Four Hundred Seventy-Seven Dollars (\$5,477) per annum.

Yeas: Smith, Brunk, Connolly, Keyes, Kimble
Nays: Brunke

8. Adjournment.

There being no further business, Chairman Kimble adjourned the meeting at 4:39 p.m.

Marilyn J. Haley
City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
November 29, 2011

A Regular Meeting of the Elected Officials Compensation Commission was called to order by Chairman Robert Brunk on Tuesday, November 29, 2011, at 3:30 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Commissioners Robert Brunk, Stephen Glasgow, Robert Keyes, Lorraine Hardy, James Smith and Dean (Andy) Wakeland, City Manager Austin and City Clerk Haley.

Absent: Commissioner Angela Brunke.

Chairman Brunk opened the meeting and the City Clerk called the role.

1. Election of Chairperson.

Chairman Brunk called for nominations for the Chair of the Commission for 2011.

Motion by Ms. Hardy, seconded by Mr. Wakeland, to nominate Robert Brunk for Chair of the Commission. There being no further nominations, the vote for Chair was called.

Yeas: Brunk, Glasgow, Keyes, Hardy, Smith, Wakeland
Nays: None

Robert Brunk was elected as Chair of the Commission.

2. Election of Vice-Chairperson.

Chairman Brunk called for nominations for Vice-Chair of the Commission.

Motion by Mr. Smith, seconded by Ms. Hardy, to nominate Andy Wakeland as Vice-Chair of the Commission. There being no further nominations, Chairman Brunk called for a vote.

Yeas: Glasgow, Keyes, Hardy, Smith, Wakeland, Brunk
Nays: None

Andy Wakeland was elected as Vice-Chair of the Commission.

3. Appointment of Secretary.

Motion by Chairman Brunk, seconded by Mr. Smith, to appoint City Clerk Haley as Secretary of the Commission.

Yeas: Keyes, Hardy, Smith, Wakeland, Brunk, Glasgow
Nays: None

4. Minutes.

Motion by Mr. Keyes, seconded by Mr. Smith, to adopt the minutes of the Regular Meeting held on November 24, 2009, as printed.

Yeas: Hardy, Smith, Wakeland, Brunk, Glasgow, Keyes
Nays: None

5. Salary Determination for Mayor, Mayor Pro Tem and Council.

Mr. Austin briefly reviewed the information packets mailed to the Commission members.

Chairman Brunk asked City Manager Austin to explain the Council's current voluntary ten-percent (10%) salary reduction.

City Manager Austin explained that the Mayor or the Council is not able to change the City Council's salaries. Only the Compensation Commission can recommend Council salary changes, which are then presented to Council for consideration at a Council Meeting. After the Commission's ten-percent (10%) reduction recommendation was not approved by Council in 2009, Mayor Swanson started a voluntary 10% contribution of his salary to the City. At Budget preparation time, the Council informally agreed to make a five-percent (5%) contribution to the City. In 2010, Council passed a motion recommending that Councilmembers voluntarily contribute ten-percent (10%) of their salary to the City; and, the motion is active until future action by the Council is taken. At this time, five (5) of the seven (7) Councilmembers are currently making a voluntary ten-percent (10%) payroll reduction contributions, with the two remaining Councilmembers expressing their plans to make a similar contribution. Mr. Austin noted that the Council's contribution to the City are a tax deduction on their Federal Income tax returns.

Chairman Brunk inquired of Mr. Austin about how many Council meetings are held each year. City Manager Austin indicated that Councilmembers attend approximately 28-30 Council meetings each year, which includes special

meetings. City Manager Austin also stated that Councilmembers are appointed to serve on as many as three or more outside organizations, and depending on the need, attend possibly an additional five (5) to fifteen (15) meetings a year. Bringing the total to about 35 to 45 meetings a year for Councilmembers.

Chairman Brunk replied that he felt the outside organization meetings are Councilmember's obligations as residents of the City of Madison Heights and should not be considered as part of their salary consideration.

Chairman Brunk stated that after reviewing salaries from the Michigan Municipal League Survey for surrounding cities (Royal Oak, Ferndale, Hazel Park, Southfield) and based on his calculations, the current salaries of the Mayor (\$8,687); Mayor Pro Tem (\$6,696); and Councilmembers (\$6,086) is consistent, given the number of meetings that they are required to attend. However, Mr. Brunk stated that given the current state of the economy, he suggested that the Commission consider recommending a temporary 10% salary reduction, for a period of one-year, and if the City's financial situation changed salaries would revert to their current status.

City Manager indicated that because the Compensation Commission meets only in odd years, traditionally following the City's General Election, the suggested temporary one-year reduction was a conflict with the next Commission's meeting not being held until 2013.

The Commission discussed the City's 2012-13 Budget and declining property values. Mr. Austin stated that nine-percent (9%), one-percent (1%) and zero-percent (0%) were the County's projections for declining property values over the next three years.

Mr. Austin announced that following last night's Council Meeting, all eight of the City's Union contracts are settled until June 30, 2013.

6. Mayor, Mayor Pro Tem and Council Salaries Status Quo.

Motion by Mr. Wakeland, seconded by Ms. Hard, to maintain the current Mayor, the Mayor Pro Tem and the Councilmembers' salaries, as indicated by the following Salary Order:

ORDER OF THE ELECTED OFFICIALS COMPENSATION COMMISSION

WHEREAS, the Elected Officials Compensation Commission met on Tuesday, November 29, 2011, at 3:30 p.m. in the Madison Heights Municipal Building,

pursuant to Ordinance 454 of 1972, consisting of six Commissioners present: Robert Brunk, Stephen Glasgow, Lorraine Hardy, Robert Keyes, James Smith and Dean Wakeland.

WHEREAS, Ordinance No. 454 of 1972, Section 2-214 provides as follows:

“The Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by 2/3rds of the members elected to and serving shall reject them. The determinations of the Commission shall be effective 30 days following the filing with the City Clerk of such determination unless rejected by the legislative body. In case of rejection, the existing salary shall prevail.”

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended decision of the Commission is as follows:

RESOLVED, IT IS ORDERED, that the salary of the Mayor shall remain at the current sum of Eight Thousand Six Hundred Eighty-Seven Dollars (\$8,687) per annum; and,

IT IS FURTHER RESOLVED, that the salary of the Mayor Pro Tem shall remain at the current sum of Six Thousand Six Hundred Ninety-Six Dollars (\$6,696) per annum; and,

IT IS FURTHER RESOLVED, that the salary of the City Council members shall remain at the current sum of Six Thousand Eighty-Six Dollars (\$6,086) per annum.

Yeas: Brunk, Glasgow, Hardy, Keyes, Smith, Wakeland.
Nays: None.

Robert Brunk, Chairman

Dean Wakeland, Vice-President

Stephen Glasgow

Robert Keyes

ABSENT
Angela Brunke

Lorraine Hardy

James Smith

7. Adjournment.

There being no further business, Chairman Brunk adjourned the meeting at 4:00 p.m.

Marilyn J. Haley
City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
December 17, 2013

A Regular Meeting of the Elected Officials Compensation Commission was called to order on Tuesday, December 17, 2013, at 4:00 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Commissioners Angela Brunke, Dolly Ferries, Jean Linville, James Smith, MaryAnne Yemec.

Also Present: City Manager Myers, Acting City Clerk Marsh.

Absent: Commissioner Robert Keyes and Stephen Glasgow.

In the absence of a Chairman or Vice-Chairman, Mr. Myers opened the meeting and the Acting City Clerk called the role.

1. Election of Chairperson.

City Manager Myers called for nominations for the Chair of the Commission for 2013.

Motion by Commissioner Yemec, seconded by Commissioner Linville, to nominate Commissioner Brunke for Chair of the Commission. There being no further nominations, the vote for Chair was called.

Yeas: Brunke, Ferries, Linville, Smith, Yemec
Nays: None

Angela Brunke was elected as Chair of the Commission.

2. Election of Vice-Chairperson.

Chairman Brunke called for nominations for Vice-Chair of the Commission.

Motion by Commissioner Ferries, seconded by Commissioner Linville, to nominate Commissioner Smith as Vice-Chair of the Commission. There being no further nominations, Chairman Brunke called for a vote.

Yeas: Brunke, Ferries, Linville, Smith, Yemec
Nays: None

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
December 1, 2015

A Regular Meeting of the Elected Officials Compensation Commission was called to order on Tuesday, December 1, 2015, at 3:30 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Commissioners Jean Linville, Zachary McKenzie, James Smith, MaryAnne Yemec.

Also Present: City Manager Myers, Assistant City Attorney Grochowski, City Clerk Printz.

Absent: Angela Brunke, Dolly Ferries.

In the absence of a Chairman or Vice-Chairman, Mr. Myers opened the meeting and the City Clerk called the roll.

15-1. Excuse Commissioners.

Motion by Commissioner Yemec, seconded by Commissioner Linville, to excuse Commissioners Brunke and Ferries from today's Elected Officials Compensation Commission meeting.

Yeas: Linville, McKenzie, Smith, Yemec

Nays: None

15-2. Election of Chairperson.

City Manager Myers called for nominations for the Chair of the Commission for 2015.

Motion by Commissioner Smith, seconded by Commissioner Yemec, to nominate Commissioner McKenzie for Chair of the Commission. There being no further nominations, the vote for Chair was called.

Yeas: Linville, McKenzie, Smith, Yemec

Nays: None

Commissioner Zachary McKenzie was elected as Chair of the Commission.

15-3. Election of Vice-Chairperson.

Chairman McKenzie called for nominations for Vice-Chair of the Commission.

Motion by Commissioner Linville, seconded by Commissioner Smith, to nominate Commissioner Yemec as Vice-Chair of the Commission. There being no further nominations, Chairman McKenzie called for a vote.

Yeas: Linville, McKenzie, Smith, Yemec
Nays: None

Commissioner MaryAnne Yemec was elected as Vice-Chair of the Commission.

15-4. Appointment of Secretary.

Motion by Vice Chairperson Yemec, seconded by Commissioner Linville, to appoint Commissioner Smith as Secretary of the Commission.

Yeas: Linville, McKenzie, Smith, Yemec
Nays: None

Commissioner James Smith was appointed as Secretary of the Commission.

15-5. Minutes.

Motion by Vice-Chairperson Yemec, seconded by Commissioner Linville, to adopt the minutes of the Regular Meeting held on December 17, 2013, as printed.

Yeas: Linville, McKenzie, Smith, Yemec
Nays: None

15-6. Salary Determination for Mayor, Mayor Pro Tem and Council.

City Manager Myers briefly reviewed the informational packets mailed to the Commission members.

City Manager Myers explained that the Compensation Commission can only make a recommendation pertaining to Council salaries, not benefits. The recommendation is then presented to Council, which has thirty (30) days to consider or else the resolution automatically goes into effect. Council can approve or reject the Salary Order in whole or in part. He also reviewed where the City currently stands financially in relation to the budget, the rate of inflation, and other communities as surveyed by the Michigan Municipal League. He outlined the terms of the agreements with the City's bargaining

groups, noting that all contracts have been settled through June 2017 with the exception of the Court employees, which he expects to be finalized shortly.

City Manager Myers indicated that any actions taken by the Compensation Commission would cover a two-year period because the Commission meets only in odd years, traditionally following the City's General Election.

Discussion followed on the tax base of the City, employee compensation packages, history of employee salary increases and/or concessions, and the date of the last salary increase for City Council members.

15-7. Mayor, Mayor Pro Tem and Council Salary Order.

Motion by Vice-Chairperson Yemec, seconded by Commissioner Linville, to increase the current Mayor, the Mayor Pro Tem and the Councilmembers' salaries, as indicated by the following Salary Order:

WHEREAS, the Elected Officials Compensation Commission met on Tuesday, December 1, 2015, at 3:30 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972 consisting of seven members; Commissioners present: Jean Linville, Zachary McKenzie, James Smith and Maryanne Yemec.

WHEREAS, Ordinance No. 454 of 1972, Section 2-214 provides as follows:

“The Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by 2/3rds of the members elected to and serving shall reject them. The determinations of the Commission shall be effective 30 days following the filing with the City Clerk of such determination unless rejected by the legislative body. In case of rejection, the existing salary shall prevail.”

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended decision of the Commission is as follows:

BE IT RESOLVED, IT IS ORDERED, that the salary (\$8,687) of the Mayor be increased by two percent (2%) to the sum of Eight Thousand Eight Hundred Sixty-One Dollars (\$8,861) effective January 14, 2016 and increased by one percent (1%) to the sum of Eight Thousand Nine Hundred Fifty Dollars (\$8,950) effective January 16, 2017; and,

IT IS FURTHER RESOLVED, that the salary (\$6,696) of the Mayor Pro Tem be increased by two percent (2%) to the sum of Six Thousand Eight Hundred Thirty Dollars (\$6,830) effective January 14, 2016 and increased by one percent (1%) to the sum of Six Thousand Eight Hundred Ninety-Eight Dollars (\$6,898) effective January 16, 2017; and,

IT IS FURTHER RESOLVED, that the salary (\$6,086) of the Councilmembers be increased by two percent (2%) to the sum of Six Thousand Two Hundred Eight Dollars (\$6,208) effective January 14, 2016 and increased by one percent (1%) to the sum of Six Thousand Two Hundred Seventy Dollars (\$6,270) effective January 16, 2017.

Yeas: Linville, McKenzie, Smith, Yemec
Nays: None.

15-8. Adjournment.

There being no further business, Chairman McKenzie adjourned the meeting at 4:25 p.m.

Cheryl E. Printz
City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
November 28, 2017

A Regular Meeting of the Elected Officials Compensation Commission was called to order on Tuesday, November 28, 2017, at 3:40 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Commissioners Mary Busch, Angela Brunke, Jean Linville, Zachary McKenzie, James Smith, MaryAnne Yemec (arrived at 3:50 p.m.).

Also Present: City Manager Myers, City Clerk Printz.

Absent: Dolly Ferries.

In the absence of a Chairman or Vice-Chairman, Mr. Myers opened the meeting and the City Clerk called the roll.

17-1. Election of Chairperson.

City Manager Myers called for nominations for the Chair of the Commission for 2017.

Motion by Commissioner Brunke, seconded by Commissioner Busch, to nominate Commissioner McKenzie for Chair of the Commission. There being no further nominations, the vote for Chair was called.

Yeas: Busch, Brunke, Linville, McKenzie, Smith

Nays: None

Absent: Ferries, Yemec

Motion carried.

Commissioner Zachary McKenzie was elected as Chair of the Commission.

17-2. Election of Vice-Chairperson.

Chairman McKenzie called for nominations for Vice-Chair of the Commission.

Motion by Commissioner Linville, seconded by Commissioner Brunke, to nominate Commissioner Smith as Vice-Chair of the Commission. There being no further nominations, Chairman McKenzie called for a vote.

Yeas: Busch, Brunke, Linville, McKenzie, Smith
Nays: None
Absent: Ferries, Yemec
Motion carried.

Commissioner James Smith was elected as Vice-Chair of the Commission.

17-3. Appointment of Secretary.

Motion by Vice Chairperson Linville, seconded by Commissioner Brunke, to appoint Commissioner Busch as Secretary of the Commission.

Yeas: Busch, Brunke, Linville, McKenzie, Smith
Nays: None
Absent: Ferries, Yemec
Motion carried.

Commissioner Merri Busch was appointed as Secretary of the Commission.

17-4. Minutes.

Motion by Commissioner Linville, seconded by Vice-Chair Smith, to adopt the minutes of the Regular Meeting held on December 1, 2015, as printed.

Yeas: Busch, Brunke, Linville, McKenzie, Smith
Nays: None
Absent: Ferries, Yemec
Motion carried.

17-5. Salary Determination for Mayor, Mayor Pro Tem and Council.

City Manager Myers briefly reviewed the informational packets mailed to the Commission members.

City Manager Myers explained that the Compensation Commission can only make a recommendation pertaining to Council salaries, not benefits. The recommendation is then presented to Council, which has thirty (30) days to consider or else the resolution automatically goes into effect. Council can approve or reject the Salary Order in whole or in part. He also reviewed where the City currently stands financially in relation to the budget, the rate of inflation, and other communities as surveyed by the Michigan Municipal League. He outlined the terms of the agreements with the City's bargaining groups, noting that all contracts have been settled through June 2018.

City Manager Myers indicated that any actions taken by the Compensation Commission would cover a two-year period because the Commission meets only in odd years, traditionally following the City's General Election.

Discussion followed on the amount of time dedicated to being a public official, parameters for decisions made in the past by the Commission, objective criteria for performance evaluation, median income of the City residents, other benefits received by elected officials and their monetary value, and current employee compensation packages.

17-6. Mayor, Mayor Pro Tem and Council Salary Order.

Motion by Vice-Chairperson Smith, seconded by Secretary Busch, to increase the current Mayor, the Mayor Pro Tem and the Councilmembers' salaries, as indicated by the following Salary Order:

**ORDER OF THE
ELECTED OFFICIALS COMPENSATION COMMISSION**

WHEREAS, the Elected Officials Compensation Commission met on Tuesday, November 28, 2017, at 3:30 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972 consisting of seven members; Commissioners present: Busch, Brunke, Linville, McKenzie, Smith, Yemec.

WHEREAS, Ordinance No. 454 of 1972, Section 2-214 provides as follows:

“The Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by 2/3rds of the members elected to and serving shall reject them. The determinations of the Commission shall be effective 30 days following the filing with the City Clerk of such determination unless rejected by the legislative body. In case of rejection, the existing salary shall prevail.”

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended decision of the Commission is as follows:

RESOLVED, IT IS ORDERED, that the salary of the Mayor shall increase 2% from the current sum of Eight Thousand Nine Hundred Fifty Dollars (\$8,950) per annum to Nine Thousand One Hundred Twenty-Nine Dollars (\$9,129) effective January 8, 2018; and,

IT IS FURTHER RESOLVED, that the salary of the Mayor Pro Tem shall increase 2% from the current sum of Six Thousand Eight Hundred Ninety-Eight Dollars

(\$6,898) per annum to Seven Thousand Thirty-Six Dollars (\$7,036) effective January 8, 2018; and,

IT IS FURTHER RESOLVED, that the salary of the City Council members shall increase 2% from the current sum of Six Thousand Two Hundred Seventy Dollars (\$6,270) per annum to Six Thousand Three Hundred Ninety-Five Dollars (\$6,395) effective January 8, 2018.

Yeas: Busch, Brunke, Linville, Smith, Yemec

Nays: McKenzie

Absent: Ferries

Motion carried.

17-7. Adjournment.

There being no further business, Chairman McKenzie adjourned the meeting at 5:04 p.m.

Cheryl E. Printz
City Clerk

Elected Officials Compensation Commission
Regular Meeting
Madison Heights, Michigan
December 2, 2019

A Regular Meeting of the Elected Officials Compensation Commission was called to order on Monday, December 2, 2019, at 4:37 p.m. in the Executive Conference Room of the Municipal Building at 300 West 13 Mile Road, Madison Heights, Michigan.

Present: Commissioners Merri Busch (arrived at 4:50 p.m.), Angela Brunke, Jean Linville, Zachary McKenzie

Also Present: City Manager Marsh, Deputy City Clerk Boucher

Absent: Maryanne Yemec

In the absence of a Chairman or Vice-Chairman, City Manager Marsh opened the meeting and the City Clerk called the roll.

19-1. Election of Chairperson.

City Manager Marsh called for nominations for the Chair of the Commission for 2019.

Motion by Commissioner Brunke, seconded by Commissioner Linville, to nominate Commissioner McKenzie for Chair of the Commission. There being no further nominations, the vote for Chair was called.

Yeas: Brunke, Linville, McKenzie

Nays: None

Absent: Yemec, Busch

Motion carried.

Commissioner Zachary McKenzie was elected as Chair of the Commission.

19-2. Election of Vice-Chairperson.

City Manager Marsh called for nominations for Vice-Chair of the Commission for 2019.

Motion by Commissioner McKenzie, seconded by Commissioner Linville, to nominate Commissioner Brunke as Vice-Chair of the Commission. There being no further nominations, the vote for Vice-Chair was called.

Yeas: Linville, McKenzie, Brunke

Nays: None

Absent: Yemec, Busch
Motion carried.

Commissioner Angela Brunke was elected as Vice-Chair of the Commission.

19-3. Appointment of Secretary.

City Manager Marsh called for nominations for Secretary of the Commission for 2019.

Motion by Vice-Chair Brunke, seconded by Chair McKenzie, to appoint Commissioner Busch as Secretary of the Commission.

Yeas: McKenzie, Brunke, Linville
Nays: None
Absent: Yemec, Busch
Motion carried.

Commissioner Merri Busch was appointed as Secretary of the Commission for 2019.

19-4. Minutes.

Motion by Vice-Chair Brunke, seconded by Chair McKenzie, to adopt the minutes of the Regular Meeting held on November 28, 2017, as printed.

Yeas: Brunke, Linville, McKenzie
Nays: None
Absent: Yemec, Busch
Motion carried.

19-5. Discussion of Salary for Mayor and City Council.

City Manager Marsh briefly reviewed the informational packets mailed to the Commission members.

City Manager Marsh explained that the Compensation Commission can only make a recommendation pertaining to Council salaries, not benefits. The recommendation is then presented to Council, which has thirty (30) days to consider or else the resolution automatically goes into effect. Council can approve or reject the Salary Order in whole or in part. She also reviewed where the City currently stands financially in relation to the budget, the rate of inflation, and other communities as surveyed by the Michigan Municipal League. She outlined the terms of the agreements with the City's bargaining groups, noting that all contracts have been settled through June 2020.

City Manager Marsh indicated that any actions taken by the Compensation Commission would cover a two-year period because the Commission meets only in odd years, traditionally following the City's General Election.

Discussion followed on the amount of time dedicated to being a public official, parameters for decisions made in the past by the Commission, objective criteria for performance evaluation, median income of the City residents, other benefits received by elected officials and their monetary value, and current employee compensation packages.

19-6. Mayor, Mayor Pro Tem and Council Salary Order.

Motion by Vice-Chair Brunke, seconded by Chair McKenzie, to increase the current Mayor, the Mayor Pro Tem and the Councilmembers' salaries, as indicated by the following Salary Order:

**ORDER OF THE
ELECTED OFFICIALS COMPENSATION COMMISSION**

WHEREAS, the Elected Officials Compensation Commission met on Monday, December 2, 2019, at 4:37 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972 consisting of seven members; Commissioners present: Busch (arrived at 4:50 p.m.), Brunke, Linville, McKenzie.

WHEREAS, Ordinance No. 454 of 1972, Section 2-214 provides as follows:

“The Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by 2/3rds of the members elected to and serving shall reject them. The determinations of the Commission shall be effective 30 days following the filing with the City Clerk of such determination unless rejected by the legislative body. In case of rejection, the existing salary shall prevail.”

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended decision of the Commission is as follows:

RESOLVED, IT IS ORDERED, that the salary of the Mayor shall increase 2% for two years round to the whole dollar from the current sum of Nine Thousand One Hundred Twenty-Nine Dollars (\$9,129) per annum to Nine Thousand Three Hundred Twelve Dollars (\$9,312) effective January 13, 2020; and per annum to Nine Thousand Four Hundred Ninety-Eight Dollars (\$9,498) effective January 1, 2021; and,

IT IS FURTHER RESOLVED, that the salary of the Mayor Pro Tem shall increase 2% for two years round to the whole dollar from the current sum of Seven Thousand Thirty-Six Dollars (\$7,036) per annum to Seven Thousand One Hundred Seventy-Seven Dollars (\$7,177) effective January 13, 2020; and per annum to Seven Thousand Three Hundred Twenty-One Dollars (\$7,321) effective January 1, 2021; and,

IT IS FURTHER RESOLVED, that the salary of the City Council members shall increase 2% for two years round to the whole dollar from the current sum of Six Thousand Three Hundred Ninety-Five Dollars (\$6,395) per annum to Six Thousand Five Hundred Twenty-Three Dollars (\$6,523) effective January 13, 2020; and per annum to Six Thousand Six Hundred Fifty-Three Dollars (\$6,653) effective January 1, 2021.

Yeas: Linville, McKenzie, Brunke
Nays: Busch
Absent: Yemec
Motion carried.

19-7. Adjournment.

There being no further business, Chairman McKenzie adjourned the meeting at 5:20 p.m. Motion by Commissioner Busch, seconded by Vice-Chair Brunke. Motion carried unanimously.

Phommady A. Boucher
Deputy City Clerk