

1. February 22, 2017 Agenda

Documents:

[ELECTED OFFICIALS COMPENSATION COMMISSION AGENDA 02-22-2017.PDF](#)

2. February 22, 2017 Unofficial Minutes

Documents:

[UNOFFICIAL MINUTES-2-22-17 ELECTED OFFICIALS COMPENSATION COMMISSION.PDF](#)

**AGENDA  
CITY OF STERLING HEIGHTS  
ELECTED OFFICIALS COMPENSATION COMMISSION  
WEDNESDAY FEBRUARY 22, 2017, 6:00 PM**

Location: City of Sterling Heights City Hall  
City Council Conference Room, Room #201  
40555 Utica Road, Sterling Heights, Michigan 48313  
Phone: 586-446-2420

1. Meeting called to order
2. Roll Call
3. Approval of Agenda
4. Approval of minutes from meeting of February 24, 2015
5. Communications from Citizens
6. Determination of Compensation for Mayor and Councilpersons
7. Appointment of Chairman for Commission meeting in 2019
8. Unfinished Business
9. New Business
10. Adjourn

Mark Carufel  
City Clerk

Posted: February 10, 2017

## UNOFFICIAL MINUTES

### CITY OF STERLING HEIGHTS ELECTED OFFICIALS COMPENSATION COMMISSION WEDNESDAY, FEBRUARY 22, 2017 6:00 P.M.

The regular meeting of the Elected Officials Compensation Commission was held in City Hall, Council Conference Room #201, 40555 Utica Road, Sterling Heights, Michigan.

1. The meeting was called to order by Chairman Davis at 6:00 p.m.
2. Roll Call  
Present: Wayne A. Davis, Dale R. Deming, Lori A. Doughty, Anthony C. Licata, Douglas Najor, Paskho Ujkic  
  
Absent: Robert D. Banta  
  
Also present: Marc Kaszubski, City Attorney; Mark Carufel, City Clerk; Melanie Ryska, Deputy City Clerk
3. Approval of Agenda  
  
Moved by Deming, seconded by Licata, to approve the agenda as presented.  
  
Yes: Davis, Deming, Doughty, Licata, Najor, Ujkic  
No: None  
Absent: Banta  
  
The motion carried.
4. Approval of the minutes from meeting of February 24, 2015  
  
Moved by Deming, supported by Najor, to approve the minutes from the meeting of February 24, 2015 as presented.  
  
Yes: Davis, Deming, Licata, Najor  
No: None  
Abstain: Doughty, Ujkic  
Absent: Banta  
  
The motion carried.
5. Communications from Citizens  
  
None.

## 6. Discussion of Compensation for Mayor and Councilpersons

Chairman Davis opened up the discussion on the compensation for elected officials.

Clerk Carufel provided the Commission with the 2017 Salary Survey for Mayor and Council that consisted of comparable communities. He explained that the chart reflects the date and amount of the last increase for those communities. Clerk Carufel also provided the Commission with the Sterling Heights Elected Officials Compensation from 1991 to Present, as a point of reference and explained that the Commission will decide the salary rate for Mayor and Council for 2017 and 2018.

Clerk Carufel distributed copies of the previous determination resolution and the Elected Officials Compensation Commission ordinance for review. Finally, Clerk Carufel provided a summary of CBA negotiations since 2011.

Ms. Doughty inquired if the rationale that the Commission approved a 3% increase in 2015 and 2016 was because they had not received a raise in a number of years. Chair Davis explained that it was a merit increase considering they had not received raises since 2007, during the downturn.

Mr. Ujkic said he was willing to surpass 3% and suggested a 5% increase based on the amount of work the mayor and city council do and based on other part-time mayors and councils from comparable communities. He reiterated that they had not received a raise in 8 years prior to 2015. Ms. Doughty voiced concerns with a high increase considering that city staff did not receive raises during the same period, and when they did, they only realized 1.5 to 2%.

Mr. Deming stated that the increases given to staff do not sway his opinion because those are full-time hired people and these are elected positions. He would like the salaries to be high enough to attract and retain good people considering the amount of work that is involved with being the mayor or a council member. Therefore, he would support an increase. Mr. Ujkic recommended a 5% increase for each year 2017 and 2018. Mr. Licata voiced concerns over increasing Council salary by 10% over two years. Mr. Ujkic amended his suggested to 5% for 2017 and 3% for 2018.

Mr. Deming questioned the process to reject an increase. Attorney Kaszubski clarified that under the ordinance, mayor and council cannot reject the recommendation partially. They either take no action on the recommendation, or take action within 30 days to reject the recommendation for both years.

Ms. Doughty expressed concerns about the percentage increase even though the dollar amount is not overly significant. Mr. Licata agreed with Ms. Doughty.

Chair Davis indicated that 5% will give each council member almost \$1,000 the first year, then that number is compounded the second year. Mr. Licata stated that the Commission's track record is 2.5 – 3%.

Mr. Ujkic stated that the council's salary in 2005 was \$14,600 and in 2016 it was \$16,900, which barely covers the cost of living increase over the eleven years. He further stated that he is looking at the numbers not the percentages.

Chair Davis stated that he would be in favor of a 3.5% increase each year. Mr. Deming agreed with 3.5 or 3%. Mr. Licata stated that he would be agreeable to a 3% increase but not more.

Moved by Ujkic, to recommend an increase in the annual compensation of the Mayor and City Council of 5% effective July 1, 2017 and 3% effective July 1, 2018.

Motion lacked support, discussion ensued.

Mr. Najor inquired what would happen if the increase was rejected. Attorney Kaszubski confirmed that the current salaries would remain. Mr. Najor was not in favor of a raise considering the timing of the sink hole on 15 mile.

Mr. Ujkic stated that the sink hole issue is larger than the City of Sterling Heights and he does not think it should be a factor in determining an increase. He indicated that the city is in great shape compared to other cities.

Ms. Doughty inquired about the budget process and asked what was in the budget currently. Clerk Carufel stated that the Finance Department is waiting on the Commission's determination to plug in the numbers for mayor and council. Budget hearings will be in April, with an effective date of July 1.

Moved by Ujkic, supported by Deming, to recommend an increase in the annual compensation of the Mayor and City Council of 3.5% effective July 1, 2017 and 3.5% effective July 1, 2018.

Yes: Davis, Deming, Doughty, Ujkic

No: Licata, Najor

Absent: Banta

The motion carried.

Moved by Ujkic, supported by Deming, to approve the following resolution reflecting the votes of each Commissioner:

"Pursuant to City Code Section 2-146, and subject to City Charter Section 5.02, at its meeting on February 22, 2017 the Elected Officials Compensation Commission of the City of Sterling Heights determined that the annual salaries for attendance at regular and special meetings of the City Council by the Mayor and Councilpersons shall be increased by 3.5% effective July 1, 2017 and increased 3.5% effective July 1, 2018, as follows:

Mayor:                   \$21,690 effective July 1, 2017  
                              \$22,449 effective July 1, 2018

Councilperson:       \$17,561 effective July 1, 2017  
                              \$18,176 effective July 1, 2018

Such compensation shall be paid bi-weekly. Pursuant to the City Charter, this is the only compensation that may be paid to the Mayor and Councilpersons and no other compensation shall be provided for any other acts taken for or on behalf of the City by the Mayor or a Councilperson."

Vote on determination:

Yes:     Davis, Deming, Doughty, Ujkic  
No:     Licata, Najor  
Absent: Banta

Yes:     Davis, Deming, Doughty, Licata, Najor, Ujkic  
No:     None  
Absent: Banta

Each of the Commissioners in attendance at the meeting signed the resolution.

7. Appointment of Chairman for Commission meeting in 2019

Mr. Deming stated Mr. Davis was an excellent chairperson and thought he should be reappointed as the chair. Mr. Davis accepted the nomination. No other nominations were made.

Moved by Deming, supported by Doughty, to reappoint Wayne Davis as the Chairman of the Elected Officials Compensation Commission for the next meeting in 2019.

Yes:     Davis, Deming, Doughty, Licata, Najor, Ujkic  
No:     None  
Absent: Banta

The motion carried.

8. Unfinished Business.

None.

9. New Business

Chair Davis welcomed Mr. Ujkic and Ms. Doughty to the Commission.

10. Adjourn

Moved by Licata, supported by Ujkic, to adjourn the meeting at 6:49 p.m.

Yes: Davis, Deming, Doughty, Licata, Najor, Ujkic

No: None

Absent: Banta

The motion carried.

The meeting adjourned at 6:49 p.m.

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Mark Carufel, City Clerk