

City of Midland
Local Officers Compensation Commission
2015 Session 1 Agenda
Friday, October 2 2015, 8 a.m.
Human Resources Conference Room, Midland City Hall
333 W. Ellsworth

1. Call to Order (Tisdale)
2. Oath of Office (Tisdale)
3. Election of Officers
 - a. Chairperson (Tisdale)
 - b. Chairperson Pro Tem (Chair)
4. Approval of Minutes from October 7, 2013 LOCC Meeting (Chair)
 - a. Minutes of September 16, 2013 LOCC meeting included for informational purposes
5. Review of:
 - a. LOCC per City Charter (Tisdale)
 - b. Commission Responsibilities & Limitations (Tisdale)
 - c. City's Ethics Ordinance (Tisdale)
6. Review of 2013 Determinations' Report and resolution presented to City Council (Tisdale)
7. Discussion of 2015 Compensation and types of measures needed by the LOCC (Chair)
 - a. Provided: Compensation Survey of Selected Michigan Cities (compiled by the City of Battle Creek, July 2015)
 - b. Soliciting comments from the public
 - c. Local Board Survey
 - d. Former and current council responses
 - e. Other measures that LOCC might want to consider
8. Public Comments
9. LOCC Determinations Schedule
 - a. Scheduling Subsequent Meetings of the 2015 LOCC
10. Other Business
11. Adjournment

BY COMMISSION MEMBER:

RESOLVED, that _____ be named Chairperson for the 2015 Local Officers' Compensation Commission.

Yeas:

Nays:

Absent:

I, Selina Tisdale, Midland City Clerk and Staff Liaison to the LOCC, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by a _____ yea vote of all the LOCC members present at a meeting of the LOCC held Friday, October 2, 2015.

**Selina Tisdale, City Clerk
Staff Liaison to LOCC**

BY COMMISSION MEMBER

RESOLVED, that _____ be named Chair Pro-Tem for the 2015 Local Officers' Compensation Commission. Chair Pro-Tem to conduct meetings in the absence of the Chair.

Yeas:

Nays:

Absent:

I, Selina Tisdale, Midland City Clerk and Staff Liaison to the LOCC, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by a _____ yea vote of all the LOCC members present at a meeting of the LOCC held Friday, October 2, 2015.

**Selina Tisdale, Director of Public Affairs
Staff Liaison to LOCC**

UNAPPROVED MINUTES

Local Officers Compensation Commission
City of Midland
October 7, 2013

The second session day of the Local Officers Compensation Commission (LOCC) was called to order by 2013 LOCC Chair Grish Chandra on October 7, 2013 at 4:00 p.m. in Conference Room B of Midland City Hall

Commission Members Present: Chandra, Green, Mayville, Osburn, Thompson
Commission Members Absent: Geyer, Kok
Others Present: City Clerk Selina Tisdale

APPROVAL OF MINUTES FROM SEPTEMBER 16, 2013 – Green moved, seconded by Mayville, to approve the September 16, 2013 meeting minutes. Approved by a 5/0 yea vote.

REVIEW OF PREVIOUS QUESTIONS – Tisdale

Tisdale provided responses from city staff on questions raised by LOCC members and discussion took place on the topics of travel insurance for council members and the affects of personal property tax reform on the city budget.

The LOCC recommended that the policy on travel be adjusted to either eliminate or modify the language regarding the use of rental cars for city business and that the purchase of and reimbursement for comprehensive and collision coverage be included.

Public Comments

None

RECOMMENDATION – the commission held a discussion on compensation scenarios for council members and the mayor.

Mayville moved, seconded by Osburn that an increase of \$400.00 for council members and \$600.00 for the mayor be considered. After much discussion, a primary amendment was made by Osburn and seconded by Mayville that the motion be amended to reflect a \$200 increase for council members and \$300.00 increase for the mayor. The primary amendment was voted on and approved by approved by a 5/0 yea vote. The amended motion was then voted on and approved by a 5/0 yea vote

Therefore the compensation recommendation from the 2013 LOCC is:

- council member salary shall be increased by \$200.00, adjusting the annual council member compensation to \$4,000.00;
- the mayor's salary shall be increased by \$300.00, adjusting the annual mayor compensation to \$6,200.00.

Tisdale reviewed that the LOCC determination must be filed by Thursday, October 31 and Chandra indicated he will be available to sign the documents. Tisdale noted that the determinations will go to City Council for introduction on November 11 and final approval on November 25. Chandra indicated he will not be available for the City Council meetings in November and Vice Chair Green agreed to attend.

ADJOURNMENT – Being no further business Chandra moved, seconded by Thompson, that the meeting be adjourned at 4:20 p.m.

Selina Tisdale, City Clerk

Grish Chandra, Chair of 2013 LOCC

BY COMMISSION MEMBER CHANDRA

WHEREAS, the Local Officers' Compensation Commission (LOCC), created under Article IX, Section 2-210 of the Code of Ordinances, is charged with the responsibility of determining the salaries of the mayor and members of the city council; and

WHEREAS, the LOCC held two session meetings on September 16, 2013 and October 7, 2013, meeting its obligation to meet no more than fifteen (15) session days after September 15; and

WHEREAS, the LOCC has made its determination within the required forty-five (45) calendar days after its first meeting; and

WHEREAS, the LOCC's 2013 Determinations recommend that each councilman receive annually \$4,000.00 as compensation for service to the City; and

WHEREAS, the LOCC's 2013 Determinations also recommend that the mayor receive a total annual mayoral salary of \$6,200.00; and

WHEREAS, said Determinations shall be effective thirty days following the LOCC's October 29, 2013 filing of said Determinations with the Midland City Clerk unless rejected by Council on or before November 28, 2013; now therefore

RESOLVED, that the members of the 2013 Local Officers' Compensation Commission authorize Grish Chandra, Chair of the 2013 LOCC, to file the 2013 LOCC Determinations with the Midland City Clerk on October 29, 2013, for presentation to the Midland City Council on November 11, 2013.

**YEAS: CHANDRA, GREEN, MAYVILLE, OSBURN, THOMPSON
NAYS: NONE
ABSENT: GEYER, KOK**

I, Selina Tisdale, Midland City Clerk and Staff Liaison to the LOCC, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by a 5/0 yea vote of all the LOCC members present at a meeting of the LOCC held Monday, October 7, 2013.

**Selina Tisdale, City Clerk
Staff Liaison to the LOCC**

APPROVED MINUTES

Local Officers Compensation Commission
City of Midland
September 16, 2013

The first session day of the Local Officers Compensation Commission (LOCC) was called to order by City Clerk Selina Tisdale on September 16, 2013 at 4:00 p.m. in Conference Room B of Midland City Hall

Commission Members Present: Mayville, Kok, Green, Chandra
Commission Members Absent: Osburn, Thompson, Geyer
Others Present: City Clerk Selina Tisdale

OATH OF OFFICE – Tisdale administered the Oath of Office to each LOCC member present.

ELECTION OF CHAIRPERSON – Green moved, seconded by Mayville, that Grish Chandra be named Chairperson for the 2013 Local Officers Compensation Commission. (Approved by a 4/0 yea vote).

ELECTION OF CHAIR PRO-TEM – Chandra moved, seconded by Mayville, that Roy Green be named Chair Pro-Tem for the 2013 Local Officers Compensation Commission. (Approved by a 4/0 yea vote).

APPROVAL OF MINUTES FROM OCTOBER 18, 2011 – Green moved, seconded by Chandra, to approve the October 18, 2011 meeting minutes. (Approved by a 4/0 yea vote).

REVIEW OF RESPONSIBILITIES AND DEADLINES, ETHICS POLICY, AND PENDING ISSUES – Tisdale reviewed documents on the Commission's responsibilities, deadlines, and the ethics policy.

REVIEW OF 2011 DETERMINATION'S REPORT – the commission reviewed and discussed items approved under the "2011 LOCC Findings of Fact".

COMPENSATION DATA – the commission held a discussion on the current compensation levels of the mayor and city council members. Commission reviewed compensation data for council members and mayors from other municipalities throughout the State; reviewed the meeting schedules for council; and considered wage adjustment history for city employees. It was noted that it has been more than eight years since the LOCC has recommended and city council has accepted a compensation adjustment. It was noted that compensation adjustments have resumed for city employees after several years of wage freeze.

- A question was submitted via email by Commission member Richard Osburn regarding the practice of insurance on rental cars not being a covered expense for council business. Tisdale will look into this and report back;
- Osburn also state in his email that he would support a \$100 to \$200 increase in compensation;
- Green raised the question on the status of personal property tax (PPT) reform on its impact and future impact on the city's budget. Tisdale will look into this and report back.

After continued discussion, the commission was interested in recommending a \$400 increase for council members (adjusted total annual compensation would be \$4,200) and a \$600 increase for the mayor (adjusted total annual compensation would be \$6,500). The final recommendation, however, will be reserved until further information is provided on the PPT issue.

Tisdale will send an email to schedule a follow up meeting.

The LOCC determination must be filed by Thursday, Oct. 31.

Public Comments

None

ADJOURNMENT – Being no further business Mayville moved, seconded by Chandra, that the meeting be adjourned at 4:50 p.m.

Selina Tisdale, City Clerk

Grish Chandra, Chair of 2013 LOCC

ARTICLE IX.
LOCAL OFFICERS' COMPENSATION COMMISSION*

* **Charter References:** Salary of members of council, § 4.3.

Sec. 2-210. Local officers' compensation commission—Creation; composition; qualifications; terms of office; time of appointment; vacancies; eligibility restriction.

A local officers' compensation commission is created which shall determine the salaries of the mayor and members of the city council. The commission shall consist of seven (7) members who are registered electors of the city, appointed by the mayor subject to confirmation by a majority of the members elected and serving on the city council. The terms of office of members of said commission shall be seven (7) years, except that of the members first appointed, one each shall be appointed for terms of one (1), two (2), three (3), four (4), five (5), six (6) and seven (7) years. All first members shall be appointed within thirty (30) days after the effective date of this article. Thereafter members shall be appointed before October 1 of the year of appointment. Vacancies shall be filled for the remainder of the unexpired term. No member or employee of the legislative, judicial or executive branch of any level of government or members of the immediate family of such member or employee shall be eligible to be a member of the commission. (Ord. No. 832, § 1, 5-13-74)

Sec. 2-211. Determination of salaries; rejection by council; effective date; existing salary; expenses.

The commission shall determine the salaries of the mayor and councilmen, which determination shall be the salaries unless the city council, by resolution adopted by two-thirds (2/3) of the members elected to and serving on the council, reject them. The determinations of the commission shall be effective thirty (30) days following their filing with the city clerk unless rejected by the city council. In case of rejection, the existing salary shall prevail. Any expense allowance or reimbursement paid to elected officials in addition to salary shall be for expenses incurred in the course of city business and accounted for to the city. (Ord. No. 832, § 1, 5-13-74)

Sec. 2-212. Meetings and time of determination; quorum, chairman; session days; compensation and expenses.

The commission shall meet for not more than fifteen (15) session days after September 15, in the year 1975, and every odd numbered year thereafter and shall make its determination within forty-five (45) calendar days of its first meeting. A majority of the members of the commission constitute a quorum for conducting business of the commission. The commission shall take no action or make determinations without a concurrence of a majority of the members appointed and serving on the commission. The commission shall elect a chairman from among its members. "Session days" means any calendar day on which the commission meets and a quorum is present. The members of the commission shall receive no compensation, but they shall be entitled to their actual and necessary expenses incurred in the performance of their duties and shall not have the power to expend public funds. (Ord. No. 832, § 1, 5-13-74)

Sec. 2-213. Change of procedure, time and method.

After one year following the effective date of this article, the procedure for establishing the compensation of elected officials may be changed by charter amendment or revision. (Ord. No. 832, § 1, 5-13-74)

Sec. 2-214. Referendum or other petition; signatures of electors; conduct of election; effectiveness of determination. Within sixty (60) days after the effective date of this article, a petition for a referendum on the ordinance adopting this article may be filed in accordance with the procedures provided in chapter 6 of the Midland City Charter by filing a petition with the city clerk containing the signatures of at least five per cent (5%) of the registered electors of the City of Midland on the effective date of this article, in which case the election shall be conducted in the same manner as an election on the charter amendment. If a petition for referendum is filed pursuant to the provisions of this section, any determination of the commission shall not be effective until the ordinance has been approved by the electors. (Ord. No. 832, § 1, 5-13-74)

**Charter Reference
Chapter 4**

Sec. 4.3. Salaries of members of the council.

Each Councilman shall receive as remuneration for his service to the city, the sum of two hundred dollars (\$200.00) per year. The Mayor shall receive one hundred dollars (\$100.00) per year in addition to the remuneration received by him as a member of the Council. Such salaries shall be payable quarterly, and, except as otherwise provided in this charter, shall constitute the only salary or remuneration which may be paid for services performed by the Mayor or any Councilman for the discharge of any official duty for or on behalf of the city during his term of office. Upon authorization of the Council, reasonable expenses may be allowed when incurred on behalf of the city.

Local Officers' Compensation Commission
COMMISSION RESPONSIBILITIES AND LIMITATIONS
Excerpt from the September 25, 1975 Minutes of the Commission

“At the request of the Commission, the City Attorney discussed the responsibilities and limitations of the Commission. A summary of the points include:

- Charter provision establishing the current salaries for Mayor and Council written in 1944;
- State legislature allowed cities to use local officers' compensation commissions to set salaries in line with current economic realities in lieu of cumbersome and difficult charter amendment method;
- The Commission will review and make a determination every two years;
- The Commission itself determines its own procedures including what information to consider;
- It does not have subpoena power but may ask past, present and future Council members and other community representatives to testify;
- A change of salaries is not required;
- The Commission is not the final word because the City Council can reject the recommendation;
- The recommendation of the Commission as to the salaries of the Mayor and Councilmen must be made within 45 calendar days and in not more than 15 session days.”

**City of Midland
Code of Ordinances
Chapter 32 - ETHICS**

Sec. 32-1. Public policy.

It is hereby declared to be the policy of the city that all public officials and employees must avoid conflicts between their private interests and those of the general public whom they serve. To enhance the faith of the people and the integrity and impartiality of all public officials and employees of the city, it is necessary that adequate rules be provided for separating their roles as private citizens from their roles as public servants. Where government is based on the consent of the governed, every citizen is entitled to have complete confidence in the integrity of his or her government. Each individual official, employee, or advisor of government must help to earn, and must honor that trust by his or her own integrity and conduct in all official duties and actions.

(Ord. No. 1337, § 1, 1-22-96)

Sec. 32-2. Definitions.

Whenever used in this chapter, the following terms shall have the following meanings:

City means the City of Midland.

Compensation means any money, thing of value or other compensatory or pecuniary benefit received or to be received in return for, or as reimbursement for, services rendered or to be rendered.

Controlling authorities means those persons identified in section 32-5 to whom inquiries must be directed.

Decision making means exercising public power to adopt ordinances, regulations or standards, rendering quasi-judicial decisions, establishing executive policy, or rendering a governmental decision as that term is defined in Section 2a [MSA 4.1700(72a); MCLA 15.342a] of Public Act 196 of the Public Acts of the State of Michigan of 1973, as amended [MSA 4.1700(71) et seq; MCLA 15.341 et seq.].

Economic interest means any interest valued or capable of valuation in monetary terms.

Employee means an individual employed by the city, whether part-time or full-time, but excludes elected officials and city contractors.

Gift means anything of value given without consideration or expectation of return.

Official means any person holding any elected office of the city or any appointed, non-employee member of any city board or commission.

Official duties or Official action means a decision, recommendation, approval, disapproval, or other action or failure to act which involves the use of discretionary authority.

Person means any individual, entity, corporation, partnership, firm, association, union, trust, estate, and any parent or subsidiary of any of the foregoing, whether or not operated for profit.

Relative means a person who is related to an official or employee as spouse or as any of the following, whether by blood or by adoption: parent, child, brother or sister, aunt or uncle, niece or nephew, grandparent, grandchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepfather or stepmother, stepson or stepdaughter, stepbrother or stepsister, half-brother or half-sister.

(Ord. No. 1337, § 1, 1-22-96)

Sec. 32-3. Code of ethics.

(a) Gift, compensation or economic interest. No official or employee of the city shall solicit, accept or receive, directly or indirectly, any gift, compensation or anything of an economic interest, whether in the form of money, service, loan, travel, entertainment, hospitality, thing or promise, or in any other form, under any circumstance in which it can reasonably be inferred that any of the foregoing is intended to influence him or her in the performance of his or her official duties or is intended as a reward for any official action on his or her part.

(b) Preferential treatment. No official or employee of the city shall use, or attempt to use, his or her position to unreasonably secure, request or grant, any privileges, exemptions, advantages, contracts, or preferential treatment for himself or herself, a relative or any other person.

(c) Use of information. No official or employee of the city who acquires information in the course of his or her official duties, which information by law or policy is not available at the time to the general

public, shall use such information to further the private economic interests of himself or herself, a relative or any other person.

(d) Full disclosure. No official or employee of the city shall participate, as an agent or representative of the city, in approving, disapproving, voting, abstaining from voting, recommending or otherwise acting upon any matter in which he or she or a relative has a direct or indirect economic interest without disclosing the full nature and extent of the interest. Such a disclosure must be made before the time to perform his or her duty or concurrently with the performance of the duty. If the official or employee is a member of a decision-making or advising body, he or she must make disclosure to other members of the body on the official record. Otherwise, a disclosure will be appropriately addressed by an appointed official or employee to the city manager or by an elected official to the general public. In the case of the city manager and the city attorney, he or she shall make such a disclosure to the mayor.

No official or employee or relative shall engage in any business transaction whereby the official or employee or relative may benefit financially from confidential information which the official or employee has obtained or may obtain by reason of that position or authority.

(e) Doing business with the city. No official, employee or relative shall engage in any business with the city, directly or indirectly, without filing a complete written disclosure statement for each business activity having an economic interest to any of the foregoing. Such a disclosure shall be made on an annual basis or prior to any decision-making not previously disclosed by an annual disclosure.

(f) Use of city property. No official or employee of the city shall, directly or indirectly, use or permit a relative or other persons to use city property of any kind for his or her private economic interest or that of a relative or other person. City officials or employees shall strive to protect and conserve all city property including equipment and supplies entrusted or issued to them.

(Ord. No. 1337, § 1, 1-22-96)

Sec. 32-4. Intention of code.

It is the overall intention of section 32-3 above that officials and employees and their relatives shall avoid any action, whether or not specifically prohibited by section 32-3, which might result in, or create the appearance of:

- (1) Using public employment or office for his or her economic interest;
- (2) Giving or accepting preferential treatment to or from any person;
- (3) Impeding city efficiency or economy;
- (4) Losing independence or impartiality of action;
- (5) Making a city decision outside official channels;
- (6) Affecting adversely the confidence of the public or integrity of the city government; or
- (7) Giving or accepting preferential treatment in the use of city property.

Section 32-3 is intended to be both preventative and punitive. It should not be construed to interfere or abrogate in any way with the provisions of any Michigan Statutes, the city Charter, the Code of Ordinances of the city, the rules and regulations of the merit system board or any collectively bargained agreement.

In addition, section 32-3 is not intended to prevent any official or employee of the city from receiving compensation for work performed on his or her own time as a private citizen which does not involve city business. Nor is section 32-3 intended to apply to contributions to political campaigns which are governed by state or federal law.

(Ord. No. 1337, § 1, 1-22-95)

Sec. 32-5. Violation, enforcement and advisory opinions.

(a) All matters concerning the code of ethics set forth in section 32-3 shall be directed to one (1) of the two (2) following controlling authorities depending upon the employment status of the city official or employee involved:

(1) Elected and appointed officials of the city to the mayor, city manager and city attorney. In matters concerning the mayor, city manager or city attorney, the mayor pro-tem will assume the controlling authority position in place of the affected official.

(2) Employees, full- and part-time, of the city to the city manager and city attorney.

(b) The above-listed authorities, when requested, shall take appropriate action on the basis of consensus upon any complaint or request for information concerning the code of ethics of the city. The appropriate action to be taken in any individual case shall be at the discretion of the controlling authority involved, which may include but is not limited to any of the following:

- (1) Referral of the matter to a higher authority.
- (2) Pursuing further investigation by the controlling authority.
- (3) Recommending appropriate disciplinary action, including removal from office, appointed position or employment, in accordance with the city Charter, the city Code of Ordinances, the regulations or policies of the city or the requirements of any collectively bargained agreement.
- (4) Deeming no action to be required.
- (5) Pursuing such other course of action which is reasonable, just and appropriate under the circumstances.

(c) The above listed controlling authorities may render written advisory opinions, when deemed appropriate, interpreting the code of ethics as set forth in section 32-3 above, subject to the following:

- (1) Request for opinions shall be in writing.
- (2) Advisory opinions may include guidance to any employee or official on questions as to:
 - a. Whether an identifiable conflict exists between his or her personal interest or obligations and his or her official duties.
 - b. Whether his or her participation in his or her official capacity would involve discretionary judgment with a significant affect on the disposition of the matter in conflict.
 - c. What degree his or her personal interest exceeds that of other persons who belong to the same economic group or general class.
 - d. What effect his or her participation would have on the confidence of the people in the impartiality of their city officials and employees.
 - e. Whether a disclosure of his or her personal interests would be advisable and, if so, how such disclosure should be made so as to safeguard the public interest.
 - f. Whether it would operate in the best interest of the city for him or her to withdraw or abstain from participation or to direct or pursue another course of action in the matter.

(d) Notwithstanding the foregoing, section 32-5 shall be considered as only supplementary to Rule XII, Section D, of the merit system board rules and regulations as to all matters concerning employees of the city.

(Ord. No. 1337, § 1, 1-22-96)

Sec. 32-6. Adoption of principles and guidelines concerning public service ethics.

(a) The Summary— Principles of Public Service Ethics published by the Josephson Institute (Government Ethics Center), copyright 1990, hereinafter referred to as the "summary," is hereby incorporated by reference and adopted as a guideline for all public officials and employees of the city to aid in the performance of their duties.

(b) The adoption of the summary is intended to be utilized only as a guideline and, except as the language found in the summary may be useful to the controlling authorities in fulfilling their responsibilities as set forth in section 32-4, the summary shall not be considered as a part of the code of ethics set forth in section 32-3. To the extent that the language found in the summary may differ from the language found in sections 32-1 through 32-5, the language of the latter shall be controlling.

(Ord. No. 1337, § 1, 1-22-96)

**2013 DETERMINATIONS
CITY OF MIDLAND
LOCAL OFFICERS' COMPENSATION COMMISSION**

**COMPENSATION DETERMINATIONS FOR
MEMBERS OF THE MIDLAND CITY COUNCIL**

2013 LOCC MEMBERS:

**Grish Chandra
Gerald Geyer
Roy Green
Sarah Kok
Greg Mayville
Richard Osburn
Doug Thompson**

2013
LOCAL OFFICERS' COMPENSATION COMMISSION
FINDINGS OF FACT

1. The Commission accepts the philosophy that the purpose of compensation here is not to enrich members of the Council at civic expense nor induce anyone to run for the Council for monetary motives, but to cover incidental, out of pocket costs of such service and to provide some reimbursement for time taken away from family and business.
2. While positions on the Midland City Council are not "in competition" with other positions in the public or private worlds in terms of salary, reasonable recognition of the importance of this job, although voluntarily assumed, must be a consideration.
3. Since the writing of the City Charter in 1944, the compensation for council members had remained at \$200 annually plus an additional \$100 for the Mayor until 1975.

		Councilmember	Mayor
1944		\$ 200.00	\$ 300.00
1975	a significant adjustment to what the Commission felt was an equitable level, was made.	\$1,200.00	\$1,500.00
1977	compensations for councilmen and the mayor were raised	\$1,350.00	\$1,650.00
1979	compensation levels were raised	\$1,500.00	\$1,900.00
1981	no change in compensation levels was made but a comprehensive expense reimbursement policy was detailed and ordered.	\$1,500.00	\$1,900.00
1983	the compensation level was changed to \$1,800 for councilmen and the mayor received an additional \$600	\$1,800.00	\$2,400.00
1985	No compensation change was made	\$1,800.00	\$2,400.00
1987	council compensations were increased to \$2,000 with the mayor receiving an additional \$1,000	\$2,000.00	\$3,000.00
1989	No change was made for council in 1989 but the additional amount the mayor received was increased to \$3,500.	\$2,000.00	\$3,500.00

		Councilmember	Mayor
1991	Council members received an increase to \$2,400 and the mayor's compensation was changed to \$4,000.	\$2,400.00	\$4,000.00
1993	No change in compensation levels was made in 1993, however the travel policy was changed - mileage reimbursement is now the prevailing IRS rate and all expense forms are to be submitted within fourteen (14) calendar days after the return of the council member.	\$2,400.00	\$4,000.00
1995	In 1995 each councilman was given a compensation increase. Each member received \$2,700 per year and the mayor received \$4,300 per year.	\$2,700.00	\$4,300.00
1997	No change in compensation level was made in 1997.	\$2,700.00	\$4,300.00
1999	In 1999 council members received an increase to \$3,300 and the mayor's compensation was changed to \$4,900.	\$3,300.00	\$4,900.00
2001	Council members received an increase to \$3,600 and the mayor's compensation was \$1,800 more than council members for an annual mayor's compensation of \$5,400.	\$3,600.00	\$5,400.00
2003	In 2003 the LOCC recommended a \$200 increase to the annual council compensation adjusting it to \$3800 annually and also recommended that the mayor's annual salary be increased by \$200 bringing the mayor's total annual compensation to \$5600. This was presented to Midland City Council on November 24, 2003. City Council rejected this compensation increase at its second public hearing on December 8, 2003.	\$3,800.00 (increase rejected) \$3,600.00	\$5,600.00 (increase rejected) \$5,400.00
2005	The 2005 LOCC Determinations recommended that Council compensation be increased by \$200 moving it to \$3800 annually and that the mayor's compensation be increased by \$300 (an additional \$2100) for a total mayoral compensation of \$5900.	\$3,800.00	\$5,900.00

		Councilmember	Mayor
2007	The 2007 LOCC Determinations recommended no change in compensation for either the council members or the mayor.	\$3,800.00	\$5,900.00
2009	The 2009 LOCC Determinations recommended no change in compensation for either the council members or the mayor.	\$3,800.00	\$5,900.00
2011	The 2011 LOCC Determinations recommended no change in compensation for either the council members or the mayor.	\$3,800.00	\$5,900.00
2013	The 2013 LOCC Determinations recommend that Council compensation be increased by \$200 moving it to \$4,000.00 annually and that the mayor's compensation be increased by \$300 for a total mayoral compensation of \$6,200.	\$4,000.00	\$6,200.00

4. The Commission agrees with previous findings that compensation levels do not attract or inhibit candidates to city council positions. Instead, the numbers of candidates for the City Council and the number of candidates attracted to other Midland area elected positions probably reflects differences in prestige, length of terms, degree of partisanship, public visibility, personal involvement, and incumbents' performance.
5. The median annual salary level of council members in a group of 21 representative cities was \$4,979.54 with salaries ranging from \$465 to \$15,993.
6. The median annual salary of mayors in a similar group of 21 representative cities was \$7,500 with salaries ranging from \$620 to \$19,754.
7. The Commission did not call for a survey of local board compensation or for comments from previous council members for 2013.
8. The Commission continues to reject the concept of a per-meeting payment amount.
9. The Commission rejects the concept of a direct linkage between the CPI and compensation.
10. The Commission has taken due note of comments it has received and appreciates those that shared their views.

11. The Commission is aware of the hours certain council members devote to their positions and commends the Council on their intergovernmental relations. The Commission also understands that the time devoted is highly variable and a choice of each individual member.
12. The Commission believes that extra responsibilities and obligations of the mayor warrant compensation greater than that of council members.
13. The Commission discussed extra compensation for mayor pro-tem on a monthly basis and came to the conclusion that no extra pay is warranted.
14. Upon resignation of the mayor, the Commission believes that the resigning mayor should receive the mayor's compensation for the last month served.
15. The Commission rejects the idea that the mayor pro-tem receives the mayor's pay for the time he/she acts as mayor on a short term basis.
16. The Commission rejects the idea of considering performance of Council when considering compensation. Quality of Council's work is the responsibility of the electorate.
17. At the request of city staff, the Commission considered the issue of adjusting the pay cycle of council members from monthly to bi-weekly to be congruent with the pay cycle of all other city employees. After discussion, the Commission found this request to be reasonable and recommends that council members be compensated on a bi-weekly schedule congruent with the issuance of city employee pay. (2011)
18. At the request of city staff, the Commission considered the issue of council compensation in the case of resignation. After discussion, the Commission recommended that compensation in the event of resignation of a council member be handled in the same manner as the mayor. In the event a council member was to resign, he/she would receive a full month's compensation for the last month served as a councilmember. (2011)
19. Having considered all relevant data, the Commission has exercised independent judgment, making the following determinations for which it alone is responsible.

**2013 LOCAL OFFICERS' COMPENSATION COMMISSION
DETERMINATIONS**

1. Each councilman will receive as compensation for service to the City the sum of \$4,000.00 per year.
2. The mayor shall receive as compensation for service to the City the sum of \$6,200.00.
3. Such compensation to be paid in bi-weekly installments.
4. If a council member or the mayor were to resign, he/she would receive a full month's compensation for the last month served as council member / mayor.
5. Council members shall be included in the City's group travel insurance coverage, paid for by the City.
6. Meeting and travel expense reimbursement shall be governed by the attached policy in the Appendix to these Determinations.

CERTIFICATION:

I, Grish Chandra, 2013 Chair of the Local Officers' Compensation Commission of the City of Midland, have been authorized by the Commission to file on October 29, 2013 and certify that these are the 2013 Determinations of the Commission as duly adopted at a meeting held on October 7, 2013.

Grish Chandra, Chair
2013 Local Officers' Compensation Commission

Date of Filing _____

(Witness)

I, _____ in the Office of the Midland City Clerk, Counties of Midland and Bay in the State of Michigan, Do hereby Certify, that on _____ the 2013 Determinations of the Local Officers' Compensation Commission were received and filed in the Office of the City Clerk.

_____ day of _____, 2013

(Name of Clerk's Employee Receiving Document)

MAYOR AND COUNCIL TRAVEL EXPENSES
A Policy Approved by the
City of Midland Local Officers' Compensation Commission
Adopted November, 1981 as amended 1983, 1985, 1989, 1991 & 1993

1. Expense reimbursement by the City to the Mayor and Councilmen will be limited to travel outside the corporate limits in order to attend meetings, conferences, conventions and training sessions which will contribute to the ability of the City Council to more effectively deal with community issues. Reimbursement for certain inside-the-city meetings may also be permitted.
2. Travel expense payments must be in accord with amounts budgeted for this purpose.
3. The City's practice of both pre-payment of certain meeting expenses, and advances to the individual, may continue.
4. Within fourteen (14) calendar days after the return of the Council member, expenses for the out of town travel shall be itemized on a form provided by the City and submitted to the City Manager's Office. Receipts for the hotel bill, registration fee, transportation expense and any single expenditure of \$25 or more, or evidence thereof shall accompany the expense statement.

Prepaid items should be included in the expense report. If the Council member intends to travel out of state by private automobile, the allowance for the use of the vehicle will be the cost of air travel, coach or equivalent class, not including airport limousine costs, or automobile mileage at the rate specified, whichever is less.

The following are specific guidelines for travel reimbursement developed by the Commission for the Mayor and Council:

REIMBURSABLE

Mileage will be reimbursed at the prevailing IRS rate used per mile if personal car used for out of City trips to attend meeting.

Actual cost of room including tax and tips (single room rate if that rate established or proportionate share if shared with other city officers).

Actual cost of food and beverages consumed, taxes and tips paid, while on travel outside of the city.

Air fare for out of state meetings – coach or equivalent class (invoice required).

Parking and tolls.

Bus, taxi or limousine, including tips.

Meeting registration fees and activity charges.

For in-the-city meetings, registration, food and beverages including taxes and tips paid, for meetings called by a non-city organization when the Council member is representing the City.

Expenses related to interviewing City Manager or City Attorney applicants.

NOT REIMBURSABLE

Any spouse's or family member expense

Child care (including babysitting), pet or house care.

Expenses reimbursed or which should be reimbursed by other organizations.

Pre or post, meeting excursions.

Personal grooming or clothing expenses

Insurance premiums, including travel and rental car insurance premiums.

Any amount in excess of reasonable and customary.

6. The expense reports shall be reviewed by the City Manager and Mayor (the Mayor Pro tem in cases of the Mayor's expense report). They may disallow all or part of certain expenses as not being in accord with this policy. Expense reports when approved shall have both their signatures.

**2015 LOCC
Proposed Meeting & Council Presentation Schedule**

First 2015 LOCC Meeting	October 2, 2015	45 calendar days and 15 session limit to make determination <i>(determination deadline = Nov. 16)</i>
Second 2015 LOCC Meeting	<hr/>	
Officially File Determinations	No later than Nov. 16	deadline to file = Nov. 16 <i>(City Council has 30 days to reject)</i>
First Presentation to City Council	(Nov. 23)	
Second Presentation to City Council	(Dec. 7)	<i>(Council deadline to reject = Dec. 16)</i>