



REGULAR MEETING

August 10, 2011

7:00 PM

PITTSFIELD TOWNSHIP COMPENSATION COMMISSION MINUTES

Members Present: Jean Connell, Carla Jablonski, Tom McDole, Stu Simon, Dennis Ward.

Members Absent: None.

Others Present: Yolanda Holmes (Recording Secretary), Christina Lirones.

1. Call Meeting to Order at 7:00 p.m./Determination of a Quorum.

Commissioner Ward called the meeting to order at 7:01 p.m. A quorum was present.

2. Pledge of Allegiance

Commissioner Ward led the Pledge of Allegiance.

3. Roll Call

All Commissioners were present.

3.1 Approval of the Agenda

Commissioner McDole requested the word "Recommendations" be removed from the heading in item 6 and the title changed to "Discussion by the Compensation Commission".

Motion by Commissioner McDole, supported by Commissioner Connell, to approved the agenda as amended.

MOTION CARRIED.

4. Public Comment

Christina Lirones, 151 E. Textile Rd, comments she reviewed the memorandum from the previous packet received by the Compensation Commission and wanted to identify that there number of items in the memorandum that were incorrect. If the Commissioners did have questions about the past Administration and their policies she is here and available to answer any questions. Commissioner Ward asked for a report of officials at public meetings or statement at public meetings regarding compensation and there have been several comments by Board members about compensation and some of those have been inaccurate as well, she would be happy to clarify those statements. Specifically, there is a statement by the Clerk that I have stated continually there should be a 25% decrease, I do want everyone to be aware that I didn't recognize that statement so I FOIA'd the documents that went into this report and received a response that the FOIA was denied because the document didn't exist. There have been numerous statements by the Clerk stating that he is upset about the level of

compensation, which is quite high and he pointed to the Compensation Commissions that were appointed by the previous Administration as being the reason why those figures were so high. I'm not sure what you would infer from that or what he was trying to imply, my inference was that he would like to see the salaries lower and that he believes it was the fault of previous Compensation Commissions for setting them too high. The strongest statement about compensation had to do with the recall in 2006 and one of the charges on the recall were that salaries were the highest in Washtenaw County, at the time our salaries were not the highest in Washtenaw County, the Supervisor's was but not the Clerk and Treasurer, yet now they are. You should be aware now they are, given the strong influence of everyone who was involved in the recall in this current Administration, I think that that has been sort of a standing commitment is that the salaries are too high and that they should be reduced. I look forward to your deliberations, we did not have township vehicles for our personal use, the health insurance issue should not be a part of the consideration unless there's some extra resolution that says there will be, just because the next people who fill up those offices may not be so fortunate as the folks who are in office now to have health insurance provided by another entity. It important that you remember these are salaries for the next people that will hold these offices as well as these officials.

4.1 Commission Response to Public Comment

Commissioner Ward comments there were some minutes provided in the packet. That particular Board Meeting is there, I don't recall any others.

Commissioner Connell comments she would like to ask Ms. Lirones what her salary as Treasurer was when she was in office.

Commissioner Ward comments we have that information in the packet.

5. Approval of the Minutes

5.1 Approve Minutes of the Compensation Commission held on August 3, 2011.

Motion by Commissioner McDole, supported by Commissioner Simon, approve the minutes of the Compensation Commission held on August 3, 2011.

MOTION CARRIED.

6. Order of Business

6.1 Discussion by Compensation Commission.

Commissioner Simon proposed getting a consensus of what criteria the commission wants to use to make a decision on whether to recommend or not recommend raises. He then passed out a "Criteria For Determining Fair Position Compensation" document and explained that he looked at the minutes of 2009 Compensation Commission for criteria which he included as well as his own thoughts, adding that he left #6 open for the Commission to decide what additional criteria should go there. He then opened discussion for agreement of the handout and any additional criteria.

The Commissioners discussed the handout and additional criteria.

Commissioner Ward comments he would like to add information from the comparative communities Compensation Commission to see what the trending in these communities have been for the next year or two years.

Commissioner McDole comments possible criteria for #6 could be the expectations of the three officials and their projected actions.

Commissioner Jablonski asked for clarification on #6.

Commissioner McDole comments he would like to be given some notion of what the officials would do if given an increase.

Commissioner Ward comments because we have in writing the officials are expecting no increase if this commission was to award them a salary increase I don't think it's appropriate for us to suppose whether they would accept it or reject it.

Commissioner Jablonski comments I don't think that is our role.

Commissioner Ward suggested changing #6 to Expectations of individual.

The Commission then decided on adopting the criteria handout.

Commissioner Jablonski suggested using the handout informally.

The Commission then went down the list of the information requested from the August 3, 2011 meeting and discussed the relevancy of the information.

Commissioner Connell inquired about the relevancy of the information requested about the Deputies salary of the comparative communities.

Commissioner Ward suggested information about whether the comparative communities have Deputies would be more relevant.

Commissioner Simon comments that unless the commission was charged with looking at overall efficiency, he did not feel it was relevant to look at salaries of Deputies.

Commissioner Simon comments the wage information by department requested was not relevant, we only care about Treasurer, Clerk and Supervisor.

Commissioner Jablonski comments I agree, our role is for three people and we should focus on three people.

The Commission came to a consensus that the Deputy information from comparative communities and the wage information by department were not relevant.

The Commission continued discussing the information received.

Commissioner Simon comments information on a significant increase in responsibilities would be justification for an increase in salary. I will volunteer to ask the question through the Supervisor's office whether or not such has occurred for the Treasurer, Clerk or Supervisor. If the answer is yes, I would want some specifics for the commission to look at.

Commissioner McDole comments I calculated the 10 year inflation rate average as 2.4% between 2001 and this year. I also looked at salary increase for the

Township Officials over that same period and the 10 year average was 2.8%, they were four tenths of a percent more than inflation.

Commissioner Ward comments we're looking at four tenths a percentage point per year above the rate of inflation for the salary awards previous over the last 10 years.

The Commission agreed the following information would be used for evaluation: Pittsfield Township Organizational Chart, Current inflation rate, Salary information for three elected officials, revenue projections, letter of expectation from Supervisor, Clerk and Treasurer and trending of comparable Townships and County (if updated by SEMCOG).

Commissioner Ward inquired if there was any further data the commission needed that hadn't been asked for and did the commission want to have any discussion with respect to recommendations or wait until the data set comes in and then based on that data set, if there's nothing further that we wish to receive, maybe start forming some consensuses, not necessarily coming to a conclusion but start getting some ideas of what the consensus might be.

Commissioner Simon comments he will obtain additional information on possible increases or decreases in responsibility with specificity.

Commissioner Ward comments he will attempt to contact the comparative communities to find out if they have recommended any awards for the future and if so what those awards were.

The Commission decided to wait to begin discussion about recommendations.

Commissioner McDole comments he will miss the next 2 meetings.

Commissioner Ward comments Commissioner McDole should contact the Supervisor's office when he returns.

7. Adjournment

Motion by Commissioner McDole, supported by Commissioner Simon to adjourn.

MOTION CARRIED.

Commissioner Ward adjourned the meeting at 8:11 p.m.

Yolanda Holmes, Recording Secretary

Date

Stuart Simon, Compensation Commission Secretary, concur **Date**

MINUTES APPROVED AS PRESENTED AT THE PITTSFIELD CHARTER
COMPENSATION COMMISSION MEETING HELD AUGUST 17, 2011