

## UNOFFICIAL MINUTES

CITY OF STERLING HEIGHTS  
ELECTED OFFICIALS COMPENSATION COMMISSION  
SPECIAL MEETING  
TUESDAY, MARCH 9, 2021  
6:00 P.M.

The regular meeting of the Elected Officials Compensation Commission was held at the Community Center, Community Room, 40250 Dodge Park, Sterling Heights, Michigan.

1. The meeting was called to order by Chairman Davis at 6:00 p.m.

Roll Call

Present: Wayne A. Davis  
Robert D. Banta, via conference call, Birmingham, AL  
Lori A. Doughty, via conference call, Sterling Heights, MI  
Anthony C. Licata  
Paskho Ujkic

Absent: Dale R. Deming  
Douglas Najor

Also present: Melanie Ryska, City Clerk;  
Marc Kaszubski, City Attorney

2. Approval of Agenda  
**Moved** by Licata, seconded by Ujkic, to approve the agenda as presented.

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

The motion carried.

3. Communications from Citizens  
None.

4. Reconsider 2021 Certificate of Determination  
Chairman Davis opened up the discussion noting that this meeting was called to reconsider the Certificate of Determination that was approved at the last meeting.

**Moved** by Licata, seconded by Ujkic, to reconsider the 2021 Certificate of Determination that was approve at the February 24, 2021 meeting.

Yes: Banta, Davis, Doughty, Licata, Ujkic

No: None

Absent: Deming, Najor

The motion carried.

Chair Davis noted that after discussions with City Administration there was a belief that Council may not be in favor of the Commission's Determination approved on February 24, 2021, as he had indicated may be the case at that prior meeting. Commissioner Davis further noted the Commission knows, if Council rejects the Determination, then the salary rate for Elected Officials will remain unchanged until the Commission meets again in 2023. Chair Davis proposed a new salary structure, which includes a 2.5% cost of living increase for the sitting Mayor and Council and an equity increase, based on comparable communities, for the incoming four-year term Mayor and Council beginning December 1, 2021; Mayor \$42,500 and Council members \$31,500.

Mr. Banta asked the current salaries of Mayor and Council.

Chair Davis responded that the Mayor's current salary is \$23,816 and Council's current salary is \$19,283.

Mr. Ujkic stated he agrees with the 2.5% cost of living increase beginning July 1, 2021 and the increase for the four-year term members beginning December 1, 2021. He also proposed a 2.5% increase beginning July 1, 2022, noting that this proposal is reducing the Commission's original proposal and stated that he would support the motion on the floor.

Clerk Ryska clarified that there will need to be an official motion to rescind the original 2021 Certificate of Determination before another motion can be brought forth, therefore, the Commission is discussing the reconsideration of the Determination.

Mr. Banta expressed concern that not all members have been given an opportunity to voice their opinion before a new motion is proposed. All members should be asked for their input on a proposal before a new motion is made.

Mr. Kaszubski clarified that procedure the Commission may wish to follow. First is the motion to reconsider, which has been made and the motion was voted on. The Determination is back on the table. The next motion, should the Commission choose, would be to rescind the prior determination. Then, once rescinded, the Commission may make a motion to set a new Determination.

**Moved** by Banta, seconded by Licata, to rescind the 2021 Certificate of Determination that was approved at the February 24, 2021 meeting.

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

The motion carried.

Chair Davis stated that now they can discuss the proposal he brought up earlier.

Mr. Licata agreed with the new structure of the proposal noting that he would be in like to see 2% through the election of the four-year term members followed with a raise beginning December 1, 2021.

Mr. Ujkic stated he believes the Commission is reconsidering the Determination because he believes the current Mayor and Council will turn down the proposal because they may not want to reward themselves. He reminded that the voters decided to increase the pay for next Mayor and Council by voting four year terms. The Commission is back in session and should apply the increase to the new four-year term members. While he believes the new proposal is fair, he does not want to lose track of the ultimate goal to bring the next mayor and council into an equitable salary. The voters wanted the city to operate under four-year terms, which is more efficient for them to conduct business. He believes the positions deserve to have the pay of comparable communities. He agrees with the 2% cost of living increase proposed by Mr. Licata through November 2021 and beginning December 1, 2021, Mayor \$42,500 and Council members \$31,500. However, he would also like a 2.5% increase beginning July 1, 2022.

Mr. Banta questioned how Mr. Ujkic came to the conclusion that the voters voted for an increase in salary. Nothing in the education material regarding the term proposal said anything about an increase in salary. The only thing the voters decided to make them four-year terms. The terms and salary do not relate to each other.

Mr. Ujkic noted that at the last meeting Mr. Banta made a recommendation of an even higher salary increase than what was approved.

Mr. Banta explained that his rationale for that proposal. He originally suggested a 3 – 5% increase through 2023. When it was apparent that proposal would not be accepted and a much higher increase was being proposed, he made an even higher proposal knowing that the Mayor and Council would not accept it. He noted that he does not want to see a substantial blanket increase for Mayor and Council at a time when revenues are down and the City is \$100 million short in the pension fund. The City also has bond issues. While he believes the Mayor and Council may be deserving, it is not the time for them to receive such high increases. He wants them to have the foundation to be able to go to employees and show that they too only received a 2 or 3% as well. How can we justify giving them 75 – 80% increases. A fair increase in salary is somewhere between 3 – 5%.

Ms. Doughty stated that she understands Mr. Banta's position. However, a percentage raise for the Mayor and Council is based on base salary of \$20,000, not a \$100,000. She noted that she considered the obligations of the Mayor and Council and what comparable communities pay. She further noted that Sterling Heights is the fourth largest city in the State. She agrees with the 2% cost of living increase and the more substantial raise beginning December 1, 2021.

Discussion ensued regarding the dollar amount calculations of 2 or 2.5% increase effective July 1, 2021, larger increase beginning December 1, 2021, and another 2 or 2.5% increase effective July 1, 2022.

Chair Davis cautioned that if the July 1, 2022 increase is too high, the Council could reject the proposal.

Mr. Ujkic responded that the Commission is already proposing a reduction from the original Certificate of Determination and he does not believe that a 2.5% increase would have a negative effect.

Ms. Doughty questioned why the Commission only meets every two years.

Mr. Kaszubski answered that the Commission meets every two years in accordance with State Law, which was adopted by Council in 1971.

**Moved** by Ujkic, supported by Licata, to recommend an increase in the annual compensation of the Mayor by 2%, effective July 1, 2021; \$42,500 effective December 1, 2021; 2% increase effective July 1, 2022; and an increase to the annual compensation of the Council by 2%, effective July 1, 2021; \$31,500 effective December 1, 2021; 2% increase effective July 1, 2022.

Yes: Davis, Doughty, Licata, Ujkic

No: Banta

Absent: Deming, Najor

The motion carried.

Commission members present signed the following Certificate of Determination at the conclusion of the meeting.

**CITY OF STERLING HEIGHTS  
ELECTED OFFICIALS COMPENSATION COMMISSION  
CERTIFICATE OF DETERMINATION**

Pursuant to City Code Section 2-146, and subject to City Charter Section 5.02, at its meeting on March 9, 2021 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 as follows:

Mayor:	<b>\$24,292 (2% increase) effective July 1, 2021 thru November 30, 2021</b> <b>\$42,500 effective December 1, 2021</b> <b>\$43,350 (2% increase) effective July 1, 2022</b>
Councilperson:	<b>\$19,669 (2% increase) effective July 1, 2021 thru November 30, 2021</b> <b>\$31,500 effective December 1, 2021</b> <b>\$32,130 (2% increase) effective July 1, 2022</b>

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.

5. Adjourn

Moved by Licata, supported by Ujkic, to adjourn the meeting at 6:36 p.m.

Yes: Banta, Davis, Doughty, Licata, Ujkic

No: None

Absent: Deming, Najor

The motion carried.

The meeting adjourned at 6:36 p.m.

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Melanie D. Ryska, City Clerk