

**CITY OF FLINT  
LOCAL OFFICERS COMPENSATION COMMISSION**

**AGENDA**

**Wednesday, September 27, 2023 @ 3:00 p.m.**  
*City Council Chambers, 3<sup>rd</sup> Floor, Flint City Hall*  
*1101 S. Saginaw Street, Flint, Michigan 48502*

- **CALL TO ORDER** Chairman Loyst Fletcher
  
- **SWEARING IN OF LOCC MEMBERS** City Clerk Davina Donahue
  
- **ROLL CALL**

Martin Banks	Loyst Fletcher
George Hamo	Michael J. Harris
Karen Lopez	Chia Morgan
Phillip Thompson	
  
- **PUBLIC SPEAKING**

Each public speaker will be allowed three (3) minutes to give remarks.
  
- **APPROVAL OF AGENDA**
  
- **APPROVAL OF MINUTES**

SUMMARY MINUTES (FINAL) – LOCC Meeting, December 30, 2021
  
- **REVIEW OF SALARIES OF ELECTED OFFICIALS AND DISCUSSION REGARDING AMENDING THE TOTAL COMPENSATION OF EACH LOCAL ELECTED OFFICIAL**
  
- **OTHER GENERAL BUSINESS**
  
- **DISCUSSION REGARDING NEXT MEETING DATE**
  
- **ADJOURNMENT**

## MEETING MINUTES

### LOCAL OFFICERS COMPENSATION COMMISSION (LOCC) – December 30, 2021

Regular meeting of the City of Flint's Local Officers Compensation Commission (LOCC) held ELECTRONICALLY on Thursday, December 30, 2021, at 4:06 p.m.

**Present:** Martin Banks, Loyst Fletcher, George Hamo, Karen Lopez, Chia Morgan, and Phillip Thompson

**Absent:**

**Also:** City Clerk Inez M. Brown; Deputy City Clerk Davina Donahue

### Call to Order

LOCC Chairperson Loyst Fletcher called this regular meeting to order at 4:06 p.m.

### Roll Call

The roll call was taken by recording secretary, with six (6) members present [Banks; Fletcher; Hamo; Lopez; Morgan; Thompson].

### Member Remote Announcement

Martin Banks – Flint, Michigan  
Loyst Fletcher – Pompano Beach, Florida  
George Hamo – Flint, Michigan  
Karen Lopez – Flint, Michigan  
Chia Morgan – Cleveland, Ohio  
Phillip Thompson – Flint, Michigan

### Member Contact Information

*For contact information, please call the City Clerk's Office at (810) 766-7414.*

## **Procedures on Conducting Electronic Meetings**

*All boards and commissions must adhere to all laws established under the Michigan Compiled Laws and in accordance with the revisions to the Open Meetings Act adopted in Senate Bill 1108, as passed on October 13, 2020, and signed into law on October 16, 2020.*

### **Public Speaking**

1. AC Dumas – Wanted no raises for elected officials.
2. Chelsea Brown – Wanted raises for elected officials. Consideration of life and health insurance, full time council with assistants.
3. Dr. Ladel Lewis – Wanted raises for elected officials. Council is full time work with low pay. Other municipalities and bodies have full time officials with full time staffs.
4. Eric Mays, City Council President – Advocate for pay and fair compensation. Council is a full-time job. Detroit council fully functional. The position of mayor has seen an increase from \$91,000 to \$125,000. Council has had the same pay for years. Full time service should pay \$38 - \$48,000.
5. Arthur Woodson – City Council needs a raise. Other boards do not get any pay, e.g. Board of Education. Pay full time for full time work. \$55,000 is reasonable. Look to Detroit. Similar population. Council should not be paid if they do not work.

### **Approval of Agenda**

Mr. Thompson, seconded by Mr. Hamo, made a motion to approve the agenda. The motion PASSED by a vote of 6:0.

### **Approval of Minutes**

Mr. Thompson, seconded by Ms. Morgan, made a motion to approve the Verbatim Minutes – LOCC March 15, 2019 meeting “with any necessary corrections”. The motion passed unanimously.

Mr. Hamo, seconded by Ms. Lopez, made a motion to approve the Summary Minutes (Draft) – LOCC December 20, 2021 meeting. The motion passed unanimously.

### **Review of Salaries of Elected Officials and Discussion Regarding Amending**

Ms. Lopez, seconded by Ms. Morgan, made a motion to do a cost-of-living increase of 5.9% for all elected officials.

Ms. Lopez, seconded by Ms. Morgan, made an amended motion to do an increase of 6% for all elected officials, that being the city council and mayor. The motion FAILED by a vote of 2:4 [Banks; Hamo; Morgan; Thompson].

Mr. Thompson, seconded by Ms. Morgan, made a motion to increase the city council's pay by 6.5%, with no increase for the mayor. The motion FAILED by a vote of 3:3 [Banks; Hamo; Lopez].

Mr. Hamo made a motion to increase the city council's pay by 3%, with no increase for the mayor. There was NO SUPPORT for this motion.

Mr. Banks made a motion to increase the city council president's pay by 6%, with no increase for other council members or the mayor. There was NO SUPPORT for this motion.

Mr. Thompson made a motion to table the elected officials salary discussion to the "new year." There was NO SUPPORT for this motion, as the chair explained that they had to make a decision in 2021, or the same day.

Ms. Morgan, seconded by Mr. Banks, made a motion to increase the city council president's salary to \$27,500, and all other council members salaries to \$25,000, with no raise for the mayor. The motion PASSED by a vote of 4:2 [Hamo; Lopez].

### **Other General Business**

There was discussion by City Clerk Brown regarding the need for clarification with regard to a board majority, considering that the LOCC is a seven (7) member board, with one member having passed away in September of 2021 (Thomas Donnellan). A

legal opinion would be needed to make sure that the majority for the 7-member board is 4 as opposed to 5.

### **Discussion Regarding the Next Meeting Date**

There was discussion about setting the next meeting for the LOCC by the end of year 2022.

### **Adjournment**

Mr. Thompson, seconded by Mr. Hamo, made a motion to adjourn the meeting at 5:27 p.m. The meeting adjourned at 5:30 p.m.

Respectfully submitted,

Davina Donahue, Recording Secretary

## 2023 Population and Mayor/Council Salary Comparison by MI City

City	Population 2020	Mayor's Salary(\$) (avg)	Council Salary(\$)
Flint, MI	81,252	125/yr.(CS)	24k/yr.(CS)
Ann Arbor, MI	128,851	79-100k/yr.(S)	29.6k-48.6k /yr.(S)
Canton, MI	98,659	78.9-100k/yr(S)	
Clinton, MI	100,513		
Dearborn, MI	109,976	7,345/mo.(S)	
Farmington Hills, MI	83,986	31/hr.(Z)	
Kalamazoo, MI	73,598	76-96k/yr.(S)	
Lansing, MI	112,644	24-25/hr..(Z)	27-29.6/yr.(S)
Macomb Township, MI	91,633		
Rochester Hills, MI	76,300		6.5K/yr.(GS)
Shelby Township, MI	79,408		
Southfield, MI	76,618		28.5-36.8 (S)
Troy, MI	87,294	28/hr.(Z)	28.6-48.6k/yr.(S)
Westland, MI	85,420		
Wyoming, MI	76,501		

-Population based on wikipedia.org – List of Municipalities in MI

-Mayor's/Council Salary based on Ziprecruiter.com(Z), Salary.com(S), governmentsalaries.com(GS) and thecentersquare.com(CS)

-City Council salary range in MI \$29,855-\$50,609/yr.

## **HISTORY OF FLINT ELECTED OFFICIALS' SALARIES DECEMBER 1997 TO CURRENT COMPENSATION (2021)**

On Dec. 19, 1997, the Local Officers Compensation Commission (LOCC) increased the Mayor's salary by 3 percent, to \$104,689.20 for 1998, and granted a 2.7 percent salary increase, to \$107,568.53, for 1999. At the same meeting, the LOCC voted to increase City Council member's salaries as follows:

*1998 Council President + 3.0 percent to \$23,741.50;*

*1999 Council President + 2.75 percent to \$24,394.39;*

*1998 Council Vice President + 3.0 percent to \$23,200.75;*

*1999 Council Vice President + 2.75 percent to \$23,838.77;*

*1998 Council Member + 3.0 percent to \$22,660.01;*

*1999 Council Member + 2.75 percent to \$23,283.15.*

On June 30, 2003, the Emergency Manager issued a directive reducing the salaries of elected officials by 5 percent for the calendar years 2004 and 2005, as follows:

*Mayor's Salary (as a result of decrease) – \$102,190.11;*

*Council President (as a result of decrease) – \$23,174.68;*

*Council Vice President (as a result of decrease) – \$22,646.83;*

*Council Member (as a result of decrease) – \$22,118.99.*

Over time, and under the jurisdiction of several Emergency Managers, the salaries of the Mayor and Council fluctuated over the years (approximately 2003 to 2012). On April 13, 2012, the Emergency Manager established salaries for elected officials as follows:

*Mayor – \$91,801.00;*

*Council President – \$20,856.00;*

*Council Vice President – \$20,381.00;*

*Council Member – \$19,907.00.*

On March 15, 2019, the Local Officers Compensation Commission (LOCC) increased the Mayor's Salary to \$125,000.00, and voted to increase City Council member's salaries as follows:

*Council President – \$23,572.00;*

*Council Vice President – \$23,035.00;*

*Council Member – \$22,500.00.*

On December 30, 2021, the Local Officers Compensation Commission (LOCC) voted to have the **Mayor's Salary remain at \$125,000.00**, and voted to increase City Council member's salaries as follows:

*Council President – \$27,500.00;*

*All Other Council Members – \$25,000.00.*

The above-mentioned salaries are currently in effect.

September 27, 2023