

**CITY OF FLINT
LOCAL OFFICERS COMPENSATION COMMISSION**

MEETING MINUTES

Friday, November 10, 2023 @ 2:10 p.m.
*City Council Chambers, 3rd Floor, Flint City Hall
1101 S. Saginaw Street, Flint, Michigan 48502*

• CALL TO ORDER

Chairman Loyst Fletcher called this Local Officers Compensation Commission Meeting to order at 2:10 pm.

• ROLL CALL

Martin Banks – PRESENT
Loyst Fletcher - PRESENT
George Hamo – PRESENT
Michael J. Harris - PRESENT
Karen Lopez - PRESENT
Chia Morgan – PRESENT**

*(**Ms. Morgan arrived to the meeting at 2:20 pm, after the Roll Call was taken and during the salary review.)*

• PUBLIC SPEAKING

Each public speaker will be allowed three (3) minutes to give remarks.

There were no public speakers for this meeting.

• APPROVAL OF AGENDA

Mr. Harris, seconded by Mr. Hamo, made a motion to approve the agenda. The motion PASSED by a vote of 5:0.

• APPROVAL OF MINUTES

SUMMARY MINUTES (FINAL) – LOCC Meeting, September 27, 2023

Ms. Lopez, seconded by Mr. Harris, made a motion to approve the September 27, 2023 LOCC Meeting Minutes. The motion PASSED by a vote of 5:0.

- **REVIEW OF SALARIES OF ELECTED OFFICIALS AND DISCUSSION REGARDING AMENDING THE TOTAL COMPENSATION OF EACH LOCAL ELECTED OFFICIAL**

Chairman Fletcher mentioned the discussion during the September 27, 2023 LOCC Meeting to increase the Mayor's compensation by \$15,000.00, adding that the discussion was tabled with no motions made.

City Clerk Davina Donahue pointed out that, although there was a discussion to table the decision, no motion was made to table. Ms. Lopez added that there was a motion made to increase the Mayor's salary by \$15,000.00, but that the motion failed.

Mr. Harris stated that the motion failed at that time due to incomplete information concerning comparable mayors' salaries.

Mr. Banks, seconded by Ms. Lopez, made a motion to increase the Mayor's salary by \$15,000.00.

Mr. Hamo asked whether any additional information had been provided covering mayors in Michigan. Chairman Fletcher said that he asked the City's Chief Financial Officer, Phillip Moore, to attend the meeting in that regard, stating that CFO Moore looked at strong mayor comparable cities, as that was an issue with the previous information.

CFO Moore said that he reached out to a number of municipalities, but he had only heard back from three at that time, with Dearborn's Mayor at \$154,498, Livonia's Mayor at \$137,300.00 – with an increase expected on January 1, 2024 – and Warren's Mayor at \$125,642.00, also with an increase expected in 2024.

Mr. Hamo asked about the population for each city, with CFO reporting populations of 109,000 for Dearborn, 95,000 for Livonia and 138,000 for Warren.

Ms. Morgan pointed out that, although the noted cities are comparable as strong mayor cities, they are not equal with regard to median and per capita incomes – which are higher than Flint's – and they also have lower poverty levels than Flint. They also have a different tax base to support their mayor and council salaries.

She stated that she almost didn't approve the \$125,000.00 salary for the Mayor in 2021, because the tax base and population in Flint has gone down, and the Commission needs to look at the tax base.

Chairman Fletcher said that this is a different situation, that City employees have been given raises, and that this is not a tax-based scenario but an income scenario – adding that the City has the funding to support an increase.

CFO Moore stated that the reflection of the Mayor's salary makes it difficult for the City as a whole to attract qualified candidates for administrative positions. The City has had to look at other municipalities when debating salaries.

Ms. Morgan added that she just wants to be able to justify and be accountable to the residents when explaining any increase in compensation for the Mayor. Mr. Banks pointed out that there will always be those who support an increase and those who don't.

Ms. Lopez asked about a Cost-of-Living increase, with Chairman Fletcher stating that the elected officials compensation is not subject to COLA.

The Commission continued to discuss differences in similar communities concerning per capita income, salaries, populations, job opportunities, and previous LOCC compensation determinations, with input from CFO Moore.

A Roll Call vote was taken on the motion to increase the Mayor's compensation by \$15,000.00. The motion PASSED by a vote of 4:2, as follows:

*BANKS – Yes;
FLETCHER – Yes;
HAMO – No;
HARRIS – Yes;
LOPEZ – Yes; and
MORGAN – No.*

- **OTHER GENERAL BUSINESS**

Clerk Donahue pointed out that the City Charter states that the Commission's determination be provided in writing to the City Clerk, with said determination naming compensation for comparable municipalities.

- **DISCUSSION REGARDING NEXT MEETING DATE**

The next meeting will be scheduled sometime in 2025.

Clerk Donahue added that there were issues with previous LOCC appointment resolutions and that those concerns were being looked at by the City Attorney.

- **ADJOURNMENT**

Chairman Fletcher adjourned this LOCC Meeting at 2:51 pm, without objection.