



**CHARTER TOWNSHIP OF MERIDIAN
LOCAL OFFICIALS COMPENSATION COMMISSION MINUTES**

Virtual Meeting held via Zoom: ID Code 821 1426 1323/Password: 5151

Friday, February 19, 2021 – 5:00 p.m.

MEMBERS PRESENT: Amy Holda, James Doyle, Stacy Hickox, Scott Hendrickson, Tanya Pratt

MEMBERS ABSENT: None

STAFF PRESENT: Abigail Tithof, Human Resources Director

1. CALL MEETING TO ORDER

Chair Holda called the meeting to order at 5:04 p.m.

2. APPROVAL OF AGENDA

Chair Holda moved to keep public meeting Agenda as distributed at 9:05am February 19, 2021.

3. APPROVAL OF MINUTES (FEBRUARY 16, 2021)

Chair Holda moved to approve minutes with two corrections from the February 16, 2021 meeting. Chair Holda conducted a straw poll to correct language on page 2, paragraph 3 of the minutes to reflect that Commissioner Hendrickson was alone in his support. In paragraph 4, the final sentence regarding Parks increase to \$50.00 was supported by the group but not yet voted. Chair Holda asked if she had support on the proposed changes. Commissioner Hickox supported, and all were in favor. Motion passed.

4. PURPOSE OF THE MEETING

Chair Holda confirmed that during public meetings we are to allow public to comment on compensation for local officials and that the group intends to vote on decisions made by the LOCC.

5. PUBLIC COMMENT

Chair Holda invited Treasurer Phil Deschaine to join the meeting. He submitted a document as Treasurer for Meridian Township and indicated that a Township is dependent on the Treasurer doing their job well and that it is also essential to have a professional Clerk. Treasurer Deschaine described millage funding and that it is the lifeblood of schools, public resources, and that the Township pays 20% of all bills in the county. Meridian plays an outsize role in providing services within Ingham County. He added that the Treasurer and Clerk are serious positions with support staff- and if either doesn't hold their position well, it makes an impression on residents. Treasurer Deschaine indicated he has a great Deputy Treasurer who may not stay, so it's vital to have a Treasurer who knows the position. Starting at the top, he indicated that we (currently) have the best Township Manager and that a former Clerk has been replaced by someone who is the best they can be. He stated that we need to compensate them (Treasurer and Clerk) as we would other directors before concluding his public comment.

6. DISCUSS ELECTED OFFICIALS' COMPENSATION FOR 2021-2022

Commissioner Doyle initiated the discussion by noting this was the first year he has heard discussions of director level pay in all of his years on this Commission. Chair Holda concurred that during her time as LOC Commissioner or staff, it was never discussed but indicated that roles do mirror staff. What she noted as a difference were qualifications in hiring versus being elected. A degree is not required for an elected official. Commissioner Pratt asked if that is the only distinction, to which Chair Holda responded that Clerks go to Clerk school and that training is available through the Michigan Townships Association and MML but wouldn't say an advanced degree is required. Commissioner Pratt asked if the Township could set

conditions based on qualifications, to which Chair Holda said it can set salary, but does not believe the Township can set conditions. It was noted that Treasurer Deschaine prepared ahead and got training in an effort to become more electable. Commissioner Doyle indicated she looks at other comparables, in addition to what salary would we pay to get someone capable for the job. SEV, population, etc., these kinds of things she would take into consideration, not their capability because there isn't a qualifications requirement. Commissioner Hendrickson responded to Chair Holda's inquiry about director pay, indicating that many directors are in the same scale and believes if we were treating elected officials like a director, we would need to pay them as such and would be fine with more than a 2% increase to begin with and additional 2% for future. Commissioner Doyle was satisfied with what has been accomplished previously and doesn't see this as a director level position or how they would fit in with salary scheme at other Townships. Chair Holda indicated that officials ratify and set strategic goals. Commissioner Hickox agreed with Chair Holda; we can't compare an engineering degree with elected officials. Member Hendrickson added that several directors have very different skill sets. The Commission discussed general employment practices related to how candidates negotiate pay at time of hire. Chair Holda referred to elected officials in past history and quality has varied. The Township can terminate an employee for performance but that is not the case with elected officials.

COMMISSIONER HICKOX MOVED TO SET TRUSTEES' SALARIES FOR 2021 AT \$11,617 FOR 2021 AND \$12,117 FOR 2022.

VOTE. Motion approved by all, with the exception of Chair Holda, who opposed.

COMMISSIONER HENDRICKSON MOVED TO SET THE CLERK'S AND TREASURER'S SALARIES AT \$80,438 FOR 2021 AND \$82,046.76 FOR 2022.

VOTE. Motion seconded by Member Hickox and opposed by Members Doyle, Pratt, Hickox and Chair Holda.

COMMISSIONER HICKOX MOVED TO SET THE CLERK'S AND TREASURER'S SALARIES AT \$76,741 FOR 2021 AND \$78,276 FOR 2022.

VOTE. Motion approved unanimously.

COMMISSIONER HICKOX MOVED TO SET THE SUPERVISOR'S SALARY AT \$23,084 FOR 2021 AND \$23,545 FOR 2022.

VOTE. Motion approved unanimously.

COMMISSIONER HENDRICKSON MOVED TO INCREASE PARK COMMISSION PAY TO \$50 PER MEETING IN 2021 AND 2022.

VOTE. Motion approved unanimously.

Commissioner Hendrickson thanked the LOCC for the discussion, respectful process and appreciates everyone hearing each other out. Chair Holda and Commissioner Pratt agreed and appreciated the discussion as well. Commissioner Doyle thanked Chair Holda for chairing the Commission.

ADJOURNMENT

Chair Holda asked for a vote to adjourn which was approved unanimously. Chair Holda adjourned the meeting at 6:03 p.m.



Amy Holda, Chair