

Fales, Mary Joan

From: Fales, Mary Joan
Sent: Thursday, December 27, 2001 5:18 PM
To: 'Patricia Dixon'
Subject: RE: council compensation

Thank you Ms. Dixon.

-----Original Message-----

From: Patricia Dixon [mailto:byrdsing@yahoo.com]
Sent: Thursday, December 27, 2001 3:38 PM
To: Mfales@ci.ann-arbor.mi.us
Subject: council compensation

One of the reasons I decided not to run for city council was the time. the lack of good compensation was a consideration but their are higher goals in life. I 'm used to fininacial struggle but it didn't help that it actually cost me. You have to pay for additional child care and business lunches. I spent a minimum of 10 hours a week on off weeks. 20 hours on council prep weeks. Issue weeks we wouldn't count, it was to much, 40+ letters, answering machine messages, sometimes I would have 25-30 calls a day. Meetings, meetings and more meetings.... I was up every night to two or three in the morning answering email. Physically, I began to deteriorate. I never felt I spent enough time on items to do the best job.

Council is a full time job. My other job suffered. I also felt overwhelmed with it was time to run for re-election and continue the already overstretched scheduled. council deserves to have increases regularly just to keep up with the cost of living.

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Pat Byrd, Herself
Hold on to your Joy...

Do You Yahoo!?
Send your FREE holiday greetings online!
<http://greetings.yahoo.com>

Fales, Mary Joan

From: Carlberg, Jean
Sent: Thursday, December 27, 2001 11:59 AM
To: Fales, Mary Joan
Subject: Local Officers Compensation Commission

1. Compensation plays an indirect role in my determination to run for office and in continuing in office. My job as a high school teacher did not permit any time for this level of public service. I was always very interested in government service but could not "give up my day job" in order to take this job as a public servant. I had to be retired in order to have the time to do it. There are many jobs in this community with a fixed schedule, where there is no flexibility in hours etc. People with those kinds of jobs can't consider being a councilmember because they would not have the time to do the many activities outside of council meetings that are required. That limits the councilmember pool to those who are already wealthy, self-employed or have very flexible work hours and can make up their work time at their convenience. Most councilmembers would describe this job as creating a strain on family life because so much of our time is spent in the evenings in meetings.

2. My breakdown of time per week dedicated to my activities as a Councilmember: 30 hours/week

Council Meetings, work sessions, caucus meetings and preparation: minimum of 5 hours/week

Boards and Committee meetings: 11 hours/week

Planning @ 4 meetings/month is 20 hours/month

HBA @ 1/month is 3 hours

CCAB @ 2/month is 4 hours

UATS @ 1/month is 3 hours

WDB @ 1/month is 3 hours

NCSEAA @ 1/month is 3 hours

NE Area TAC @ 1/month is 3 hours

Sustainable Washtenaw @ 1/month is 2 hours

Affordable Housing Taskforces @ 1/month is 3 hours

Community Activities: 6 hours/week

Other meetings @ 6 hours/week

Citizen Contacts: 4 hours/week

Preparation/Research: 6 hours/week

Additional Comments: In my seven years on council, I have attended 3 major out of town conferences: a National League of Cities conference in Washington, DC, a Planning Conference in Seattle, WA, and an Innovations Group Conference in Dublin, Ohio. For the first two conferences, the amount in the budget for travel and conferences did not cover my costs and I had an additional \$500 expense to cover personally. When I attend conferences in Lansing, Grand Rapids, Kalamazoo, and other nearby locations, I cover those costs of driving and registration fees myself. I have also given a substantial portion of my funds in one year to others so that they can attend conferences when I knew I would not be using them. Time spent networking and learning how other cities do their work is very valuable to councilmembers. After checking with Alan Burns on my specific conference expenditures, 98/99 was for part of the costs of the Seattle Conference; 99/2000 funds were given to Avalon for a conference; 00/01 funds were for the Innovations Conference. You can see that the cost of the conference exceeded my budget, and that was just registration and hotel costs.

Fales, Mary Joan

From: Marlene Chockley [mchockley@rc.net]
Sent: Thursday, December 27, 2001 2:05 PM
To: mfales@ci.ann-arbor.mi.us
Subject: Compensation



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ATT226748.txt

Dear Ms. Fales,

Please read into the record the following letter concerning my opinion
on
councilmember compensation.

Thank you.

Washtenaw County Republican Committee
2035 Hogback Rd Ste 107 • Ann Arbor MI 48105 • Phone 734 971-4622

December 27, 2001

Ms. Mary Joan Fales, Assistant City Attorney
City of Ann Arbor
PO Box 8647
Ann Arbor MI 48107

Dear Ms. Fales:

Thank you for the opportunity to comment on compensation for the Ann Arbor City Councilmembers and its effect on recruiting candidates for office.

Most candidates and officials with whom I've had contact agree to run for office out of a sense of responsibility to their communities to ensure good government. Compensation is a more minor consideration at that time. However, as elected officials get more involved in committees and receive more and more communications from constituents to which they need respond, the time commitment can grow to levels that can be disruptive to family and personal life. It is at that juncture where an appropriate level of compensation affects their decision to remain as active as would be in the best interests of their constituents or to even run for re-election.

Speaking from personal experience as a former county commissioner, I believe that there should be an appropriate base level of compensation to account for the amount of time that a councilperson spends at regular meetings, working sessions, and a reasonable amount of preparation time. An extra per meeting stipend to cover his or her attendance at additional committees to which he or she is officially appointed should be available to those whose presence is needed on various special committees. As to specific dollar recommendations, I have not been provided enough information to fully assess the various time commitments involved and would reserve judgement until I've had time to consider it.

I do believe that compensation levels should not be so high as to discourage a healthy turn-over in representation. It is important that officials at these lower levels of office gain experience that can be of benefit at higher levels and so make themselves available for that.

If you need further information, please contact me at 734 434-7389. Thank you again for the opportunity to respond.

Sincerely,

Marlene A. Chockley
Chair
Washtenaw County Republican Executive Committee

Susan J. Greenberg**1315 Culver Rd, Ann Arbor, MI 48103**

734-761-3253

December 27, 2001

Ms Mary Joan Fales
Assistant City Attorney
100 North Fifth Ave
Ann Arbor, MI 48107

Dear Ms Fales,

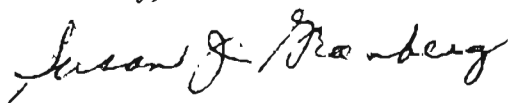
I regret that I did not respond to your letter immediately, but I set it aside and found it this morning.

The Democratic Party rarely discusses compensation with its future candidates, and perhaps on rare occasions have candidates themselves even raised the issue.

Nevertheless, we are aware that there are often expenses involved with serving as a member of Council or as Mayor. These expenses are seldom reimbursed, especially when they may constitute a luncheon meeting or admission to an event. I am also aware that elected officials have their names included in mass mailings of many, if not all, of the non-profits organizations in the community. Therefore I support continued compensation for elected officials of the city, and suggest that the compensation be increased according to the increase in the cost-of-living. Personally I anticipate some inflation in the next period under consideration by the committee.

Thank you for contacting the chairpersons of the parties represented by candidates on the ballot.

Sincerely,



Susan J. Greenberg
Democratic Party Chair

Fales, Mary Joan

From: Herrell, Heidi
Sent: Wednesday, December 26, 2001 10:13 PM
To: Fales, Mary Joan
Subject: Response to Local Officers Compensation Commission Information Request

Hi Mary,

Here are my responses to the Information Request from the Local Officers Compensation Commission.

1) Question: Did compensation play a direct or indirect role in your determination to run for office: In continuing in office after elected?

Answer: The compensation did not play a role in my decision to run for council the first time. The time involved was under represented to me, so I didn't know what I was getting into! Also, I have found that the longer I have been on council, the more time it takes. This is because you get more deeply involved in your committees, constituent business, and the formation of policy. The compensation/time requirement has had an impact on me since my first term. I found it necessary about 18 months ago to reduce my hours at my "real" job as a computer programmer from 40 hours/week to 32 hours/week (a four day work week). I found this necessary because I was suffering from fatigue that has affected my health. Working a 40+ hour a week "day" job and a 20+ hour a week second job took its toll. I am fortunate that I could afford to do that, and that I have an employer who was willing to work with me. My husband also has a full time job, so he can carry some of the financial burden, and he also has taken on the lions share of the house work, freeing me to do my Council work, and attend meetings several times a week. I am also fortunate that my ward mate (Jean Carlberg) is retired, and so has more time to devote to Council. She picks up much of the burden that I am unable to.

I think the question of compensation for Council members is an important one. We need to think as a community about whether we want to make it possible for everyone to run for council, or limit it to those who have a spouse to support them, or who are independently wealthy, or retired. If I was single, and had to support myself and do all my own house work, etc. There is no way that I could be on Council. It is too much time, for too little pay.

I would also like to put in my two cents on the Mayor's compensation. Even if the Council members compensation is not increased to market rates, The Mayor's compensation should be. The Mayor of Ann Arbor is a FULL TIME JOB. It is virtually impossible to have another job at the same time, and \$18,300.00 IS NOT ENOUGH TO LIVE ON!!! I think it is important to look at the Cities with the closest population to Ann Arbor, Sterling Heights with a population of 118,314 and a PART TIME Mayor who is paid \$13,375.00 (would be \$26,750 if doubled for full time) and Livonia with a population of 100,850 and a full time Mayor who is paid \$89,500. Perhaps the Local Officers Compensation Commission could think about a plan to increase, over a period of years, the compensation for the Mayor to a wage that they would earn in a "real job" doing similar activities. My opinion is that this should be done slowly over time so as to not have a negative impact on the budget, but with the goal of fair compensation.

2) Question: "How many hours per week do you devote to carrying out the duties of your office".

Answer:

I have done my best to give an accurate response to question number 2. I went over my date book for the first 6 months of 2000 where I keep track of all my appointments -- caucus meetings, Council meetings, working sessions, retreats, community meetings, committee meetings, and did a monthly average. Most of the committee meetings begin and end at a certain time, the same is true of retreats (I wrote in the beginning and ending times of those). Unfortunately, I did not write in the length for each of the Council meetings, working sessions, and Joint Caucus meetings (the Sunday before the Council meeting). For caucus meetings I used 4 hours. Some were longer, but very few were shorter. For Council meetings and working sessions I used 3 hours. I know some were much longer, but there were also a few that were shorter. If the Compensation Commission wants true figures for Council meetings and working sessions, they could look at the minutes, which record when the meetings began and ended. I would be interested to know what the actual number is if they find it. I also included the interviews for the Police Chief and meetings with council members and staff members in the "Council" category. I came up with the following:

Council/work sessions: 7 hours/week (this is based upon 3 hour Council meetings and work sessions and 4 hour caucus meetings. It also includes Council retreats, Police chief interviews, and staff meetings).

Boards/Committees: 5 hours/week

Community meetings: 2 hours/week

Citizen contacts: 3 hours/week (phone calls and e-mail mostly)

Preparation/research: 5.5 hours/week

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22.5 hours/week.

Steve Hartel ll

Question #1. Did compensation play a direct or indirect role in your determination to run for office: In continuing in office after elected?

NO.

Question #2. How many hours per week do you devote to carrying out the duties of your office?

I think the citizens should be aware that the position of city council and Mayor are not "part time" positions. We should consider making the department of Mayor and Council "Full Time" and compensate the people that do this job accordingly. Many other Michigan cities have a paid, full-time Mayor and Council.

The council is "paid" to attend 2 meetings a month, that's 24 meetings a year, 48 meetings in a two-year term. This schedule has never been a realistic schedule in order to conduct the business of the City. A council member will attend, on the average 2 "official" Council meetings a month. That is 48 meetings over the course of a two-year term. The Council also attends "work-sessions" that will fill up the other Monday nights of the month. To be conservative that will add an additional 2 meetings a month, on average, over a two-year term, that's another 48 meetings. You then have to factor in all of the committees that a council member serves on. Some of us serve on 5 or more committees. Since not all committees meet every month, this will add an additional 3 meetings, an average of 72 additional meetings over the two-year term. Then there is the research and prep time for each of these meetings, to be conservative, an additional 10 hrs per week, that would be an additional 500 hours per year or 1000 hours over the two year term (based on a 50 work week year). If you add them all up, a council member can attend, on the average, $48+48+72=168$ meetings, and be paid for only 48 of them, and be paid nothing for the 1000 hours of prep time.

The citizens should be aware that the Mayor is only paid \$18,300 and a council member is only paid \$9,800 per year. If you calculate that on the average of a normal 2000-hour work year, the Mayor gets paid \$9.15 per hour and a council member gets paid \$4.90 per hour. Mayor and Council do not receive health benefits from the city. My son can make more then that flipping burgers.

Add to all of that, the informal meetings and phone calls the council member has with individual citizens and citizen groups as we try to solve citizen's concerns and a council member can easily be working three full-time jobs: 1. Taking care of her/his family (as all of our citizens do) 2. Work at their "Full-Time" job that pays the mortgage and puts food on the family dinner table and 3. Work to solve the concerns of the citizens as a City Council member.

Memorandum

To: Mary Fales

CC: Council Compensation Committee

From: Marcia C. Higgins

Date: 12/27/01

Re: Breakdown of my time relating to Council

I have based this on a monthly calculation.

Activity	Hours per activity	How many per month	Total Hours
Council Meeting	4 hours	2	8
Caucus	3.5	2	7
Prep time for Council Meeting and Caucus	2.5	5	5
Work Session	2.5	1 or 2	2.5
Labor Sub-Committee	1.5	2	3
Budget and Finance	1.5	1	1.5
Prep and sub committees of Budget and Finance: Water and Reorganization	8	1 per	8
Cable Commission	2	1	2
Prep	1	1	1
Cable Policy Committee	2	1	2
Environmental Commission	2.5	1	2.5
Prep Time	1	1	1

Envir. Sub-Committee; Water and Brownfields	2	2	2
ZBA	3	1	3
Prep and follow-up ZBA	3	1	3
Email	1 hr per day	30	30
Constituent Contact	20 hrs per month	1	20
Community Events Fund	1	1	1
Michigan Theater	1.5	4 times a year	.5
E-Gov Committee	2	6 times a year	1
Research	10	1	10
Total			114 hours per month

This is an average of a normal month for me with some being 10 to 15 hours more a month, but none that are fewer.

I hope this helps the committee.

Happy New Year!

Fales, Mary Joan

From: Cckolb@aol.com
Sent: Thursday, December 27, 2001 2:36 PM
To: mfales@ci.ann-arbor.mi.us
Subject: LOCC Questions

Mary,

Jean Carlberg suggested that I answer the questions asked for, or by, the Local Officers Compensation Commission on City Council compensation.

1. The compensation did not play a direct or indirect role in the decision to run for public office. The compensation would have played a role in continuing to run, in that the time requirement to do an adequate job as a city councilmember was far greater than the compensation provide when weighed against loss earnings from regular employment. I found the time constraints on my schedule lowered the potential employment earnings I had outside of public office by over half, or a 50% reduction in earnings at least if not more. Furthermore, the meetings held with city staff often occurred during normal business hours which required one to decide whether to go to an important city meeting or continue at work

2. Breakdown of time spent on city council per week:

- a. City Council Regular Meeting: 12 hours
City Council Working Session: 4 hours
- b. Boards & Commissions Meetings: 3-4 hours
- c. Community Activities: 15 hours (ave. events 3 nights a week and 2-4 events on weekends).
- d. Citizen Contact: 4 hours, may go up considering # of emails received, phone calls, and neighborhood issues/meetings.
- e. Preparation & Research: up to 10 hours

Nothing above includes meeting with city staff on issues, including City Administrator, add another 2-3 hours a week. Nor does it include mail, reading all of the memorandums, etc. produced for city council.

Total time: A light week is at least twenty hours, up to 60+ hours the more leadership you put into City Council.

Fales, Mary Joan

From: Woods, Wendy A
Sent: Thursday, December 27, 2001 1:29 PM
To: Fales, Mary Joan
Cc: Woods, Wendy A
Subject: Information Request

Hello Ms. Fales,

Please accept these comments to the questions you sent to me regarding compensation for the Mayor and City Council. I hope they are helpful in your deliberations.

1. Did compensation play a direct or indirect role in your determination to run for office? In continuing in office after elected?

Compensation did not play a role in my decision to run for office or later to continue. When I stepped forward to seek the appointment for the Ward Five seat, I was not aware that councilmembers received any type of remuneration. So, I was pleasantly surprised after my appointment to learn so. I was willing to serve without pay.

Once in the seat, I think the reality of the numerous obligations and the impact of the amount of time which the position requires, makes the compensation certainly justified. In order to attend meetings during the day such as interviews for the Police Chief and the City Administrator, I had to use vacation days from my full-time job at the University of Michigan. I also use comp time from my job at other times to attend meetings scheduled during the day when staff are available.

2. How many hours per week do you devote to carrying out the duties of your office? Breakdown if possible.

Correspondence to/ from Constituents/ Staff	
Reading and Responding to E-mail / Letters	8 hours/ week
Phone Calls (Constituents)	5 hours/ week
Council Meeting/ Caucus	4 hours/ week (average)
Committee Meetings/ Community	2 to 3 hours/ week
Impromptu Meetings	1 to 2 hours/ week
Reading Packets/ Committee Mail	5 to 7 hours/ week
Travel time to Committee meetings/ City Hall	2 hours / week

These are approximate times, but I estimate that I devote 20 to 25 hours or more each week to attend to City Council matters. I use Saturdays and evenings to do much of the reading.

Hope this is helpful.

Wendy A. Woods

MEMORANDUM

TO: Local Officers' Compensation Committee

FROM: Councilman Leigh Greden (3rd Ward)

RE: Review of compensation for Ann Arbor elected officials

DATE: December 22, 2003

I am writing to express my support for (1) an increase in the salary paid to Ann Arbor City Council members to at most \$15,000/year, and (2) an increase in the salary paid to the Ann Arbor Mayor to at most \$40,000/year.

Ann Arbor is one of the largest cities in Michigan. We are a leader in higher education, innovative technology, and downtown re-development. We serve as a model for other communities throughout Michigan and the United States.

It is imperative that our elected officials have the experience in finance, law, and/or community development required to lead a city of our size and prestige. Unfortunately, service on City Council demands significant time, which makes it difficult for people with these skills to serve as on Council while maintaining full-time jobs. Indeed, I plan to begin a reduced work schedule beginning January 1, 2003 – which also means a reduced salary – so I can devote the time needed to my City Council activities.

There is a consensus throughout this community that our elected officials are underpaid. The low pay for our elected officials, when combined with the long hours, makes it difficult to attract candidates with the experience required for the position. Indeed, I believe the low salary is one reason why more people do not seek local elected office in Ann Arbor.

Although there is consensus in this community that the Mayor and Council members are underpaid, Ann Arbor also faces continuing budget pressures due to capped property tax revenues, shrinking revenue-sharing from the state and federal governments, and rising costs. Any effort to increase the salary paid to Council members and the Mayor in order to correct the inadequate pay structure must reflect these budget pressures.

I encourage the Commission to recommend increasing the salary paid to Council members to at most \$15,000. This would help move us closer to our goal of properly compensating elected officials based on the time spent performing their duties and the experience desired for the position. This salary is also consistent with the salary paid to Washtenaw County commissioners.

I also encourage the Commission to recommend increasing the salary paid to the Mayor to at most \$40,000. Although the Mayor's position in Ann Arbor is presumed to be part-time, most people in this community know that no recent Mayor has worked part-time hours. Indeed, we

should neither expect nor tolerate a Mayor who works part-time hours. If we expect a full-time Mayor, we must pay for a full-time Mayor.

Elected officials in other southeast Michigan communities – many of which are similar in size or significantly smaller than Ann Arbor – earn more than Ann Arbor’s elected officials. The following data confirm that Ann Arbor is not properly compensating its elected officials:

<u>Community</u>	<u>Salary</u>	<u>Population</u>
Warren, MI	\$25,999 + benefits (council)	137,672
Livonia, MI	\$14,400 (council)	100,545
Westland, MI	\$11,796 (council)	86,602
Southfield, MI	\$15,600 (council)	77,859
Hamtramck, MI	\$12,000 (council)	22,976
Utica, MI	\$24,700 (mayor)	4,577

The pay structure I propose is therefore not inconsistent with the pay offered by other communities in southeast Michigan. Furthermore, the modest increases in salary that I propose would not cause an undue burden on the City’s budget.

I appreciate your service and thank you for considering my comments.