

UNOFFICIAL MINUTES

CITY OF STERLING HEIGHTS ELECTED OFFICIALS' COMPENSATION COMMISSION MEETING MONDAY, MARCH 3, 2025 6:00 P.M.

The regular meeting of the Elected Officials Compensation Commission was held at the City Hall, Council Chambers, 40555 Utica Road, Sterling Heights, Michigan.

1. The meeting was called to order by Chair Sarau at 6:01 p.m.

Roll Call

Present: Parmpreet Sarau
Meredith Inks
Riley Maher
Paul Slifco
Pashko Ujkic
Saif Yousif

Absent: None (1 vacancy)

Also present: Melanie Ryska, City Clerk
Chelsea May, Deputy City Clerk
Marc Kaszubski, City Attorney

2. Approval of Agenda

Moved by Ujkic, seconded by Slifco, to approve the agenda as presented.

Yes: Inks, Maher, Sarau, Slifco, Ujkic, Yousif

No: None

The motion carried.

3. Approval of the minutes from meeting of August 16, 2023

Mr. Ujkic noted the typographical error on page 5, number 8, which should read 2025.

Moved by Ujkic, supported by Slifco, to approve the minutes from the meeting of August 16, 2023, as corrected.

Yes: Sarau, Slifco, Ujkic, Yousif

No: None

Abstain (*they were not members at that time*): Inks, Maher

The motion carried.

4. Communications from Citizens

None.

5. Discussion of Compensation for Mayor and Council Members

Chair Sarau opened up the discussion on the compensation for elected officials.

Mr. Ujkic stated that he reviewed the Commission's decision from 2023. Based on the current inflationary rates, the good job that the Mayor and Council are doing, and what city employees make, he offered the recommendation of 3% increase for Mayor and Council for 2025 and 3% increase for Mayor and Council for 2026.

Ms. Inks agreed, stating that the current inflation rate and increased cost of living is around 2.5%. She noted that she would be comfortable with a 3.5% increase for both years since meetings and closed sessions are getting longer, also the Mayor and Council attend more events such as ribbon cuttings for new businesses. Additionally, there are larger tasks on the horizon, such as the Lakeside development, which will be more taxing on their schedules.

Mr. Slifco noted that the Mayor and Council do a good job and they need to keep them in place since they could find a different job making more money. 3% is a good raise for each year.

Mr. Maher inquired if 3% is also what the city employees are receiving.

Mr. Kaszubski stated that it comparable to what city employees historically receive, between 2% - 3%. He noted that this year there was a price adjustment in the contracts so this year is not necessarily a valid comparison. This year the base compensation was changed for many of the city employees much like the base compensation for Mayor and Council was increased a few years ago.

Ms. Sarau inquired with the market adjustment increase was for employees.

Clerk Ryska indicated that it was on average about 10%, noting that compensatory time for the leadership team was eliminated and essentially rolled into the base salary, partially accounting for the increase.

Mr. Maher stated that he would also be content with a 3% raise for Mayor and Council.

Ms. Sarau noted that she also was considering an increase in that range. She stated that when she considers increases, she bases them on performance more than anything else. While inflation and cost of living has increased, those circumstances affect everyone, from businesses to taxpayers, those are not necessarily the parameters she considers for pay increases for her employees. Rather, she bases those increases on performance. Based on that she was considering a 2% - 3% increase for Mayor and Council.

Mr. Yousif stated that he was considering the 4% range, however, he is agreeable to 3%.

Moved by Ujkic, supported by Slifco, to recommend an increase in the annual compensation of the Mayor by 3%, effective July 1, 2025; 3% increase effective July 1, 2026; and an increase to the annual compensation of the Council by 3%, effective July 1, 2025; 3% increase effective July 1, 2026.

Yes: Inks, Maher, Sarau, Slifco, Ujkic, Yousif

No: None

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 3, 2025 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: **\$50,165 (3% increase) effective July 1, 2025**
 \$51,670 (3% increase) effective July 1, 2026

Councilperson: **\$37,181 (3% increase) effective July 1, 2025**
 \$38,296 (3% increase) effective July 1, 2026

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.

6. Appointment of the Commission Chair for the 2027 meeting

Mr. Ujkic nominated Mr. Yousif.

Mr. Yousif accepted.

There were no other nominations.

Moved by Ujkic, supported by Slifco, to appoint Saif Yousif as the Chair of the Elected Officials Compensation Commission for the next meeting in 2027.

Yes: Inks, Maher, Sarau, Slifco, Ujkic, Yousif

No: None

The motion carried.

7. Unfinished Business
None.

8. New Business

None.

9. Adjourn

Moved by Ujkic, supported by Slifco, to adjourn the meeting at 6:13 p.m.

Yes: Inks, Maher, Sarau, Slifco, Ujkic, Yousif

No: None

The motion carried.

The meeting adjourned at 6:13 p.m.

Melanie D. Ryska, City Clerk