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LOCAL OFFICERS' COMPENSATION COMMISSION

AGENDA Session Day No. 2

Monday, October 15, 2007
2:00 p.m.
CONFERENCE ROOM B
Midland City Hall - 333 W. Ellsworth

1. Call to Order (Geyer)
2. Approval of Minutes from October 9, 2007 (Tisdale)
3. Review Materials (Tisdale)
 - a. Corrections to Survey of selected Michigan Cities summary
 - b. Council member and community input
4. Old Business (Tisdale)
 - a. Expenses for Council Travel summary
 - b. Mayoral absences
 - c. Council meeting information
5. Public Comments (Geyer)
6. Draft of 2007 LOCC "Findings of Fact" (Geyer)
7. Proposed Council Presentation Schedule
8. Set next meeting if necessary (Geyer)
9. New Business (Geyer)
 - a. Resolution authorizing LOCC Chair Gerald Geyer to file "2007 Determination of Facts" with City Clerk
10. Adjournment (Geyer)

**AMENDED MINUTES
LOCAL OFFICERS COMPENSATION COMMISSION
CITY OF MIDLAND
OCTOBER 9, 2007
First Session**

The first session day of the Local Officers Compensation Commission (LOCC) was called to order by City Clerk Selina Tisdale on October 9, 2007 at 2:00 p.m. in the Human Resources Conference Room of Midland City Hall.

Commission Members Present: Brausch, Chandra, Geyer, Green, O'Hara, Thompson
Commission Members Absent: Osburn
Others Present: Cathy Nelson-Price, Midland Daily News

OATH OF OFFICE – Tisdale administered the Oath of Office to each LOCC member present.

ELECTION OF CHAIRPERSON – Chandra moved, seconded by Thompson, that Gerald Geyer be named Chairperson for the 2007 Local Officers Compensation Commission. (Approved by a 6/0 yea vote).

ELECTION OF CHAIR PRO-TEM – Thompson moved, seconded by Green, that Grish Chandra be named Chair Pro-Tem for the 2007 Local Officers Compensation Commission. (Approved by a 6/0 yea vote).

APPROVAL OF MINUTES FROM NOVEMBER 6, 2003 – Thompson moved, seconded by Geyer, to approve the November 9, 2005 meeting minutes. (Approved by a 6/0 yea vote).

REVIEW OF RESPONSIBILITIES AND DEADLINES, ETHICS POLICY, AND PENDING ISSUES – Tisdale reviewed documents on the Commission's responsibilities, deadlines, and the ethics policy.

REVIEW OF 205 DETERMINATION'S REPORT – the commission reviewed and discussed items under the "2005 LOCC Findings of Fact".

For the "2007 LOCC Findings of Fact" Tisdale will update items 3, 5, 6, 7, and 8 to reflect current figures and present to Commission members at the next meeting to be held on Monday, October 15.

COMPENSATION DATA – the commission held a discussion on the current compensation levels of the mayor and city council members as compared to local boards and other municipalities throughout the State. After reviewing the materials the Commission requested that the following items be researched:

- A summary of travel expense information for the 2005-07 council;
- How many times the mayor pro tem has had to fill in for a mayoral absence;

- Whether or not council members take advantage of the opportunity for a city-supplied computer;
- Meeting frequencies for 2006, 2007 and October 2006- October 2007.

Public Comments

None

ADJOURNMENT – The second meeting of the LOCC will be held on Monday, October 15, 2007, in City Hall Conference Room B beginning at 2:00 p.m.

Being no further business Thompson moved, seconded by O'Hara, that the meeting be adjourned at 3:10 p.m.

Selina Tisdale, City Clerk

Gerald Geyer, Chair of 2007 LOCC

2007 Compensation of Michigan Mayors and Councils Survey Overview

Sixteen Michigan communities received the 2007 Compensation of Mayors and Councils survey distributed by the City of Midland Clerk's office. Seven cities responded by the deadline and the information was noted as updated on the attached spreadsheet. The data provided to the clerk's office in 2003 and 2005 surveys were retained for those communities that did not respond to the 2007 survey.

Of the seven communities that returned surveyed:

- Midland was the fifth largest in population.
- Midland's General Operations millage rate was the lowest among the seven.
- Midland's General Fund Budget was the 6th largest.
- With five councilmen, Midland was one of the smallest councils. Numbers of council members ranged from five to nine; the most frequent size of council was seven.
- Midland was in the middle of the pack with 24 annually scheduled meetings. The least number of scheduled meetings was 21 and the most was 41. Twenty-four was the most frequently cited number of annual meetings.
- Midland's current compensation rate of \$3,800 for council members ranked below the average when compared with the other six cities surveyed. Compensation for council members ranged from \$1,000 to \$8,000 annually with an average compensation of \$4,529.
- Midland's \$5,900 mayoral compensation was about on average with the six communities returning the survey. Compensation for mayors ranged from \$1,250 to \$9,000 annually with an average compensation of \$6,002.
- None of the cities returning the survey indicated additional compensation for council members/ mayor for special meetings.
- Mileage and travel reimbursement for city-related training and functions were the most common additional benefits provided for council members and mayors. Midland was one of four cities that provide council members with a computer for use during their term in office.

A Little About Midland City Council Meetings...

Midland City Council...

- ...met 45 times in 2006 with
 - 25 regular meetings
 - 12 special meetings and
 - 8 closed session meetings.
- ...met for more than 88 hours total in 2006
(this does not include closed session meeting time);
- ...each regularly scheduled meeting lasted an average of 2.5 hours; each special session lasted an average of 1.5 hours.

COMPENSATION OF MAYORS AND COUNCILS

Survey of Selected Michigan Cities

Prepared by Midland City Clerk's Office, October, 2007

City	Pop.	Millage Rate for General Operations	General Fund Budget in millions	City Income Tax?	No. of Council Members	Council Selection			Meetings			Annual Council Compensation			Extras
						Council Members	Mayor	At-large	Ward	At-large	Council	Mayor	Council	Mayor	
MT. PLEASANT	25,946	13.1	\$11.7	NO	7	At-large	Council		24	\$1,000	\$1,250	\$0		milage & travel expense	
MADISON HEIGHTS	31,101	18.0	\$32.5	NO	6 + mayor	At-large	At-large		26	\$6,696	\$8,687	\$0		health insurance if they pay for it; milage & travel	
PORT HURON *	32,338	11.3	\$23.2	1% Res., .5% nras	7	At-large	Council		21	\$1,000	\$1,500	*		milage & travel	
BAY CITY	36,817	18.0	\$17.5	NO	9	Ward	At-large		24	\$6,750	\$8,000	\$0		milage & travel / computer for home use	
MIDLAND	41,685	9.5	\$37.5	NO	5	Ward	Council		24	\$3,800	\$5,900	\$0		milage & travel; city-supplied computer for term in office	
EAST LANSING	46,525	16.2	\$33.1	NO	5	At-large	Council		41	\$7,854	\$9,078	\$0		computer for home use	
BATTLE CREEK**	56,364	14.5	\$47.7	1%	9	Ward 4 at large	Council		23	\$4,600	\$7,600	\$0		milage & travel; city-supplied computer for term in office	
AVERAGES	38,682	14.4	\$29		6				26	\$4,529	\$6,002				

* council comp = \$20/mtg, \$1000 maximum ; mayor comp \$30/mtg, \$1500 max

**council members \$200/mtg, mayor \$200/meeting + \$250/mo

City Council Travel Information 2005 - 2007

	Date	Purpose	Location	# of days	Cost
Joe Rokosz	8/7/2007	MML Annual Convention	Traverse City	3	\$754
	5/25/2007	Annual MML Region IV Semina	Mt. Pleasant	1	\$25
	4/4/2007	MML Legislative Confer	Lansing	1	\$150
	8/29/2006	MML Annual Convention	Marquette	4	\$905
	4/24/2006	MML Region IV Education	Saginaw	1	\$25
	1/23/2006	MML Legislative Confer	Lansing	2	\$270
	8/9/2005	MML Annual Convention	Grand Rapids	4	\$1,094
	4/13/2005	Annual MML Region IV Semina	Standish	0.5	\$45
	4/6/2005	MML Annual Legislative Conf.	Lansing	1	\$227
					<u>\$3,495</u>
Jim Myers	Did not attend any conferences/seminars in 05-07				
Hollis McKeag	8/7/2007	MML Annual Convention	Traverse City	3	\$754
	1/30/2007	MML Legislative Conf	Lansing	1	\$60
	5/11/2006	MML Region IV Education	Saginaw	1	\$25
	1/23/2006	MML Legislative Conf	Lansing	1	\$150
	4/13/2005	MML Region IV Meeting	Standish	0.5	\$45
					<u>\$1,034</u>
Bruce Johnson	1/30/2007	MML Legislative Conf	Lansing	1	\$150
	1/23/2006	MML Legislative Conf	Lansing	1	\$248
	9/9/2005	MML Annual Convention	Grand Rapids	2	\$820
					<u>\$1,218</u>
Tom Adams	8/7/2007	MML Annual Convention	Traverse City	3	\$811
	4/30/2007	MML Region IV Seminar	Mt. Pleasant	1	\$25
	1/30/2007	MML Legislative Conf	Lansing	0.5	\$230
	8/29/2006	MML Annual Convention	Marquette	3	\$659
	5/11/2006	MML Region IV Seminar	Saginaw	1	\$25
	4/5/2006	MML Annual Convention	Lansing	1	\$150
					<u>\$1,900</u>

Councilman Bruce Johnson became mayor on November 21, 2005. From that time through our last city council meeting on October 1, 2007 Mayor Pro Tem Jim Meyers chaired City Council meetings in Mayor Johnson's absence on the following dates:

- July 10, 2006
- August 28, 2006
- February 12, 2007
- April 19, 2007 (special meeting)
- July 23, 2007

City Council Meetings To Date - 2007

Date	Hours		Closed
	Regular	Special	
10/1/2007	1.25	0	
9/17/2007	0.25	0	
9/10/2007	0.75	0.75	
8/27/2007	2.25	0	
8/13/2007	6	0	
7/23/2007	0.75	0	
7/9/2007	2	0	
6/25/2007	1.25	0	X
6/18/2007	0	0	X
6/11/2007	1.25	0	
5/21/2007	2	0	
5/7/2007	2.25	0	X
4/30/2007	0	2.5	
4/23/2007	2	0	
4/19/2007	0	2.25	
4/16/2007	0	2	X
4/9/2007	3	0	
3/19/2007	0.25	0	
3/14/2007	0	1	
3/12/2007	1.25	0	X
2/26/2007	3.75	0	
2/12/2007	3	1	
1/22/2007	1.5	0	
1/20/2007	0	6	
1/15/2007	0	1.5	
1/8/2007	1.25	1	
1/4/2007	0	0	x
Hours	36.00	18.00	--
# of Mtgs.	19	9	6
Total # Mtgs.	34		
Total Hrs. Mtgs.	54.00		

City Council Meetings Sept '06 - Sept '07			
Date	Hours		Closed
	Regular	Special	
9/25/2006	0	0.25	
9/25/2006	1	0.25	
9/13/2006	1.25	0	
9/6/2006	0	1.25	
10/6/2006	0	0	X
10/9/2006	1.25	0	
10/23/2006	1	0	
11/6/2006	0.25	0	
11/20/2006	2.25	0	X
12/4/2006	3.5	0	
12/18/2006	2	0	X
1/4/2007	0	0	x
1/8/2007	1.25	1	
1/15/2007	0	1.5	
1/20/2007	0	6	
1/22/2007	1.5	0	
2/12/2007	3	1	
2/26/2007	3.75	0	
3/12/2007	1.25	0	X
3/14/2007	0	1	
3/19/2007	0.25	0	
4/9/2007	3	0	
4/16/2007	0	2	X
4/19/2007	0	2.25	
4/23/2007	2	0	
4/30/2007	0	2.5	
5/7/2007	2.25	0	X
5/21/2007	2	0	
6/11/2007	1.25	0	
6/18/2007	0	0	X
6/25/2007	1.25	0	X
7/9/2007	2	0	
7/23/2007	0.75	0	
8/13/2007	6	0	
8/27/2007	2.25	0	
9/10/2007	0.75	0.75	
9/17/2007	0.25	0	
Hours	47.25	19.75	-
# of Mtgs.	25	9	9
Total # Mtgs.	43		
Total Hrs. Mtgs.	67		

City Council Meetings - 2006			
Date	Hours		Closed
	Regular	Special	
12/18/2006	2	0	X
12/4/2006	3.5	0	
11/20/2006	2.25	0	X
11/6/2006	0.25	0	
10/23/2006	1	0	
10/6/2006	0	0	X
10/9/2006	1.25	0	
9/25/2006	0	0.25	
9/25/2006	1	0.25	
9/18/2006	1.25	0	
9/6/2006	0	1.25	
8/23/2006	0.25	0	
8/14/2006	3.5	0	
8/7/2006	0	2	
7/24/2006	4.5	0	
7/10/2006	3	0	
6/26/2006	4.25	0	
6/12/2006	2.5	0	
6/8/2006	0	1.5	
6/6/2006	0	0	
6/1/2006	0	2.25	X
5/30/2006	1.5	0	
5/22/2006	2.75	0	
5/8/2006	4.5	0	
5/1/2006	0	3.75	
4/24/2006	1.5	0	
4/17/2006	0	3.25	
4/10/2006	3.75	0	X
3/20/2006	4.5	0	X
3/6/2006	4.5	0	
2/20/2006	2	0	
2/13/2006	0	6	
2/13/2006	2.25	0	
2/23/2006	3	2	
1/30/2006	0	2	
1/16/2006	0	2	
1/9/2006	1.25	0	X
1/4/2006	0	0	X
1/3/2006	0	0	
Hours	62.00	26.50	-
# of Mtgs.	25	12	8
Total # Mtgs.	45		
Total Hrs. Mtgs.	88.50		

Tisdale, Selina

From: Tom Adams [tadams@co.midland.mi.us]
Sent: Thursday, October 04, 2007 3:46 PM
To: Tisdale, Selina
Subject: Compensation Level

Selena- I think it is fine at the current level. Tom Adams

Tisdale, Selina

From: McKeag, Hollis
Sent: Wednesday, October 10, 2007 10:11 AM
To: Tisdale, Selina
Subject: Council comensation

This is in reply to your letter of October 2, concerning compensation for our city Council.
This is just some random thought.

I look at the composition as a gratuity rather than a salary. In my working life time, I have never asked for a raise nor have I ever refused one that was given..

Running for office is an expense that is often overlooked but comes to a sizeable amount as related to the compensation. Last year I spent around \$3,000. This year will be a little less, but is also very time consuming.

I would guess that I spend 10 hours a week on the average. Some would spend less but since I am retired I have more time to spend. I try to go to see or observe the subject that we have on the docket. This takes time and money for gas, which is a bigger problem today.

Money is not the prime motivator to serve on the council, but it helps.

My deductions for FICA and Social Security were \$280.

Hollis H. McKeag



Paid for by Jim Pilgrim for Council

October 11, 2007

Midland City Clerk
Attn: Selina Tisdale
333 W. Ellsworth St.
Midland, MI 48640

Dear Ms. Tisdale,

I wish to thank you for the opportunity to provide input into the compensation for City Council Members in Midland. Please extend my appreciation to the Local Officer's Compensation Commission for taking the time to address this compensation issue.

I have done a great deal of research to determine if the compensation outlined in your letter meets with the National Standards. Resources that were used include the International City/County Managers Association, City of Palm Springs News Releases and the Center for Public Policy Studies, California State University. All of the resources were current items published within the last 12 months.

With an average population of 41,000 and a City Council (composed of 5 members) the compensation of \$3,800 per year meets with National Standards according to my research.

Previously, current council members have requested increases due to the costs of election that each candidate must bear to be elected. As a point of interest to the commission the cost of this election for me personally will be approximately \$5,000.00. In my opinion this is considered the level of risk we must personally accept to be elected. Therefore it is my recommendation that the current level of pay remain in tact.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Pilgrim".

Jim Pilgrim, Ph.D.
Pilgrim for City Council
Candidate, Ward 3

**2007 DETERMINATIONS
CITY OF MIDLAND
LOCAL OFFICERS' COMPENSATION COMMISSION**

**COMPENSATION DETERMINATION FOR
MEMBERS OF THE MIDLAND CITY COUNCIL**

2007 LOCC MEMBERS:

Gerald Geyer, Chair

Grish Chandra, Chair Pro Tem

Joan Brausch

Roy Green

Robert O'Hara

Richard Osburn

Doug Thompson

2007

LOCAL OFFICERS' COMPENSATION COMMISSION
FINDINGS OF FACT

1. The Commission accepts the philosophy that the purpose of compensation here is not to enrich members of the Council at civic expense nor induce anyone to run for the Council for monetary motives, but to cover incidental, out of pocket costs of such service and to provide some reimbursement for time taken away from family and business.
2. While positions on the Midland City Council are not "in competition" with other positions in the public or private worlds in terms of salary, reasonable recognition of the importance of this job, although voluntarily assumed, must be a consideration.
3. Since the writing of the City Charter in 1944, the compensation for council members had remained at \$200 annually plus an additional \$100 for the Mayor until 1975.

		Mayor	Councilmember
1944		\$300	\$200
1975	a significant adjustment to what the Commission felt was an equitable level, was made.	\$1500	\$1200
1977	compensations for councilmen and the mayor were raised	\$1650	\$1350
1979	compensation levels were raised	\$1900	\$1500
1981	no change in compensation levels was made but a comprehensive expense reimbursement policy was detailed and ordered.	\$1900	\$1500
1983	the compensation level was changed to \$1,800 for councilmen and the mayor received an additional \$600	\$2500	\$1800
1985	No compensation change was made	\$2500	\$1800
1987	council compensations were increased to \$2,000 with the mayor receiving an additional \$1,000	\$3000	\$2000
1989	No change was made for council in 1989 but the additional amount the mayor received was increased to \$1,500.	\$3500	\$2000

1991	Council members received an increase to \$2,400 and the mayor's compensation was changed to \$4,000.	\$4000	\$2400
1993	No change in compensation levels was made in 1993, however the travel policy was changed - mileage reimbursement is now the prevailing IRS rate and all expense forms are to be submitted within fourteen (14) calendar days after the return of the council member.	\$4000	\$2400
1995	In 1995 each councilman was given a compensation increase. Each member received \$2,700 per year and the mayor received \$4,300 per year.	\$4300	\$2700
1999	In 1999 council members received an increase to \$3,300 and the mayor's compensation was changed to \$4,900.	\$4900	\$3300
2001	Council members received an increase to \$3,600 and the mayor's compensation was \$1,800 more than council members for an annual mayor's compensation of \$5,400.	\$5,400	\$3600
2003	In 2003 the LOCC recommended a \$200 increase to the annual council compensation adjusting it to \$3800 annually and also recommended that the mayor's annual salary be increased by \$200 bringing the mayors total annual compensation to \$5600. This was presented to Midland City Council on November 24, 2003. City Council rejected this compensation increase at its second public hearing on December 8, 2003.	\$5600 (increase rejected) \$5400	\$3800 (increase rejected) \$3600
2005	The 2005 LOCC Determinations recommended that Council compensation be increased by \$200 moving it to \$3800 annually and that the mayor's compensation be increased by \$300 (an additional \$2100) for a total mayoral compensation of \$5900.	\$5900	\$3800
2007			

4. The Commission agrees with previous findings that compensation levels do not attract or inhibit candidates to city council positions. Instead, the numbers of candidates for the

City Council and the number of candidates attracted to other Midland area elected positions probably reflects differences in prestige, length of terms, degree of partisanship, public visibility, personal involvement, and incumbents' performance.

5. The average annual salary level of council members in a group of representative cities was \$4,529 with salaries ranging from \$1,000 to \$8,000.
6. The average annual salary of mayors in the same group of representative cities is \$6,002 with salaries ranging from \$1,250 to \$9,000.
7. Four of six Midland area governments pay their commission members. Upon approval six of six have mileage and travel reimbursement to conferences and workshops.
8. In 2006 Midland City Council met 45 times and held:
 - **25 regular council meetings** the average number of regular meetings held by the cities surveyed was 26.
 - **12 special council meetings**
 - **8 closed session meetings.**
9. Midland compares well with other cities as to travel related expense reimbursement and as to so-called fringe benefits.
10. No city indicated paying for spouse's travel expenditures or child care. The Attorney General of the State of Michigan, in opinions issued in 1972 and 1978, has interpreted constitutional and statutory provisions as prohibiting reimbursement of such expenses.
11. The Commission continues to reject the concept of payment of a per meeting amount.
12. The Commission rejects the concept of a direct linkage between the CPI and compensation.
13. The Commission has taken due note of comments it has received and appreciates those that shared their views.
14. The Commission is aware of the hours certain council members devote to their positions and commends the Council on their intergovernmental relations. The Commission also understands that the time devoted is highly variable and a choice of each individual member.
15. The Commission believes that extra responsibilities and obligations of the mayor warrant compensation greater than that of council members.
16. The Commission discussed extra compensation for mayor pro-tem on a monthly basis and came to the conclusion that no extra pay is warranted.
17. Upon resignation of the mayor, the Commission believes that the resigning mayor should receive the mayor's compensation for the last month served.

18. The Commission rejects the idea that the mayor pro-tem receives the mayor's pay for the time he/she acts as mayor on a short term basis.
19. The Commission rejects the idea of considering performance of Council when considering compensation. Quality of Council's work is the responsibility of the electorate.
20. Having considered all relevant data, the Commission has exercised independent judgment, making the following determinations for which it alone is responsible.

**2007 LOCAL OFFICERS' COMPENSATION COMMISSION
DETERMINATIONS**

1. Each councilman will receive as compensation for service to the City, the sum of \$ _____ per year.
2. The mayor shall receive \$ _____ in addition to the compensation received as a member of the Council for a total annual compensation of \$ _____.
3. Such compensation to be paid in monthly installments.
4. If the mayor were to resign, he/she would receive a full month's compensation for the last month served as mayor.
5. Council members shall be included in the City's group travel insurance coverage, paid for by the City.
6. Meeting and travel expense reimbursement shall be governed by the attached policy in the Appendix to these Determinations.

CERTIFICATION:

I, _____, 2007 Chair of the Local Officers' Compensation Commission of the City of Midland, have been authorized by the Commission to file on _____ and certify that these are the 2007 Determinations of the Commission as duly adopted at a meeting held on _____.

_____, Chair
2007 Local Officers' Compensation Commission

Date of Filing _____

(Witness)

I, _____ in the Office of the Midland City Clerk, Counties of Midland and Bay in the State of Michigan, Do hereby Certify, that on _____ the 2007 Determinations of the Local Officers' Compensation Commission were received and filed in the Office of the City Clerk.

_____ day of _____, 2007

(Name of Clerk's Employee Receiving Document)

**2007 LOCC
Proposed Meeting & Council Presentation Schedule**

First 2007 LOCC Meeting	October 9	45 days and 15 session limit to complete work - last meeting deadline = Nov. 23
Second 2007 LOCC Meeting	October 15	
Officially File Determinations	November 13	deadline to file = November 21 [due to Thanksgiving Holiday] (City Council has 30 days to reject)
First Presentation to City Council	November 19	
Second Presentation to City Council	December 3	(deadline to reject = December 13)



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BY COMMISSION MEMBER _____

WHEREAS, the Local Officers' Compensation Commission (LOCC), created under Article IX, Section 2-210 of the Code of ordinances, is charged with the responsibility of determining the salaries of the mayor and members of the city council; and

WHEREAS, the LOCC held two session meetings on October 9 and October 15, 2007, meeting its obligation to meet no more than fifteen (15) session days after September 15; and

WHEREAS, the LOCC has made its determination within the required forty-five (45) calendar days after its first meeting; and

WHEREAS, the LOCC's 2007 Determinations recommend that each councilman receive annually \$ _____ as compensation for service to the City; and

WHEREAS, the LOCC's 2007 Determinations also recommends that the mayor receive \$ _____ in addition to the compensation received as a member of the council, for a total annual mayoral salary of \$ _____; and

WHEREAS, said Determinations shall be effective thirty days following the LOCC's November 13, 2007 filing of said Determinations with the Midland City Clerk unless rejected by Council on or before December 13, 2007; now therefore

RESOLVED, that the members of the 2007 Local Officers' Compensation Commission authorizes Gerald Geyer, Chair of the 2007 LOCC, to file the 2007 LOCC Determinations with the Midland City Clerk on November 13, 2007, for presentation to the Midland City Council on November 19, 2007.

YEAS:

NAYS:

ABSENT:

I, Selina Tisdale, Midland City Clerk and Staff Liaison to the LOCC, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by a _____ yea vote of all the LOCC members present at a meeting of the LOCC held Monday, October 15, 2007.

Selina Tisdale, City Clerk
Staff Liaison to the LOCC