

CITY OF FLINT
RECEIVERSHIP TRANSITION ADVISORY BOARD MEETING
WEDNESDAY, MARCH 8, 2017
2:00 P.M.

Meeting before the RTAB Board at Flint City
Hall, Flint, Michigan, on Wednesday, February 8, 2017

BOARD MEMBERS PRESENT:

Frederick Headen - The Chairperson
Michael Finney (telephonically)
Michael Townsend

FROM THE CITY:

City Administrator, Sylvester Jones
Council President, Kerry Nelson
Interim CFO, David Sabuda

OTHERS PRESENT:

R. Eric Cline
R.L. Mitchell

REPORTED BY: Claudia M. Weekly, CSR-2963

1 Wednesday, March 8, 2017

2 Flint, Michigan

3 2:05 P.M.

4 CHAIRPERSON HEADEN: The meeting will now come
5 to order, please.

6 Let the record reflect that we do have a
7 quorum, including Mr. Finney who is participating by
8 conference call.

9 The first item of business is the approval of
10 the agenda. Are there any additions to the agenda? Any
11 additions, gentlemen?

12 If not, I will consider the agenda to be
13 approved as is.

14 The next item would be the approval of the RTAB
15 meeting minutes from February 8th. They are Attachment 1
16 in your packet. I'll give you a moment to review those
17 to see if there are any corrections or additions to the
18 minutes.

19 MR. FINNEY: I move for approval.

20 MR. TOWNSEND: Support.

21 CHAIRPERSON HEADEN: Motion made and seconded.
22 Any discussion?

23 Those in favor please say aye, opposed no.

24 MR. TOWNSEND: Aye.

25 MR. FINNEY: Aye.

1 CHAIRPERSON HEADEN: The February 8th RTAB
2 meeting minutes are approved.

3 The next item is unfinished business. We have
4 one item, which was the budget to actual report from
5 December of 2016. This was on the RTAB's agenda last
6 month, but at the request of the City officials that was
7 delayed until this meeting.

8 I'm going to ask Mr. Sabuda to come to the
9 microphone and touch upon the highlights of the budget to
10 actual from December, 2016.

11 MR. SABUDA: Thank you, everyone. What you
12 have before you is the December 31st, 2016 budget to
13 actual revenue budget and the actual revenue/expenditure
14 report. On a cash flow basis -- well, let me start this
15 way.

16 The audit's complete. The audit has been filed
17 with the State of Michigan. The seal of audit has been
18 submitted to the Federal Government and this is on time.
19 That was done in February, 2017. So, as far as reporting
20 requirements go, all report requirements have been met.

21 There was one issue with the EDC fund.
22 However, after talking with the Treasury, Mr. Goodrich,
23 it's been determined that we don't have any fund balance
24 deficit in the EDC fund. And we have sent a letter
25 pointing that out, and Mr. Goodrich has accepted that

1 letter and we expect that we will not have to file a
2 deficit elimination report with the EDC.

3 From a cash flow point of view all funds
4 currently through December 31st have a positive cash flow
5 with the exception of our grant reserve funds. What
6 happens is we have to put the money upfront and then we
7 get reimbursed. We spent some money in December in the
8 grants area, so the cash reserve went down a bit, but at
9 the end of the day we're expecting the cash reserves will
10 be reimbursed.

11 If you look at budget to actual I'll start with
12 expenses. Expenses are right on. We're between 11 and
13 47 percent spent through half the year as of
14 December 31st, and that's great.

15 As far as revenues collected, a couple of funds
16 are lagging behind. The general fund currently at
17 48 percent. We'd like to see that at 50 percent. Major
18 local streets are low. Gas taxes are gas taxes, and when
19 people are spending the money the gas taxes will be
20 there. And of course, then you have the new State
21 program for gas taxes. I believe that's going to kick in
22 in January. So, we're seeing higher budget right now
23 because we're expecting, we're not to have the new
24 formulas until I believe January 1st. But at the end of
25 the day it still comes down to people spending money on

1 gas, and those items that have a gas tax, and if those
2 dollars aren't there then our contributions will go down.
3 And we're seeing that. And again, what ends up happening
4 here is expenses are right on target.

5 Water collection, currently as of 12-31 we had
6 a 46 percent overall collection rate. Commercial
7 customers at 82 percent, residential at 46. That is an
8 uptick from October, which we were at 29 percent. So,
9 what's happened here is the current balance of 10 percent
10 program is working, people are paying and we're getting
11 those delinquent balances here.

12 And as of December 31st, if you put yourself
13 back a month, we had just been notified that the credits,
14 the credit program will extend January, February and
15 March by the Governor. Now, we're in December still.

16 And not to bring up my next report later on in
17 the agenda, but the Treasurer granted credits in January
18 and in February, and in February, of course, the program
19 ended. So, what happens there is this. Credits will be
20 given on water usage through February the 28th. Those
21 credits will be reflected on a March bill, and then in
22 April the credit program is basically done in a nutshell.

23 Okay. The EDP pension contribution, 7-1 of
24 '17, after water this is probably the most crucial
25 project on my plate. To refresh your memory, currently

1 right now coming into July 1 of 2017 pension contribution
2 jumped from 18 million to 42 million. We've been working
3 with MERS since July to look at various options to fund
4 the pension without interrupting the city. I can
5 favorably report that we have come up with a sound
6 financing plan for that benefit, and I'm pretty excited
7 about that.

8 The key here is that we have 50 million going
9 out the door, 30 million coming in, and we have to stop
10 that, okay, and also provide city service. So, we're
11 playing that balancing act between the two drivers there.

12 As of 12-31-15 we were 43 percent funded, and
13 that is going to fall as we progress. I want also to
14 point out that we also came up with six scenarios on how
15 to fund and we met with the State Treasurer to help us
16 with various assistance. We've framed out the problems
17 and issues, and I'm in the process of reviewing those and
18 getting back with his team so that they can help us with
19 our financing issues here.

20 With that, that would complete the
21 December 31st budget to actual revenue/expenditure
22 report. I would be glad to answer any questions that the
23 Board has.

24 CHAIRPERSON HEADEN: Questions?

25 MR. SABUDA: Thank you, Mr. Chair.

1 CHAIRPERSON HEADEN: Thank you. The next item
2 is new business. An opportunity for either the Mayor's
3 staff or Council President to report. Mr. Jones?

4 MR. JONES: And I just wanted to report that we
5 have nothing at this time. Thank you.

6 CHAIRPERSON HEADEN: Thank you.
7 Council President Nelson?

8 MR. NELSON: Good afternoon. As the Council
9 staff and Council President we have nothing to report at
10 this time.

11 CHAIRPERSON HEADEN: Thank you. The next item
12 under new business is the approval of resolutions and
13 ordinances for City Council meetings. We have the
14 regular meeting of February 13th, various resolutions
15 listed.

16 Mr. Cline, would you please summarize the
17 various resolutions?

18 MR. CLINE: Yes. Good afternoon. The various
19 resolutions, beginning with Resolution Number 79,
20 Resolution 79 was the adoption of a Board of Review
21 policy for guidelines to grant a hardship exemption.

22 Resolution 80 was a budget amendment in the
23 amount of \$819,000 to accommodate a federal grant for
24 water system improvements.

25 Resolution 81 is a change order for the

1 contract with Arcadis for the previously mentioned
2 \$819,000 to implement said water improvements.

3 Resolution 90 is the application for permit to
4 Department of Transportation to perform State trunk line
5 closures to conduct work in the various right-of-ways.

6 Resolution 91 is the appointment of Clarence
7 Campbell to the Board of Review.

8 Resolution 92 is the first reading of that
9 ordinance amendment. That ordinance is Chapter 18, which
10 is taxation code. It deals with the inclusion of a new
11 payment in lieu of taxes.

12 Ordinance 93 again is a first reading ordinance
13 amendment which deals with taxation again, and it's the
14 duration timeframe for the previously mentioned pilot
15 agreement.

16 And we finally have Ordinance Number 94, which
17 is a settlement of a Workers' Compensation claim DUBY V
18 Flint in the amount of \$36,400.

19 And those are all the resolutions.

20 CHAIRPERSON HEADEN: Are there questions for
21 Mr. Cline about his summary of any of the foregoing
22 resolutions?

23 If not, is there a motion of Resolutions 79,
24 80, 81, 90, 91, 92, 93 and 94 from the regular City
25 Council meeting of February 13, 2017 be approved?

1 MR. TOWNSEND: Motion to approve.

2 CHAIRPERSON HEADEN: Is there support?

3 MR. FINNEY: I'll support.

4 CHAIRPERSON HEADEN: Motion is made and
5 supported. Is there any discussion?

6 Hearing none, those in favor of the motion
7 please say aye.

8 MR. TOWNSEND: Aye.

9 CHAIRPERSON HEADEN: Opposed?

10 Motion is adopted.

11 The next item is City Administrator items.

12 This is the budget to actual report from January of 2017.

13 It's Attachment 4 in your packet. Mr. Sabuda?

14 MR. SABUDA: Thank you, Mr. Chair. Jumping
15 ahead now to January, budget to actual
16 revenue/expenditure report. Cash reserves came back a
17 bit, and we were pleased with that, especially the grants
18 area. All other operative funds are operating on a
19 positive cash balance.

20 Water collections improved. I will not go
21 through the water collections again. Obviously we talked
22 about that in the December report. And knowing that the
23 program ends in February, February, March.

24 I think the most important remarkable item on
25 this report is Page 4 of the report. What is happening

1 here is Council, the Mayor and Council, the leadership of
2 the Council and the Mayor have selected an option to fund
3 the pension system, which is before the Council this
4 evening, the entire Council this evening.

5 Basically what you see before you on Page 4 of
6 the table shows the required transfers of employer
7 contributions, where we were and where we're going. So,
8 when you see Column 2, the revised retire transfers
9 employer contribution we're looking at going from 42 to
10 33 million. Now what we're seeing it's 42 to 33. We're
11 going from 42 to 20.6.

12 And then each year thereafter what we're
13 looking at as far as funding for employer defined pension
14 contributions, Council will take this up tonight at their
15 study session and then look at it at their Monday meeting
16 of, that would be, today's the 8th, the 13th.

17 You can see where we're going with this, and
18 the increased contributions as we progress through life
19 through Year '20, '21, '22, and 23. What this does is
20 give us room to build back the fund, the water fund and
21 the various funds back up. This also allows the City to
22 provide city service. Any other scenario would have
23 drained all reserves within a two-year period and we
24 would not be making a 33.7 million-dollar pension
25 contribution that you see on the left.

1 So, my point is this is kind of a heads-up.
2 This is what's coming. And Council will be considering
3 this at their next meeting.

4 With that, again, funds, you get to the
5 operating funds for the month of January, 2017,
6 expenditures are right on target, and those funds that I
7 outlined in December are still lagging a bit due to the
8 economy.

9 I'd be happy to answer any questions that you
10 may have.

11 CHAIRPERSON HEADEN: I haven't seen weather
12 like this since watching the Wizard of Oz.

13 Regarding your table on Page 4, the pension
14 contributions --

15 MR. SABUDA: Certainly.

16 CHAIRPERSON HEADEN: -- if I look at Columns 2
17 and 4, Column 2 is revised and Column 4 is selected, do I
18 understand correctly that for the first three years,
19 fiscal year '17, '18 and '19, you're basically, for lack
20 of a better term, backloading the annual contributions
21 by, it looks like, a total of \$22.6 million, so the
22 contributions over those three years would be
23 22.6 million less under the selected column, Column 4,
24 than it would be under Column 2?

25 MR. SABUDA: Correct.

1 CHAIRPERSON HEADEN: And then you're doing the
2 reverse beginning in, it would be fiscal year '20 to '23,
3 you're paying more in than you would have, but in the
4 bottom line when you consider all seven years you're
5 talking about, what, roughly \$6 million being contributed
6 less overall, which is what gets you to an estimated
7 funding ratio of 27 percent?

8 MR. SABUDA: Correct. You're right on target.
9 Know this, too. We're also recommending to the Council
10 is that if we have certain funds left over let's
11 appropriate those and put those into the system as a
12 contribution at the back end in addition to that. That's
13 part of the recommendation that's coming out to them
14 tonight that they're going to consider.

15 But yes, what this allows us to do is make a
16 pension contribution. It's not what the actuary would
17 like, but balancing city services with pension, itself,
18 helps us make payments and then provide the service.
19 After this you either drain the reserves or you start
20 cutting benefits and you start cutting services.

21 CHAIRPERSON HEADEN: And hasn't MERS actually
22 made the decision to change the investment assumption
23 down to 7.75, or is that just a consideration at this
24 time?

25 MR. SABUDA: Absolutely. There were

1 assumptions, Mr. Chair. There were four assumptions that
2 they had changed, the investment return assumption. On
3 Page 38 of the report you can see the actuarial
4 assumption changes. There's a change in investment
5 return. There's a change in mortality table to reflect
6 retirees living longer. And then the unfunded accrued
7 liability was moved to a fixed period versus a floating
8 period. Also, the smoothing of the assets, which will be
9 the fourth one, that's not listed here, went from ten
10 years to five years.

11 Overall here, the key here, guys, I can't
12 stress this enough, you have 50 million going out the
13 door and 30 million coming in, and that's the amount we
14 had to conquer. So, as we go through we make the pension
15 contributions that are outlined on Page 4 in the table,
16 but also as the City can afford it we start making
17 additional contributions above what the actuary has
18 outlined here in this table.

19 Please know that the actuary is, with the
20 selection, if the City doesn't make those additional
21 contributions the actuary would have an adverse opinion
22 on the report. They would like to see the 14
23 million-dollar contribution. So, as we go through life I
24 want to make it very clear that the actuary would like to
25 close that spending gap now, not later, and we need to do

1 everything we can to get more into the system as we
2 progress in life.

3 That's all I have.

4 MR. FINNEY: A couple questions, Mr. Chair.

5 CHAIRPERSON HEADEN: Yes, please.

6 MR. FINNEY: So, on the investment return
7 assumption is that a market number? Is it less than
8 market? Is it better than market? Do you know what
9 selection was made?

10 MR. SABUDA: If I understand the question
11 correctly, Mr. Finney, the 7.75 percent investment return
12 assumption is based on what the fund would earn, what our
13 dollars would earn for the year. I can certainly tell
14 you last actual period we ended up between 10 and 11
15 percent, but the assumption is that we're going to earn
16 7.75 percent. And that would be on actual earnings.

17 MR. FINNEY: Do you know what it was over like
18 the last five years? Can you give us some sense of what
19 the average would look like?

20 MR. SABUDA: I don't have the last five years.
21 I know last year was between 10 and 11 percent. I don't
22 have that in front of me. I can bring that into my next
23 report for you. So, Council will be considering this
24 tonight. You'll see this in our February -- I'll have it
25 in my February report, and I can have that information in

1 there at that time.

2 MR. FINNEY: The second question relates to the
3 mortality tables. How much of an increase in life span
4 did they make to the mortality table?

5 MR. SABUDA: Again, I don't have that
6 information in front of me. I'd have to bring that --
7 I'll get that to you at the next report, also.

8 MR. FINNEY: I'm curious, you know, how far out
9 they put things and what they put that as on the required
10 contributions. I'm of the age where you need to start
11 planning this stuff. And my own person adviser is
12 pushing me out to like 93 years old. And so, if I were,
13 if they were originally planning 80 and now you're going
14 to 93 years, just understanding that, that could be a
15 good thing to do.

16 MR. SABUDA: Right. No. Absolutely. They're
17 definitely moving that out as you described. I don't
18 have the actual numbers at my fingertips. I think the
19 bigger issue here, though, is this, that you have 1800
20 retirees. You have 370 defined benefit pension
21 employees. And we have 50 million going out the door, we
22 have 30 million coming in. That is the amount right
23 there.

24 I really, as far as the assumptions go, okay,
25 they're there, everybody's dealing with that. In Flint

1 the lead issue is how much is going out the door in a
2 year.

3 Anything else?

4 MR. FINNEY: So, one last question. And I'm
5 going to view this as a shorter term action. What is
6 the -- have you started to develop a longer term action?

7 MR. SABUDA: That leads me to the State of
8 Michigan and working with the State of Michigan. They're
9 helping me with that. I've had a meeting with the State
10 Treasurer and his team, and we framed our issues, and I'm
11 reviewing those, and that's the next step that we have to
12 tackle right there, the longer term. Right now let's
13 follow the selected column as we progress through '17
14 through '23, and as we can afford additional
15 contributions the City makes additional contributions.
16 But as far as longer terms go, I don't have a longer term
17 past 2023.

18 MR. TOWNSEND: I have a question, too. In
19 reference to that I see that you're saying you want to
20 alleviate the next three years. What do you anticipate
21 along the general funds contributions, the other funds
22 contributions? What do you anticipate, say, in 2020 and
23 going beyond being able to make those contributions.

24 MR. SABUDA: The issue is going to come down to
25 property taxes. It's going to come down to

1 expenditures/revenues. It's going to come down to
2 population and the water fund. If all those economic
3 issues turn around and we continue to build then, we're
4 seeing property growth in property taxes right now.

5 We're buying ourselves three years. If we can
6 do that and have reasonable cost increases we should be
7 able to make 31 to 36 percent and 37 to 38 as we
8 progress. Obviously if I knew exactly what was going to
9 happen in 2020 I would not be here, Mr. Commissioner, but
10 at the end of the day we think that this is a doable
11 plan.

12 MR. TOWNSEND: The other question I have, go
13 back to the water situation, do you anticipate the credit
14 score, or do you anticipate dropping that or have you
15 planned on dropping that or increasing the water cash
16 received?

17 MR. SABUDA: Good question. So, right now what
18 we're anticipating is this, is that we're going to follow
19 the ordinance. We're going to follow the law as given to
20 us by the City Council. We will start to go back to
21 business as usual. We will enforce the ordinance. We
22 will start the processes again. We will work with
23 residents and work with those that are indigent so they
24 have a fair plan. But at the end of the day our goal is
25 to work with the law to get people to pay as if we hadn't

1 missed a bill from '14 through '16. That's where we're
2 going. And if we don't do that then we will see a
3 reduction. If we do do that we feel we can get the
4 collection rate up to as high as 98 percent.

5 But we have to have a shut-off tool. You have
6 to work with the residents. You have to be out there
7 enforcing it because if you don't we won't be able to pay
8 our bills.

9 MR. TOWNSEND: The only question is when you
10 say you've seen it as high as 98 you mean outside the
11 State of Michigan.

12 MR. SABUDA: No. I've seen it between 90 and
13 95. This is older charts I've seen the collection. And
14 these are tables that are laying around in the office.
15 But at the end of the day you can see what the collection
16 rates are. They're in the report. Our goal is to get in
17 the 90s. That's where we are.

18 We see when we have that shut-off, when we have
19 that shut-off posted -- we work very closely with the
20 commercial businesses. When we have that business posted
21 for shut-off it's amazing how the check seems to find its
22 way into the bank account, and it doesn't bounce. So,
23 that's the key.

24 CHAIRPERSON HEADEN: Mr. Finney?

25 MR. FINNEY: I had a little bit difficulty

1 understanding those numbers. Did Mr. Sabuda say that the
2 historical collection rate was above 90 percent? And I'm
3 thinking over the last four or five years before the
4 current water crisis or was that going back further?

5 MR. SABUDA: That goes back a little bit
6 further. These are old reports that I've seen. Okay.
7 Obviously from the water crisis forward the numbers
8 aren't that high. I've seen 93. I've seen a chart at
9 93. I've seen a chart at 98. I've seen a chart at 88.
10 You're talking about the turn of the century, right
11 around in that zone to the early 2005, 2007, right in
12 that area.

13 MR. FINNEY: So, do you have anything that
14 would reflect maybe the decade before the water crisis?

15 MR. SABUDA: I don't have that at my
16 fingertips, but I can get you that information,
17 absolutely. I'll provide that in my next report.

18 CHAIRPERSON HEADEN: Other questions for
19 Mr. Sabuda?

20 Thank you.

21 MR. SABUDA: You're welcome. Thank you.

22 CHAIRPERSON HEADEN: Mr. Jones?

23 MR. JONES: So, you talk about long time, and
24 also I might want to add that the City of Flint has been
25 working very closely with the Flint Genesee Chamber of

1 Commerce on a number of economic development things that
2 we believe will come forward and help --

3 CHAIRPERSON HEADEN: You may need to speak up
4 for Mr. Finney.

5 MR. JONES: Yeah. So, the City of Flint has
6 been working very closely with Flint Genesee Chamber of
7 Commerce on some economic development things. And we
8 believe that as we increase the number of people who are
9 employed that will also help with some of the long-term
10 financial projections for the City of Flint.

11 So, in addition to what Mr. Sabuda talked about
12 as far as population as well as property taxes, we also
13 are looking at economic development as another way to
14 generate more revenue for the City of Flint.

15 Also, one of the other things I want to mention
16 is that Mr. Sabuda indicated that there would be, they
17 will be using the shut-off as a tool, and we will be
18 working with the United Way to hopefully secure
19 philanthropy dollars to assist indigent populations with
20 some of the water bills so that we can keep as many
21 people with water coming as we possibly can. So, we'll
22 be meeting with the United Way very soon to talk about,
23 to build a case for support so we can bring in more
24 dollars for that.

25 CHAIRPERSON HEADEN: Thank you.

1 MR. FINNEY: I have a question for Mr. Jones.

2 CHAIRPERSON HEADEN: Yes.

3 MR. FINNEY: So, you mention the economic
4 development, and that's great to have that focus. One of
5 the things I'm working on right now with another
6 community on the west side of the state is to look at a
7 challenge at how transportation can help especially
8 individuals who are in distress. I'm actually using
9 what's going on in Flint right now to help people who
10 don't necessarily have reliable transportation get to
11 where the jobs are.

12 And so -- and I don't know if this information
13 is absolutely correct, but I think it's fairly close, but
14 Mr. Benning, who is the head of the MTA, communicated a
15 number of a little over 2,000 people on a daily basis
16 that are being transported to communities outside the
17 City of Flint, like Bridgeport and Lansing and Howell and
18 Brighton and Lapeer and others down in Oakland County.
19 The reason I mention this is because the City of Detroit
20 still has I think real challenges, the income taxes
21 associated with those individuals collected by the
22 locations where they work at and then forward it on to
23 the City of Flint.

24 So, it might be something that you all would
25 want to check out because a couple thousand people are

1 working outside the City of Flint in communities that
2 don't have an income tax, you could very well have the
3 exact same scenario going that the City of Detroit has.

4 MR. JONES: I appreciate you saying that. I
5 did hear this similar information about the number of
6 people who were being transported outside of Flint to
7 employment. And so, I'll sit down and talk with the CFO
8 to see how we might reach out to some of those companies
9 to make sure that we're getting those income taxes.
10 Thank you for sharing that information.

11 CHAIRPERSON HEADEN: Mr. Jones, we'll keep you
12 at the microphone in case we have any questions regarding
13 the next two items, which are two proposed position
14 descriptions and related salary amounts for two
15 positions, the chief financial officer and the director
16 of planning and development.

17 It's my understanding regarding the first, the
18 chief financial officer, that the City would prefer to
19 have the RTAB refer the action upon that position
20 description for the time being until City officials have
21 an opportunity to review it further.

22 MR. JONES: Absolutely. So, yeah, I would like
23 to officially request that that be withdrawn from
24 consideration for today and that we will do, I mean we'll
25 do some revisions before we bring that forward.

1 Also, we want to just mention that we are
2 exploring the possibility of a national search firm to
3 assist with filling that position, and so, hopefully I'll
4 be able to bring more information on that item to the
5 next meeting as well.

6 CHAIRPERSON HEADEN: Great. Thank you.

7 That brings us to the director of planning and
8 development. We have a position description before us.
9 We also have a proposed salary range of 88,000 to 95,000
10 dollars. And I would note for the avoidance of confusion
11 in the future, not all position descriptions need come to
12 the RTAB for approval. It's only those that positions
13 that would head executive departments under the charter,
14 which I believe is limited to ten executive departments.

15 MR. JONES: Correct.

16 CHAIRPERSON HEADEN: Certainly if there is any
17 question in the future as to whether or not a particular
18 PD should come to the RTAB feel free to contact Mr. Cline
19 or staff at the Department of Treasury. We can certainly
20 clarify that for you.

21 MR. JONES: Sure.

22 CHAIRPERSON HEADEN: Are there any questions
23 regarding the proposed position description for director
24 of planning and development?

25 MR. FINNEY: So, this is one of those positions

1 that requires our approval?

2 MR. JONES: This is a department head position,
3 and this person would oversee planning, building, safety
4 inspections. They oversee the major grants, CBEG, ESC
5 and the home funds. And this person also oversees the
6 City of Flint's blight department. So, this is an
7 appointed position according to the charter.

8 MR. FINNEY: So, the one question I have, do we
9 need to get a motion on the table?

10 CHAIRPERSON HEADEN: Let's proceed with a
11 motion to approve the position description.

12 MR. FINNEY: I so move.

13 CHAIRPERSON HEADEN: Is there support?

14 MR. FINNEY: Support.

15 CHAIRPERSON HEADEN: Discussion. Mr. Finney?

16 MR. FINNEY: Yeah. So, the salary range for
17 this position and the potential job functions, is that
18 reflective of any kind of benchmarking in similarly size
19 communities and complexity as Flint?

20 MR. JONES: So, you raise a very good question.
21 And I think what you'll find is that many of Flint's
22 department heads are underpaid compared to similar size
23 cities with similar responsibilities. And so, we have
24 not done a salary study on this one. What we are hoping
25 to do is solicit support that would allow us to do a

1 salary study on not only this position but all of those,
2 and then that would kind of give us an idea as to what we
3 need to do in order to not only bring our department
4 heads up to what the market demands but also secure
5 talent. That's consistent with that as well.

6 So, we have not completed that work and we have
7 requested additional, we are requesting resources to
8 assist with that.

9 MR. FINNEY: Yeah. I recall the issue we had
10 with the public utilities and having to restart that
11 after we realized that the salary range and the
12 responsibilities was not compatible. And so, my caution
13 is are we heading down that road for are this position?
14 Again, I don't have any insight as to whether it's
15 competitive or not, but the salaries seemed a little bit,
16 from my observation again -- I don't have any facts to
17 support that. I'm just curious if we were at all
18 concerned about going down that road again and not being
19 able to fill a key position like this.

20 MR. JONES: So, in the case of this position we
21 do believe that a salary study is necessary. However, we
22 are in conversations with an internal staff person who
23 has been serving in this capacity on an interim basis,
24 and we believe that person would be a suitable person to
25 actually appoint to director of planning and development.

1 So, certainly we don't have any guarantees, but we do
2 believe that we will be able to fill that position very
3 soon.

4 MR. FINNEY: Okay. I thought I understood you
5 to say that you were going to a national --

6 MR. JONES: Well, we're going to conduct a
7 national search for the CFO position, the CFO as well as
8 the DPW director.

9 MR. FINNEY: Okay. Thanks.

10 MR. TOWNSEND: I have a question. I know in
11 previous job descriptions, and I haven't read this
12 greatly, but the issue of residency is addressed in the
13 charter. However, the appointed positions in prior years
14 residency wasn't a requirement. I don't see that in any
15 of the job descriptions I've seen going forward. Is that
16 something that you hope to change in the next charter or
17 is that something --

18 MR. JONES: Well, that's something that we'll
19 certainly have to consult legal on. I do know that there
20 is a charter that is a draft charter that is prepared to
21 go to -- and I haven't read that in this entirety, so I'm
22 not able to address that specifically.

23 CHAIRPERSON HEADEN: Mr. Jones, from a
24 benchmarking standpoint has any thought been given to
25 what the market would be that one would measure whether

1 or not salaries were competitive with the market for
2 Flint and other communities in Genesee County, would it
3 be other cities of comparable size in Michigan, other
4 cities of comparable size across the United States? What
5 would the marketplace be do you anticipate the City would
6 be competing with to try to find chief financial officer,
7 planning and development director, and other key
8 officials?

9 MR. JONES: A very good question. As we think
10 about this what we're thinking about is not only cities
11 with similar size but also cities with similar
12 demographics to the City of Flint, some of the same
13 socioeconomic challenges, the same budget. And ideally
14 we would look at cities that have survived, successfully
15 survived some of the challenges that the City of Flint is
16 experiencing right now. And so, we must take a very
17 broad approach to that, but we do believe that our
18 research will take us outside the Genesee County and to
19 other parts of the country where they are of similar size
20 and similar challenges.

21 CHAIRPERSON HEADEN: Thank you.

22 We have a motion pending regarding the approval
23 of the position description for the director of planning
24 and development. Are there any further questions? If
25 not, those in favor of the motion please say aye.

1 MR. TOWNSEND: Aye.

2 MR. FINNEY: Aye.

3 CHAIRPERSON HEADEN: Opposed?

4 The PD is approved.

5 We now have the separate issue of salary range,
6 which again is 88,000 to 95,000 dollars. Is there a
7 motion that the salary range be approved?

8 MR. TOWNSEND: So moved.

9 CHAIRPERSON HEADEN: Support?

10 MR. FINNEY: Support.

11 CHAIRPERSON HEADEN: The motion is made and
12 seconded. Any discussion?

13 Hearing none, those in favor of the motion
14 please say aye.

15 MR. TOWNSEND: Aye.

16 MR. FINNEY: Aye.

17 CHAIRPERSON HEADEN: Opposed? The motion is
18 adopted.

19 Thank you, Mr. Jones.

20 THE WITNESS: Thank you.

21 CHAIRPERSON HEADEN: The next item of business
22 is public comment. Mr. Cline?

23 MR. CLINE: Yes. We have just one individual
24 who signed up for public comment today, R.L. Mitchell.

25 MR. MITCHELL: Good evening, Michael Townsend

1 and the other Michael. We the people of Flint appreciate
2 you approving the salary, we the people being underpaid
3 for other cities. And we recommend Chicago comparing to
4 the City of Flint. Organized crime, they seem to handle
5 all their business like in the day of Eliot Ness and Al
6 Capone. But we consider Chicago because the finance
7 manager didn't mention that specific city. And thank you
8 for being lenient with us, the people.

9 CHAIRPERSON HEADEN: Thank you, Mr. Mitchell.

10 MR. CLINE: That's all.

11 CHAIRPERSON HEADEN: That concludes public
12 comment. Is there a motion that we adjourn?

13 MR. TOWNSEND: Motion to adjourn.

14 CHAIRPERSON HEADEN: Is there support?
15 Motion has been made and seconded without
16 objection. We are adjourned. Thank you.

17 (Meeting adjourned at 2:46 PM.)
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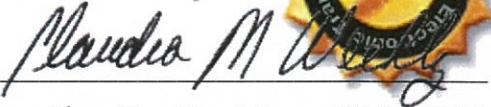
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CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
SS)
COUNTY OF GENESEE)

I hereby certify that on the date and at the place hereinbefore set forth, I reported stenographically the proceedings held in the matter hereinbefore set forth, and that the foregoing is a full, true and accurate transcript of my original stenotype notes.

Dated: March 13, 2017


Claudia M. Weekly, CSR-2963

Notary Public:
Genesee County, Michigan
My Commission Expires:
March 6, 2019

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