

The Special meeting of the Clare City Commission was called to order at 12:05 p.m. in the Commission Chambers by Mayor Pat Humphrey who led the Pledge of Allegiance. Present were: Commissioners Bob Bonham, Pat Humphrey, Jean McConnell and Karla Swanson. Absent: Carolyn (Gus) Murphy. Also present were Ken Hibl, City Manager; Steven Kingsbury, Treasurer and Finance Director; and Diane Lyon, City Clerk.

2. AGENDA:

Moved by Commissioner McConnell second by Commissioner Bonham to approve the Agenda. Ayes: All. Nays: None. Absent: Carolyn (Gus) Murphy. *Motion Carried.*

3. PUBLIC COMMENT: None.

4. UNFINISHED BUSINESS: None.

5. NEW BUSINESS:

A. AIRPORT MANAGER CONTRACT

The City of Clare enjoys a contractual agreement for management services of the Clare Municipal Airport with Mr. Gary Todd. The current compensation paid by the City of Clare to Mr. Todd for said services is \$20,400 annually.

Gary applied for and has been selected to manage the Mt. Pleasant, Michigan Municipal Airport as a full-time employee for significantly greater compensation and benefits. The offer for employment has caused us to reevaluate its current compensation to Gary and concurrently evaluate the tremendously positive impact and the immense value his management services have had on the Clare Municipal Airport and the City in general during his nearly four-year tenure as Airport Manager. Based on the reevaluation and evaluation, the CM Hibl believes that it is in the absolute best interests of the City to retain the outstanding contractual management services of Gary and offer additional compensation to retain him as the Airport Manager.

Under Gary's management, we have set a record of fuel sales at the airport; we have a waiting list for our rental hangars; Gary invested \$18k of his own money to purchase an airplane so that we could have a ground school for pilots at the airport in an effort to promote our airport.

The Clare City Commission was asked to approve an increase in annual compensation to Mr. Todd for contractual management services of the Clare Municipal Airport, with the new amount of annual compensation of \$30,000 becoming effective on the 1st day of November 2016, and approve an amendment to the City's approved 2016/2017 Fiscal Year Budget commensurate with said increase in compensation and direct its Treasurer to take actions needed to administratively amend the City's approved budget accordingly.

The Commission had concerns regarding funding to pay for an increase in Mr. Todd's annual compensation. Treasurer Steven Kingsbury offered that the Commission's prior decisions to eliminate two employment positions have made a positive impact of nearly \$70,000 on the city's financials this fiscal year, but on the same hand the City will lose funds which were previously generated by the Building Department. Mr. Kingsbury suggested that there may be other areas, such as professional development, within the budget that could be trimmed in order to help cover the \$9.6k compensation increase since there is some cushioning built into the budget. In addition, he anticipates fuels sales at the airport to be up \$6,000 this fiscal year. Generating additional revenue by increasing rental fees and fuel prices at the airport also came up for discussion.

While the City of Mt. Pleasant has offered a significant wage increase and full benefits Gary informed the Commission that he prefers to remain in Clare for several reasons: he has personal ties to the community; he owns businesses within the City of Clare; he takes pride in the airport and his accomplishment of building up the airport; and he intends to move to Clare once the purchase agreement on his house in Beaverton is finalized, but if the Commission is unable to grant his request he will likely take the position with Mt. Pleasant.

The Commission is aware of Gary's commitment to the City and the airport but expressed concerns about other employees coming before the Commission with the same type of request; finding revenue to pay for a salary increase in light of other pending costs looming on the horizon; and steps taken by the Commission in recent months to decrease budget expenditures. Mr. Kinsbury pointed out that finding a good, qualified employee to replace Gary may be very difficult under the current wage being offered and that a readjustment of incomes often follows a recessionary period.

After much deliberation and consideration, Commissioner Bonham made a motion, seconded by Commissioner McConnell, to approve the pay increase for Airport Manager, Gary Todd, bringing his annual salary to \$30,000 by adoption of Resolution 2016-122. Roll call vote: Yeas: Commissioners Bob Bonham, Pat Humphrey, and Jean McConnell. Nays: Karla Swanson. Absent: Carolyn (Gus) Murphy. *Motion approved.*

16. ADJOURNMENT

Motion by Commissioner McConnell second by Commissioner Bonham to adjourn the meeting. Ayes: All. Nays: None. Absent: Carolyn (Gus) Murphy. *Motion Carried.* Meeting adjourned at 12:41 p.m.

Pat Humphrey, Mayor

Diane Lyon, City Clerk