

**City Attorney Evaluation/Salary Review Committee**  
**Via Enterprise Video Conferencing**  
**Call: 312-626-6799**  
**ZOOM Meeting ID: 86824 0390 4804**  
**Wednesday August 28, 2024**  
**3:30 P.M.**

**Commissioners Present:** Vice Mayor Sofia and Commissioners Lance, Morris, and Reynolds remotely.

**Commissioners Absent:**

**Others Present:** William Kim, City Attorney; Alicia Greene, Deputy City Clerk; Michelle Hull, HR Director

**Call to Order:** The meeting was called to order at 3:30 P.M.

**Public Comments:** There were none.

**Approval of Minutes:**

Comm. Reynolds, supported by Comm. Morris, made a motion to approve the July 1, 2024 meeting minutes. All yes, none opposed. Motion approved.

**Retiree Stipend Discussion:**

Ms. Fleury discussed the retiree health care stipend available when a retiree takes the City's health plan. Ms. Steele had decided not to take the retiree health plan and has requested the \$200 monthly stipend still be awarded on an annual basis for her lifetime.

Ms. Hull shared a purposed letter of understanding with the Committee which would be presented to the City Commission for consideration

Comm. Reynolds, supported by Comm. Morris, to move forward the drafted letter of understanding to the City Commission for consideration. Motion and Support

Comm. Lance shared concerns with the optics of this request, noting it is unfair to bind the city on future entitlements and obligations for former employees. Comm. Lance stated he would consider this only if Ms. Steele was willing to provide a life insurance policy with the City of Battle Creek listed as the beneficiary.

Comm. Morris asked what the liability would be to the City.

Ms. Fleury responded, noting this would be a liability just as all retiree benefits. Ms. Fleury also noted that if approved by the Commission the payments would be retroactive to Ms. Steele's retirement date. Ms. Fleury would like recommendations from this Committee.

Ms. Hull noted the City would be encountering less liability by paying the benefit annually, verses placing Ms. Steele on the City's insurance plan.

Comm. Reynolds asked Ms. Fleury to clarify if this benefit has never been granted before.

Ms. Fleury clarified the City has never allowed a non-represented retiree to take the \$200 a month stipend, however, we have done other carve outs for other appointed officials.

Comm. Morris and Reynolds requested additional information before making a decision.

Comm. Lance requested a list of every person who has received a carve-out and the details for each, requesting the information be presented in a clear simplified document listing pros and cons. Comm. Lance would like to know if Ms. Steele could have negotiated the \$200 item as part of her retirement package. Comm. Lance would like to have this vote postponed until the additional information is provided to this committee for review.

Comm. Reynolds withdrew her motion and Comm. Morris her support of the motion, to move forward the drafted letter of understanding to the City Commission for consideration.

Comm. Lance, supported by Comm. Reynolds, made a motion to postpone the consideration of the Retiree Stipend to the next City Attorney Evaluation/Salary Review Committee meeting. All yes, none opposed. Motion approved.

**Review of Performance Evaluation Criteria:**

Vice Mayor Sofia provided a copy of previous Attorney Steels goals and all commissioners for review and no additional recommendations were made.

Attorney Kim understands the document and expectations of the Commission.

Vice Mayor Sofia noted this recommendation would go to the full City Commission for consideration.

Comm. Morris, supported by Comm. Reynold, made a motion to move Attorney Kim's purposed goals to the City Commission for consideration. All yes, none opposed. Motion approved.

Vice Mayor Sofia stated this would be presented at the September 17, 2024 City Commission agenda.

**Committee Discussion:** No additional committee discussion took place.

**Next Meeting:** TBD

**Adjournment:** Comm. Sofia adjourned the meeting at 3:54 pm.