

AGENDA

Elected Officers Compensation Commission February 4, 2026 at 12:00 PM



David C. Hollister Lansing City Hall, City Council Conference Room
124 W. Michigan Avenue, 10th Floor
To provide input or ask questions on any item that is listed on the agenda,
Members of the public may contact the Commission at (517) 483-7683 prior to the meeting.

Ben Kohrman
Jeff McAlvey
Derek Melot
Holli Seabury
Liisa Speaker
Steve Young

1. **Call to Order**
2. **Roll Call**
3. **Public Comment on Agenda Items (Up to 3 Minutes)**
4. **Discussion/Action:**
 - A. Election of 2026 Officers
 - B. Determination of 2026 Meeting Schedule
 - C. DISCUSSION - Requests for Materials for deliberations and recommendation
5. **Other**
 - A. Commissioner Comments
 - B. Excused Absences

Adjourn

Persons with disabilities who need an accommodation to fully participate in these meetings should contact the City Council Office at 517-483-4177 (TTY 711) 24 hour notice may be needed for certain accommodations. An attempt will be made to grant all reasonable accommodation requests.

- CODE OF ORDINANCES
Part 2 - ADMINISTRATION CODE
TITLE 8. - BOARDS, COMMISSIONS AND AUTHORITIES
CHAPTER 280. ELECTED OFFICERS COMPENSATION COMMISSION

CHAPTER 280. ELECTED OFFICERS COMPENSATION COMMISSION

Cross reference(s)—Compensation of officers and employees - see CHTR. Secs. 2-104, 9-102; Elections generally - see CHTR. Art. II, Ch. 2; Election Commission - see CHTR. Sec. 2-205; ADM. Ch. 282; Elections under the City Charter - see CHTR. Secs. 9-302, 9-401, 9-402; Compensation of judges - see ADM. 210.01(Rule 48); Compensation of Housing Commission members - see ADM. 260.02; Compensation of Senior Citizens Advisory Board members - see ADM. 278.04; Compensation of Waterfront Development Board members - see ADM. 264.03; Compensation of Board of Trustees of Employees' Retirement System - see ADM. 292.09.

280.01. Establishment; powers and duties.

Pursuant to M.C.L.A. 117.5c, as amended, there is hereby established an Elected Officers Compensation Commission in and for the City. The Commission shall determine the salaries of all elected officials, and such determinations shall be controlling, unless Council, by resolution adopted by two-thirds of the members, rejects them. The determinations of the Commission shall be effective 30 days following their filing with the City Clerk, unless rejected by Council. In case of rejection, the existing salary shall prevail. Any expense allowance or reimbursement paid to elected officials in addition to salary shall be for expenses incurred in the course of City business and accounted for to the City.

(Ord. No. 319, 6-18-73)

280.02. Membership; terms; vacancies.

The Elected Officers Compensation Commission shall consist of seven members who are registered electors of the City and who shall be appointed by the Mayor, subject to confirmation by a majority of the members elected and serving in Council. The terms of office of the members shall be seven years. Members shall be appointed before October 1 of the year of appointment and shall serve until October 1 of the year in which their terms expire or until their successors qualify for office. Vacancies shall be filled for the remainder of the unexpired term. No member or employee of the legislative, judicial or executive branch of any level of government or members of the immediate family of such member or employee shall be eligible to be a member of the Commission.

(Ord. No. 319, 6-18-73)

280.03. Meetings; chairperson; compensation.

Commencing in 2022, the Elected Officers Compensation Commission shall meet for not more than 15 session days in each even-numbered year and shall make its determination within 45 calendar days after its first meeting. Council shall designate, by resolution, the date, time and location for the first meeting, thereby officially calling the Commission together for the carrying out of its official duties. The first meeting in even-numbered years shall not be set later than February 21. The City Clerk shall notify the members of the Commission in writing concerning the designated date, time and location, at least seven calendar days in advance. A majority of the members of the Commission constitutes a quorum for conducting the business of the Commission. The Commission shall not take action or make a determination without the concurrence of a majority of the members appointed and serving on the Commission. The Commission shall elect a Chairperson from among its members. As

used in this section, "session days" means calendar days on which the Commission meets and a quorum is present. The members of the Commission shall not receive compensation but shall be entitled to actual and necessary expenses incurred in the performance of official duties.

(Ord. No. 532, 5-7-79; Ord. No. 1284 , § 1, 5-10-21)

280.04. Open meetings.

The business which the Elected Officials Compensation Commission may perform shall be conducted at public meetings of the Commission held in compliance with Public Act 267 of 1976, being M.C.L.A. 15.261 to 15.275. Public notice of the time, date and place of such meetings shall be given in the manner required by Public Act 267 of 1976.

(Ord. No. 532, 5-7-79)

280.05. Freedom of information.

A writing prepared, owned, used, in the possession of or retained by the Elected Officials Compensation Commission in the performance of an office function shall be made available to the public in compliance with Public Act 442 of 1976, being M.C.L.A. 15.231 to 15.246.

(Ord. No. 532, 5-7-79)

Jan 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEB 2026

Mar 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4 1 st mtg	5	6	7
8	9	10	11	12	13	14
15	16 Presidents' Day	17	18	19	20	21
22	23 Council Mtg	24	25	26	27	28

Feb 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MAR 2026

Apr 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9 Council Mtg	10	11	12	13	14
15	16	17	18	19	20	21 45 th day
22	23 Council Mtg	24	25	26	27	28
29	30	31	1	2	3	4



Elected Officers Compensation Commission

The following are items or invitations the Commission has reviewed in the past. Staff is asking to address these at the first meeting to determine future meeting agendas and meet the 45-day timeline.

List of Materials Commission has requested in the past:

- Consumer Price Index (CPI)
- Inflation Rates
- City Union Wage and Salary Adjustments from _(Years)
- Salaries for the top six (6) employees in the City employment
- Financial Overview
- Salary Comparisons from 10 other comparable communities

Staff requested to attend in the past:

Finance Director DATE: _____
(Provide financial overview)____

HR DATE: _____
(provide salaries for top employees/union wage comparison/community comparison)

Invitation extended in the past to speak to the Commission:

City Council Members DATE: _____
City Clerk – DATE: _____
Mayor – DATE: _____

Any additional materials or invitations for 2026:

EOCC Past Recommendations											
	3/12/1991		1/1/1992		4/8/1993	3/25/1995		3/21/1997 Rejected			
	1991		1992		1993	1994	Attempt to reject failed	6/1/1995	1/1/1996	6/1/1997	1/1/1998
Mayor	\$71,590		\$74,095	3.49%	No Increase	No Increase		\$81,000	\$85,000	\$87,975	\$91,054
Clerk	\$46,300		\$48,152	4.00%	No Increase	No Increase		\$58,000	\$58,000	\$58,000	\$59,000
Council	\$12,877		\$13,392	4.00%	No Increase	No Increase		\$14,000	\$14,000	\$15,000	\$15,000
Vice President	\$12,877		\$13,392		No Increase	No Increase		\$14,750	\$14,750	\$15,750	\$15,750
President	\$12,877		\$13,392		No Increase	No Increase		\$15,500	\$15,500	\$16,500	\$16,500

	from 1996		(Accepted March 1999)				Accepted March 2001			
	1997	1998	1/1/1999	7/1/1999	7/1/2000		7/1/2001		7/1/2002	
Mayor	Rejected	Rejected	\$85,000	\$90,000	\$95,000	5.56%	102,000	7.35%	\$107,000	4.90%
Clerk	Rejected	Rejected	\$58,000	\$62,950	\$67,900	7.86%	\$68,500	0.88%	\$69,100	0.88%
Council	Rejected	Rejected	\$14,000	\$17,000	\$19,000	11.76%	\$20,200	3.16%	\$20,200	3.06%
Vice President	Rejected	Rejected	\$14,750	\$17,750	\$19,750	11.27%	\$20,950	3.04%	\$20,950	2.70%
President	Rejected	Rejected	\$15,500	\$18,500	\$21,000	13.50%	\$21,600	2.86%	\$22,200	2.78%

	Last Increase	Rejected			Self-supported Vision Care added		Council Healthcare Removed 1/01/2010				
	2002				4/24/2005	4/30/2007		Accepted 4/30/2009			
	7/1/2002	7/1/2003	7/1/2004	7/1/2005	7/1/2006	7/1/2007	7/1/2008	7/1/2009	7/1/2009	1/1/2010	7/1/2010
Mayor	\$107,000	\$108,500	\$110,000	No Increase	No Increase	No Increase	No Increase	102,037	10%prem	10%prem	\$102,037
Clerk	\$69,100	\$70,100	\$71,100	No Increase	No Increase	No Increase	No Increase	\$72,831	10%prem	10%prem	\$72,831
Council	\$20,200	\$20,500	\$20,800	No Increase	No Increase	No Increase	No Increase	\$20,200	10%prem	discontinue	\$20,200
Vice President	\$20,950	\$21,250	\$21,550	No Increase	No Increase	No Increase	No Increase	\$20,950	10%prem	discontinue	\$20,950
President	\$22,200	\$22,500	\$22,800	No Increase	No Increase	No Increase	No Increase	\$22,200	10%prem	discontinue	\$22,200

Accepted 3/22/2011			
1/1/2010	1/1/2010	1/1/2011	1/1/2011
	Healthcare	Salaries	
Mayor	Discontinued	No Increase	\$ 101,650
Clerk	Discontinued	No Increase	\$ 72,555
Council	Discontinued	No Increase	\$ 20,200
Vice Presic	Discontinued	No Increase	\$ 20,950
President	Discontinued	No Increase	\$ 22,200

C.A. 09-23

2013	March 28, 2013
	Salaries
Mayor	107,000
Clerk	\$72,555
Council	\$20,200
Vice President	\$20,950
President	\$22,200

Accepted 3/5/2015			
	Effective	7/1/2015	
	Salaries	New Amount	Fringe Benefit
Mayor	Increase	\$ 128,400	Benefits & Vehicle
Clerk	Increase	\$ 87,066	Benefits
Council	Increase	\$ 24,240	
Vice President	Increase	\$ 25,140	
President	Increase	\$ 26,640	

2017	Proposed-effective 7/1/2017	Proposed-effective 7/1/2018		
	Salaries	New Amount	New Amount	Fringe Benefit
Mayor	Increase	\$ 129,684	\$ 130,980	No Chg from 2015
Clerk	Increase	\$ 87,936	\$ 88,815	No Chg from 2015
Council	NO CHANGE	\$ 24,240	\$ 24,240	Rejected
Vice President	NO CHANGE	\$ 25,140	\$ 25,140	Rejected
President	NO CHANGE	\$ 26,640	\$ 26,640	Rejected

Res 2017-095

2019	Salaries	Effective 1/1/2019	Effective 1/1/2020	Effective 1/1/2021	Fringe Benefit	STATUS
Mayor	Increase	\$ 134,058.25	\$ 136,739.42	\$ 139,610.42	No Chg from 2015	Approved
Clerk	Increase	\$ 90,902.77	\$ 92,720.83	\$ 94,667.97	No Chg from 2015	Approved
Council Pres.	Increase	\$ 27,813.95	\$ 28,370.23	\$ 28,966.00	No Chg from 2010	Approved
Council VP	Increase	\$ 26,247.85	\$ 26,772.81	\$ 27,335.04	No Chg from 2010	Approved
Council Mbr	Increase	\$ 25,308.19	\$ 25,814.35	\$ 26,356.45	No Chg from 2010	Approved

2021	Salaries	Eff. 1/1/2021 per 2019 Decision	Fringe Benefit	
Mayor	NO CHANGE	\$ 139,610.42	No Chg from 2015	
Clerk	NO CHANGE	\$ 94,667.97	No Chg from 2015	
Council Pres.	NO CHANGE	\$ 28,966.00	No Chg from 2010	
Council VP	NO CHANGE	\$ 27,335.04	No Chg from 2010	
Council Mbr	NO CHANGE	\$ 26,356.45	No Chg from 2010	

2022	Salaries	Eff. 1/1/2022 per 2022 Decision	Eff. 1/1/2023 per 2022 Decision	Fringe Benefit	STATUS
Mayor	Increase	3%	3%	No Chg from 2015	Rejected
Clerk	Increase	5%	5%	No Chg from 2015	Approved
Council Pres.	NO CHANGE	\$ 28,966.00	\$ 28,966.00	No Chg from 2010	NA
Council VP	NO CHANGE	\$ 27,335.04	\$ 27,335.04	No Chg from 2010	NA
Council Mbr	NO CHANGE	\$ 26,356.45	\$ 26,356.45	No Chg from 2010	NA

2024	Salaries	Eff.: 1/1/2024 per 2024 Decision	Eff. 1/1/2025: per 2024 Decision	Fringe Benefit	STATUS
Mayor	Increase	\$ 143,798.73	\$ 148,112.69	No Chg from 2015	
Clerk	Increase	\$ 120,000.00	\$ 123,600.00	No Chg from 2015	
Council Pres.	Increase	\$ 29,834.98	\$ 30,730.03	No Chg from 2010	
Council VP	Increase	\$ 28,155.09	\$ 28,999.74	No Chg from 2010	
Council Mbr	Increase	\$ 27,327.14	\$ 28,146.95	No Chg from 2010	



Elected Officers Compensation Commission

March 11, 2024

Mr. Chris Swope
Lansing City Clerk
Ninth Floor, City Hall
Lansing, Michigan 48933

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2024-25 Salary Determination Letter and 2024 Elected Officials Summary of Fringe Benefits for filing as the 2024-25 determinations of the Elected Officers Compensation Commission for the City Council Members, Council President and Council Vice President.

If you have any questions with respect to this filing, please do not hesitate to contact me.

Thank you for your assistance.

Sincerely,

Sherrie Boak
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary



Elected Officers Compensation Commission

March 11, 2024

Council President Jeremy Garza
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Garza and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met during February and March 2024. The EOCC reviewed internal economic and financial documents and the current salary and benefit compensation packages of the Mayor, City Clerk, and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable communities across Michigan and neighboring states. The following people attended the Commission meetings to answer questions and share their thoughts; Elizabeth O'Leary, Jake Brower, Clerk Swope, and Mayor Schor.

Our determination is based on the national and state economic climate, the current financial condition of the City, our review of executive and legislative responsibilities, and salary/benefit comparisons with other Michigan communities and with recent compensation changes in the city work force. The Commission considered the compensation history for all relevant positions going back as far as 1991, and considered the feedback from various executive officers and City staff.

Determination

The Commission determines that annual salaries and respective effective dates, shall be as follows:

	<u>January 1, 2024</u>	<u>January 1, 2025</u>
City Council President	\$29,834.98	\$30,730.03
City Council Vice President	\$28,155.09	\$28,999.74
Council Members	\$27,327.14	\$28,146.95

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2024, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current health care made available to elected officials comports with the three-tier optional plan provided to employees of the City. The intention of this change is to comply with Public Act 152 of 2011, which capped the amount the City can pay for health care premiums. This change will provide elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense.

Other Compensation

It is acknowledged that none of the elected officers earn compensatory, vacation, or sick time, and upon termination, they are not entitled to any compensation for the same.

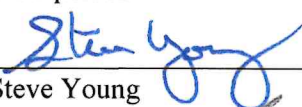
TRANSMITTAL

We, the members of the Elected Officers Compensation Commission, respectfully, adopt the collective determinations now transmitted.

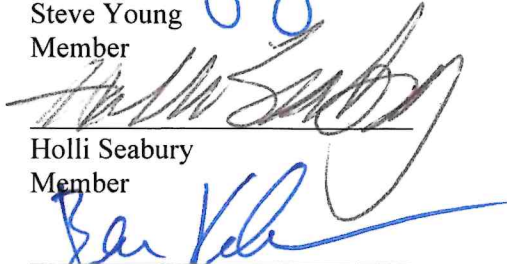
ELECTED OFFICERS COMPENSATION COMMISSION



Derek Melot
Chairperson



Steve Young
Member



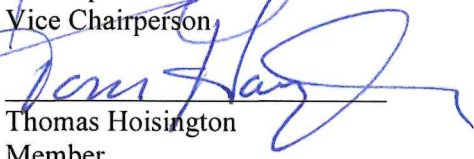
Holli Seabury
Member



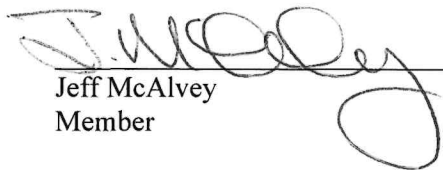
Ben Kohrman
Member



Liisa Speaker
Vice Chairperson



Thomas Hoisington
Member



Jeff McAlvey
Member



Elected Officers Compensation Commission

March 11, 2024

Mr. Chris Swope
Lansing City Clerk
Ninth Floor, City Hall
Lansing, Michigan 48933

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2024-25 Salary Determination Letter and 2024 Elected Officials Summary of Fringe Benefits for filing as the 2024-25 determination of the Elected Officers Compensation Commission for the Mayor.

If you have any questions with respect to this filing, please do not hesitate to contact me.

Thank you for your assistance.

Sincerely,

Sherrie Boak
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary



Elected Officers Compensation Commission

March 11, 2024

Council President Jeremy Garza
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Garza and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met during February and March 2024. The EOCC reviewed internal economic and financial documents and the current salary and benefit compensation packages of the Mayor, City Clerk and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable communities across Michigan and neighboring states. The following people attended the Commission meetings to answer questions and share their thoughts: Elizabeth O'Leary, Jake Brower, Clerk Swope and Mayor Schor.

Our determination is based on the national and state economic climate, the current financial condition of the City, our review of executive and legislative responsibilities and salary/benefit comparisons with other Michigan communities and recent compensation changes for the city work force. The Commission considered the compensation history for all relevant positions going back as far as 1991, and considered the feedback from various executive officers and City staff.

Determination

In considering salary changes for the Mayor, the Commission determined a 3 percent increase based on similar increases seen with city bargaining units.

The Commission determines that annual salary increases and respective effective dates shall be as follows:

	<u>January 1, 2024</u>	<u>January 1, 2025</u>
Mayor	\$143,798.73	\$148,112.69

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2024, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current health care made available to elected officials comports with the three-tier optional plan provided to employees of the City. The intention of this change is to comply with Public Act 152 of 2011, which capped the amount the City can pay for health care premiums. This change will provide elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense.

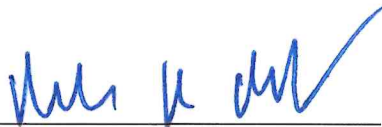
Other Compensation

It is acknowledged that none of the elected officers earn compensatory, vacation, or sick time, and upon termination, they are not entitled to any compensation for the same.

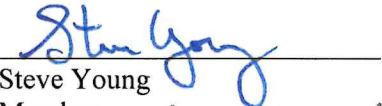
TRANSMITTAL

We, the members of the Elected Officers Compensation Commission, respectfully, adopt the collective determinations now transmitted.

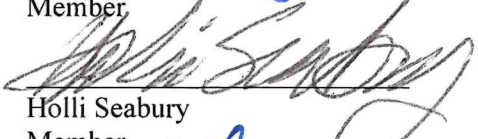
ELECTED OFFICERS COMPENSATION COMMISSION



Derek Melot
Chairperson



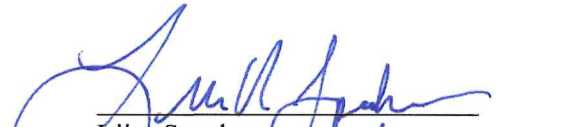
Steve Young
Member



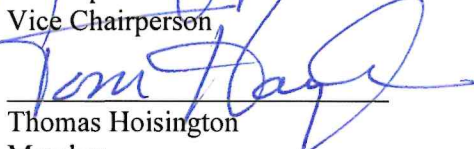
Holli Seabury
Member



Ben Kohrman
Member



Liisa Speaker
Vice Chairperson



Thomas Hoisington
Member



Jeff McAlvey
Member



Elected Officers Compensation Commission

March 11, 2024

Mr. Chris Swope
Lansing City Clerk
Ninth Floor, City Hall
Lansing, Michigan 48933

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2024-25 Salary Determination Letter and 2024-25 Elected Officials Summary of Fringe Benefits for filing as the 2024-25 determinations of the Elected Officers Compensation Commission for the City Clerk.

If you have any questions with respect to this filing, please do not hesitate to contact me.

Thank you for your assistance.

Sincerely,

Sherrie Boak
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary



Elected Officers Compensation Commission

March 11, 2024

Council President Jeremy Garza
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Garza and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met during February and March 2024. The EOCC reviewed internal economic and financial documents and the current salary and benefit compensation packages of the Mayor, City Clerk and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable communities across Michigan and neighboring states. The following people attended the Commission meetings to answer questions and share their thoughts; Elizabeth O’Leary, Jake Brower, Clerk Swope and Mayor Schor.

Our determination is based on the national and state economic climate, the current financial condition of the City, our review of executive and legislative responsibilities, salary/benefit comparisons with other Michigan communities and recent compensation changes for the city work force. The Commission considered the compensation history for all relevant positions going back as far as 1991, and considered the feedback from various executive officers and City staff.

Determination

In considering the City Clerk’s salary, after hearing from the City Clerk and his verification of increased duties due to state law changes on elections, additional staff and recent relocation of offices, the following changes were determined. Therefore, the Commission has determined to make the following changes to the salary for the City Clerk.

The Commission determines that annual salary and respective effective dates shall be as follows:

	<u>January 1, 2024</u>	<u>January 1, 2025</u>
City Clerk	\$120,000.00	\$123,600.00

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2024, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current health care made available to elected officials comports with the three-tier optional plan provided to employees of the City. The intention of this change is to comply with Public Act 152 of 2011, which capped the amount the City can pay for healthcare premiums. This change will provide elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense.

Other Compensation

It is acknowledged that none of the elected officers earn compensatory, vacation, or sick time, and upon termination, they are not entitled to any compensation for the same.

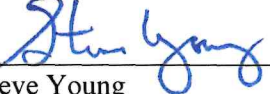
TRANSMITTAL

We, the members of the Elected Officers Compensation Commission, respectfully, adopt the collective determinations now transmitted.

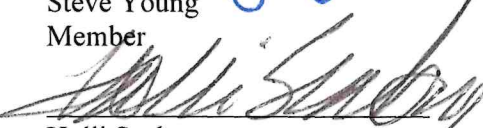
ELECTED OFFICERS COMPENSATION COMMISSION




Derek Melot
Chairperson



Steve Young
Member



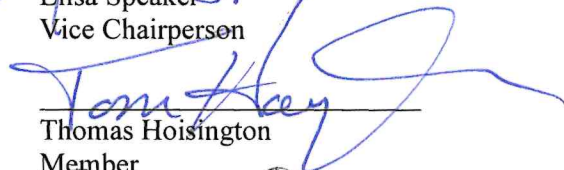
Holli Seabury
Member



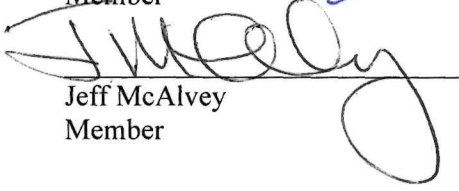
Ben Kohrman
Member



Liisa Speaker
Vice Chairperson



Thomas Hoisington
Member



Jeff McAlvey
Member

City of Lansing

ELECTED OFFICIALS Summary of Fringe Benefits 2024

Elected officials shall be eligible for City-provided health, dental, and life insurance coverage, and for participation in any deferred compensation program, as summarized below. Unless otherwise noted, this Summary of Fringe Benefits is operative on JULY 1, 2019. The last adopted recommended Summary of Fringe Benefits remains operative until that date.

I. FOR THE MAYOR AND CITY CLERK ONLY:

Health Insurance: The City of Lansing shall provide at the time of being sworn in or during an annual open enrollment period the following choice of medical insurances. Coverage will be effective the first (1st) day of the month following the date the Mayor or Clerk, respectively, are sworn in. If an elected official chooses a non-base plan, he or she will be required to pay the difference between the base and non-base plan, in addition to any premium share. Elected officials selecting the base plan below will receive a \$400 cash payment incentive for each plan year chosen.

- **Base Plan** - includes a \$40.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$1000/single and \$2000/ family in network deductible and 80% co-insurance. Emergency room services have a \$250 co-pay and Urgent Care visits have a \$60 co-pay.
- **Option 1** - includes a \$30.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$500/single and \$1000/ family in network deductible and 80% co-insurance. Emergency room services have a \$150 co-pay and Urgent Care visits have a \$50 co-pay.
- **Option 2** - includes a \$20.00 co-pay for office visits. Prescription drug co-pays are \$10/\$20/\$40 or \$15/\$25/\$50 for Physician's Health Plan. This plan includes a \$500 calendar year limit on preventative services, emergency room services with a \$50 co-pay, and a \$20 co-pay and 100% coverage for mental health and substance abuse services.

The Base Plan is as provided above. If the Base Plan exceeds the state mandated hard cap amount, the elected official will pay the difference. If the elected official chooses to "buy up" to an optional plan (either Option 1 or Option 2) the elected official will be responsible for any cost differential between the Base Plan premium and the premium of the selected optional plan chosen. Benefit summaries and rate sheets are available in the Department of Human Resources.

Vision Plan: The Mayor and City Clerk are eligible to purchase the Blue Cross Blue Shield VSP 12/12/12 Vision Plan. This plan provides vision exams, lenses and frames, and contact lenses with co-pays.

Opt out: The Mayor and City Clerk will be allowed to opt out of the City's health care plan annually, during the City's open enrollment period provided the Mayor or City Clerk provides written proof of coverage from another source. The Mayor or City Clerk who opts out of the City's health care plan will be eligible to receive \$1,800 in any year in which they receive coverage from another source. In addition, such payments will be made twice a year, by separate check, following the period of time the Mayor or Clerk had alternate coverage.

Dental Insurance: The City pays the full premium costs for the Dental plan provided by the City, coverage includes the Mayor and City Clerk and family members. Coverage includes 100% coverage for cleaning; 50% coverage for treatment costs with an \$800 maximum per person per contract year. Mayor and City Clerk and dependents will also receive orthodontic coverage which provides \$1,000 lifetime maximum per

person. Coverage is effective the first day of the month following thirty calendar days of service. Booklets and summaries are available in the Department of Human Resources.

Retiree Dental Insurance: Eligible retirees shall be covered by the same insurance as the active Mayor and City Clerk. The Mayor and City Clerk shall become eligible for retiree dental insurance beginning at the date of termination of employment with the City, or at age fifty-five (55), whichever is later; provided the Mayor or City Clerk respectively has at least fifteen (15) years of service with the City.

AFLAC: The Mayor and City Clerk will have the opportunity to pay for medical insurance premiums, unreimbursed medical expenses, and dependent care costs with pretax dollars through AFLAC. AFLAC also offers supplemental insurances that may be purchased on a pretax basis through payroll deduction. The maximum annual benefit for AFLAC medical insurance premiums and unreimbursed maximum medical expenses shall be the sum permitted by the Internal Revenue Code. The maximum benefit for AFLAC dependent care costs shall be the sum permitted by the Internal Revenue Code.

Life Insurance: The City pays the premium for a base \$50,000 of group life and \$50,000 Accidental Death and Dismemberment Insurance for the Mayor and City Clerk. Life insurance coverage for dependents is available for a reasonable cost to the Mayor and City Clerk, in accordance with the following schedule:

Spouse	\$25,000
Unmarried child, age 14 days to 6 months	\$500
6 months to 23 years	\$ 2,000

Coverage is effective one (1) month and one (1) day following the commencement of service. Summaries are available in the Department of Human Resources.

Vacation: No accrued time for sick leave, vacation, or personal time shall exist or be required.

Parking/Transportation: The Mayor and City Clerk shall have designated parking in the basement of City Hall.

Vehicle: An automobile will be provided for the regular full time use of the Mayor.

Deferred Compensation: The Mayor and City Clerk shall be eligible to participate in the City's deferred compensation 457 plans as may be offered by the City. Currently those plans include Voya and T. Rowe Price. The Mayor and City Clerk will be able to contribute up to the maximum allowed by the IRS annually through payroll deduction. Summaries are available in the Department of Human Resources.

Defined Contribution Retirement System: In accordance with the City Charter, officials elected on or after October 1, 1990 shall belong to the City of Lansing Defined Contribution Money Purchase Pension Plan. The Plan provides for:

- 1) A City contribution totaling 6% of the Mayor or City Clerk's gross salary. The Plan is administered by Principal Financial Group.
- 2) The Mayor and City Clerk become eligible for City contributions following six (6) months of service and must be enrolled in the Plan prior to completion of six (6) months of service in order to self-direct the investment options of their retirement account. Failure to enroll prior to completion of six (6) months of service shall result in the City transferring monies into the Plan which shall default to the fund designated as the default fund.

- 3) The Mayor and City Clerk will be notified by Principal Financial Group to enroll persons and benefits are managed online.
- 4) The Mayor and City Clerk have the option of contributing up to five percent (5%) of their compensation each Plan Year, subject to certain limits imposed by law.
- 5) At the end of three full years of service the Mayor and City Clerk will be vested for all City contributions. Should the Mayor and City Clerk leave at the end of three full years the elected official will have the following options:
 - Lump sum payment subject to applicable taxes;
 - Rollover monies into another tax deferred investment option; or
 - Leave monies in the plan and continue to be invested tax deferred.
- 6) The Mayor and City Clerk are also eligible for a City paid long-term disability policy which is administered by the selected vendor following the completion of six (6) months of service. The Mayor and City Clerk shall receive information pertaining to the long-term disability policy at the quarterly enrollment session.

Retirement Health Care: Optional: This is a one-time only option that must be made in writing within thirty (30) days after being officially sworn in or having elected to qualify on or before July 1, 2001. For all officials elected after October 29, 1990, the City agrees to provide retirement health care coverage up to 100% of the premium for the Base Plan health care coverage provided to active Mayor and City Clerk. Retirement health coverage shall begin at the date of termination of employment with the City, provided the Mayor and City Clerk have at least 15 years of service with the City and be at least 55 years of age. This coverage is available at a cost of 3.25% of the Mayor and City Clerk's respective gross pay. This coverage shall be the same insurance coverage provided to the active Mayor and Clerk. Retirees shall convert to complementary coverage at their Medicare eligibility date. Retiree health benefits shall not include spouse or family coverage for a Mayor or City Clerk first elected after July 1, 2009.

II. FOR CITY COUNCILMEMBERS:

The fringe benefits designated in this Section II are for City Councilmembers.

Health Insurance: Councilmembers shall have the option to purchase health care insurance, at their own expense. If chosen, coverage will be effective the first (1st) day of the month following the date the Councilmember is sworn in (commencement of service) or chosen during an annual open enrollment period. Current plans offered are following UAW coverage plans:

- Base Plan - includes a \$40.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$1000/single and \$2000/ family in network deductible and 80% co-insurance. Emergency room services have a \$250 co-pay and Urgent Care visits have a \$60 co-pay.
- Option 1 - includes a \$30.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$500/single and \$1000/ family in network deductible and 80% co-insurance. Emergency room services have a \$150 co-pay and Urgent Care visits have a \$50 co-pay.
- Option 2 - includes a \$15.00 co-pay for office visits. Prescription drug co-pays are \$0/\$15/\$40. Emergency room services with a \$50 co-pay, \$20 co-pay for urgent care, and a \$15 co-pay for mental health and substance abuse services.

Benefit summaries and rate sheets are available in the Department of Human Resources.

Vision Plan: Councilmembers will be eligible to purchase the Blue Cross Blue Shield VSP 12/12/12 Vision Plan. This plan provides vision exams, lenses and frames, and contact lenses with co-pays.

Dental Insurance: Councilmembers shall have the option to purchase this dental insurance, at their own expense, on the same terms and at the same rate as other part-time employees of the City for whom such coverage is available, currently UAW. Coverage includes 100% coverage for cleaning; 50% coverage for treatment costs with a \$1,500 maximum per person per benefit year. Councilmembers and dependents will also receive orthodontic coverage which provides fifty percent (50%) of treatment costs with a \$3,000.00 lifetime maximum per person. Coverage is effective the first day of the month following thirty calendar days of service. Booklets and summaries are available in the Department of Human Resources.

Retiree Dental Insurance: Eligible retirees shall be covered by the same insurance as active Councilmembers. The Councilmember shall become eligible for retiree dental insurance beginning at the date of termination of employment with the City, or at age fifty-five (55), whichever is later; provided the Councilmember has at least fifteen (15) years of service with the City. Councilmembers first taking office on or after January 1, 2010, shall not be eligible for this benefit.

AFLAC: The Councilmembers will have the opportunity to pay for medical insurance premiums, unreimbursed medical expenses, and dependent care costs with pretax dollars through AFLAC. AFLAC also offers supplemental insurances that may be purchased on a pretax basis through payroll deduction. The maximum annual benefit for AFLAC medical insurance premiums and unreimbursed maximum medical expenses shall be the sum permitted by the Internal Revenue Code. The maximum benefit for AFLAC dependent care costs shall be the sum permitted by the Internal Revenue Code. Councilmembers first taking office on or after January 1, 2019 shall not be eligible for this benefit.

Life Insurance: Councilmembers are not eligible for City provided group life and Accidental Death and Dismemberment Insurance.

Vacation: No accrued time for sick leave, vacation, or personal time shall exist or be required.

Parking/Transportation: Councilmembers shall have designated parking as provided by the Rules adopted by City Council.

Deferred Compensation: Councilmembers shall be eligible to participate in the City's deferred compensation 457 plans as may be offered by the City. Currently those plans include Voya and T. Rowe Price. Councilmembers will be able to contribute up to the maximum allowed by the IRS annually through payroll deduction. Summaries are available in the Department of Human Resources.

Defined Contribution Retirement System: Officials elected on or after October 1, 1990 and first taking office before January 1, 2010, shall belong to the City of Lansing Defined Contribution Money Purchase Pension Plan.

Retirement Health Care: For all officials elected after October 29, 1990 and taking office before January 1, 2010 who exercised the option to participate in retiree healthcare, the City will provide retirement health care coverage up to 100% of the premium for the Base Plan health care coverage provided to the active Mayor and Clerk. Retirement health coverage shall begin at the date of termination of employment with the City, provided the Councilmember has at least 15 years of service with the City and be at least the age of 55. This coverage is available at a cost of 3.25% of the Council member's gross pay. This coverage shall be the same insurance coverage provided to the active Mayor and Clerk. Retirees shall convert to complementary coverage at their Medicare eligibility date.

Retiree Healthcare Opt out: Councilmembers who receive Retirement Health Care insurance will be allowed to opt out of the City's health care plan annually, during the City's open enrollment period provided the Councilmember provides written proof of coverage from another source. Any Councilmember who opts

out of the City's health care plan will be eligible to receive \$1,800 in any year in which they receive coverage from another source. In addition, such payments will be made twice a year, by separate check, following the period of time the Councilmember had alternate coverage.

Department of Human Resources, 8th Floor, 124 W. Michigan, Lansing MI 48933. Phone: 483-4014

EQUAL OPPORTUNITY EMPLOYER

Revised 4/21/04: Retiree dental

Revised 03/28/2007: Vision

Revised 03/30/09: Phased elimination of benefits for Councilmembers

Revised 03/22/11: For clarity

Revised 4/02/13: To provide for three tier optional health insurance plans in compliance with PA 152 of 2011, and other clarifications

Revised 3/5/2015: For technical corrections and clarifications

Revised 3/17/2017 For Clerk and Mayor Compensation

Revised 3/14/19 for Compensation

Revised 2/24/2021 No Changes for Elected Officials

Revised 3/24/2022 Compensation & Updated Fringe

2024 Salary and Fringe Benefit Survey as of 2/26/2024								
Wages are annual unless otherwise noted								
City	Population	Type of Government	City Clerk	Council Member	City Manager (if applicable)	Mayor	Benefits	City Clerk Vehicle
Ann Arbor, Michigan	121,536	City Manager	\$99,749-\$129,547; Incumbent is at \$131,875.17	Current: \$27,366.73 7/1/2024: \$29,869.54 7/1/2025: \$32,539.62	City Administrator's salary is determined by Council, and our interim City Administrator's salary is \$250,000.00	Current :\$49,757.69 7/1/2024: \$51,947.03 7/1/2025: \$54,232.70	N/A	No
Dearborn, Michigan	108,420	Strong Mayor	\$108,018	President - \$19,620 + meeting stipend (\$100/meeting); Member - \$16,333 + meeting stipend (\$100/meeting)	N/A	\$168,775	Mayor & City Clerk receive general benefit programs (medical, dental, vision, PTO, paid holidays, life insurance, 401A defined contribution plan, deferred compensation 457 plan, health care savings plan). City Council Member/President do not receive benefits.	No
East Lansing, Michigan	47,340	City Manager	\$114,618.92 (not an elected position)	\$9,070 (not a full time position)	\$180,000.00	\$10,600 (not a full time position)	Only City Clerk and City Manager receive benefits, including health, dental, life, ltd, PTO, and retirement	No
Flint, Michigan	80,628	Strong Mayor	\$70,817.7600	Council Member: \$25,000 Council President: \$27,500	N/A	\$125,000.10	Medical, Dental, Vision, Life & ADD insurance (\$75,000), STD, FSA, MERS retirement (Hybrid only)	
Lansing, Michigan	112,513	Strong Mayor	\$104,371.44	President \$28,966.00 VP \$27,335.04 Members \$26,356.45	N/A	\$139,610.95	Council: Option to purchase health and dental. Mayor and Clerk: Health, Dental, DC, Long Term Disability, Life Insurance	No
Rochester Hills, Michigan	77,000	Strong Mayor	appointed position; \$118,410.00-\$137,268.00	\$6,944.16 annually; \$70/meeting after 10 meetings per year; City Council President: \$8,816.07	N/A	\$142,981.00-\$165,751.00	14% DC Pension Contribution, 4% Retiree Healthcare Savings City Council only has pension 12%	No
Royal Oak, Michigan	56,833	City Manager	\$136,325	\$20 per meeting	\$158,393	\$40 per meeting	Only City Clerk and City Manager receive benefits. I attached our health benefits (note that dental coverage is at no cost to the employee)	
Warren, Michigan	134,777	Strong Mayor	\$92,923.00	\$31,411.90	N/A	\$125,642.00	Health, dental, life insurance provided with no premiums. We also offer voluntary life insurance, 401k, RHS, FSA, and Aflac plans.	No

CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2024

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
T580/243	2.75%	2.75%	2.00% - 02/03	2.00% - 02/04	2.00% - 02/05	2.00% - 02/06	contract in negotiations; no retro	contract in negotiations; no retro	contract in negotiations; no retro	\$750 cash bonus and 1.75%	1.25%	0.00%	\$1,000 cash bonus	2%	1%
T214	2.75%	3.00%	1.30% - 08/03	2.25% - 08/04	2.25% - 08/05	2.25% - 08/06	contract in negotiations; no retro	contract in negotiations; no retro	1.0% Cash Bonus - Feb 09 1.25% - Aug 2009	1.25%	0%	\$1,000 cash bonus and \$1,000 signing bonus	\$800 cash bonus for FY14	N/A (see 2013) CBA Expiration Changed to 12/31 from 8/31.	2.50%
CCLP NS	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 06/30/09	\$850 cash bonus	1.50%	2.00%	\$1,000 cash bonus	2.50%	2.50%
CCLP Supervisory	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 07/15/09	1%	1.5% - 07/16/11	1.75% - 07/16/12	\$750 cash bonus	1%	2.50%
IAFF, Local 421	1.60% - 01/01/02 1.50% - 07/01/02	1.50%	1.53% - July 2003	1.53% - 01/04 1.55% - 07/04	1.55% - 01/05 1.6% - 07/05	1.60% - 01/06 1.80% - 07/06	2.10% - 07/07	2.30% - 07/08	2.50% - 07/09	\$1,000 cash bonus - 07/01/10	1.5% - 07/01/11	1.5% - 07/01/12	contract in negotiations; no retro	\$1,000 cash bonus and 2%	2%
UAW	2.70%	2.70%	3.0% - 10/06/03	no current contract	2.2% - 10/2005 retro'd back to 2004	2.50% - 10/2006	2.50% - 10/2007	contract in negotiations; no retro	contract in negotiations; no retro	\$1,000 cash bonus - 03/01/10 to 10/06/10	1.25% - 10/07/11	1.25% - 10/07/12 (deducted from wages toward pension contribution)	\$900 cash bonus	2%	2%
EXECUTIVE MANAGEMENT						none	2.50% - 03/2007 no step increase	2.0% - 07/08 no step increase	none	none	none	none	0%	3%	2.50%
MAYORAL						none	2.50% - 03/2007	2.0% - 07/08	none	none	none	none	none	none	20% (Mayor only)
NON-BARGAINING	2.75%	3.00%	1.00% - 02/01/03 1.3% - 08/01/03	2.25%	2.25%	none	2.50% - 03/2007	2.0% - 07/08	none	none	none	none	\$1,000 cash bonus	2%	\$2,000 cash bonus

CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2024

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
T580/243	2.75%	2.75%	2.00% - 02/03	2.00% - 02/04	2.00% - 02/05	2.00% - 02/06	contract in negotiations; no retro	contract in negotiations; no retro	contract in negotiations; no retro	2.50%	2%	2%	3%	2.50%	2%
T214	2.75%	3.00%	1.30% - 08/03	2.25% - 08/04	2.25% - 08/05	2.25% - 08/06	contract in negotiations; no retro	contract in negotiations; no retro	1.0% Cash Bonus - Feb 09 1.25% - Aug 2009	2%	2%	2%	3% & \$1,000 signing bonus	3% & \$750 signing bonus	2% & \$1,000 signing bonus
CCLP NS	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 06/30/09	2.50%	3%	2.50%	3%	3%	2.25%
CCLP Supervisory	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 07/15/09	2.50%	3%	2.50%	3%	3%	2.25%
IAFF, Local 421	1.60% - 01/01/02 1.50% - 07/01/02	1.50%	1.53% - July 2003	1.53% - 01/04 1.55% - 07/04	1.55% - 01/05 1.6% - 07/05	1.60% - 01/06 1.80% - 07/06	2.10% - 07/07	2.30% - 07/08	2.50% - 07/09	\$1,000 cash bonus and 2%	2%	2.50%	2.50%	2.50%	2%
UAW	2.70%	2.70%	3.0% - 10/06/03	no current contract	2.2% - 10/2005 retro'd back to 2004	2.50% - 10/2006	2.50% - 10/2007	contract in negotiations; no retro	contract in negotiations; no retro	\$800 cash bonus and 2%	2.50%	2.50%	\$1,000 signing bonus & 3%	3%	2.25%
EXECUTIVE MANAGEMENT						none	2.50% - 03/2007 no step increase	2.0% - 07/08 no step increase	none	2%	2.25%	New Administration	2.75%-4%	3%	2%
MAYORAL NON-BARGAINING	2.75%	3.00%	1.00% - 02/01/03 1.3% - 08/01/03	2.25%	2.25%	none	2.50% - 03/2007	2.0% - 07/08	none	Researching	Researching	New Administration	2.75%-4% (Mayor Staff)	3%	2%
						none	2.50% - 03/2007	2.0% - 07/08	none	2.50%	2.50%	2.50%	2.50%	3%	2%

CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2024

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
T580/243	2.75%	2.75%	2.00% - 02/03	2.00% - 02/04	2.00% - 02/05	2.00% - 02/06	contract in negotiations; no retro	contract in negotiations; no retro	contract in negotiations; no retro	3% and \$1,000 signing bonus for FT/\$500 for PT	3%	3%	
T214	2.75%	3.00%	1.30% - 08/03	2.25% - 08/04	2.25% - 08/05	2.25% - 08/06	contract in negotiations; no retro	contract in negotiations; no retro	1.0% Cash Bonus - Feb 09 1.25% - Aug 2009	3% and \$1,000 signing bonus	3%	3%	
CCLP NS	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 06/30/09	3% and \$1,000 signing bonus	3%	3%	Wage Reopener
CCLP Supervisory	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 07/15/09	3% and \$1,000 signing bonus	3%	3%	Wage Reopener
IAFF, Local 421	1.60% - 01/01/02 1.50% - 07/01/02	1.50%	1.53% - July 2003	1.53% - 01/04 1.55% - 07/04	1.55% - 01/05 1.6% - 07/05	1.60% - 01/06 1.80% - 07/06	2.10% - 07/07	2.30% - 07/08	2.50% - 07/09	3% and \$1,000 signing bonus	3%	2%	2%
UAW	2.70%	2.70%	3.0% - 10/06/03	no current contract	2.2% - 10/2005 retro'd back to 2004	2.50% - 10/2006	2.50% - 10/2007	contract in negotiations; no retro	contract in negotiations; no retro	3% and \$1,000 signing bonus for FT Employees	3%	2.5% and \$500 for FT Employees	Wage Reopener
EXECUTIVE MANAGEMENT						none	2.50% - 03/2007 no step increase	2.0% - 07/08 no step increase	none	Varied- Established a minimum salary for directors at \$120,000	Majority received 3%	Majority received 3%	
MAYORAL						none	2.50% - 03/2007	2.0% - 07/08	none	3%	3%	3%	
NON-BARGAINING	2.75%	3.00%	1.00% - 02/01/03 1.3% - 08/01/03	2.25%	2.25%	none	2.50% - 03/2007	2.0% - 07/08	none	3%	3%	3%	

Municipality	Population - '23 Census	# Council Members	Annual Meetings	Per Council Member
Rose City	579	6	24	\$1,080.00
Caseville	644	6	12	\$1,800.00
Stephenson	799	6	12	\$1,383.24
Gobles City	842	7	12	\$600.00
Clarkston, Village of	909	7	24	\$600.00
City of Reading	1,095	4	12	\$1,600.00
Petersburg	1,156	6	24	\$3,000.00
Frankfort	1,277	5	12	\$1,440.00
Olivet	1,347	6	12	\$240.00
Laingsburg, Shiawassee	1,414	7	12	\$600.00
Standish City	1,457	7	12	\$900.00
White Cloud	1,477	7	12	\$600.00
Harbor Beach	1,576	5	24	\$1,950.00
City of Ovid	1,603	7	12	\$2,400.00
Crystal Falls	1,612	5	12	\$1,800.00
Sylvan Lake	1,702	5	12	\$60.00
Montrose, Genesee	1,709	7	12	\$900.00
Fennville City	1,739	7	24	\$960.00
Tawas City	1,843	7	24	\$960.00
Parchment	1,893	7	24	\$1,200.00
Bangor	1,977	7	24	\$2,800.00
Bridgman	2,053	7	12	\$900.00
Harrison, MI	2,162	7	24	\$1,440.00
Bronson	2,272	5	12	\$600.00
Croswell	2,296	5	24	\$720.00
Charlevoix	2,347	6	24	\$2,120.00
City of West Branch	2,351	6	24	\$1,200.00
Hudson	2,362	7	24	\$720.00
Montague	2,417	7	12	\$100.00
HARTFORD	2,479	7	12	\$1,440.00

Reed City, Osceola County	2,521	7	12	\$180.00
Grosse Pointe Shores, Village	2,542	7	12	\$0.00
East Tawas	2,680	7	24	\$960.00
Manistique	2,860	5	24	\$250.00
Rogers City	2,909	5	24	\$1,500.00
Ferrysburg	2,931	7	24	\$1000.00
Iron River	3,032	4	12	\$1,800.00
Pottersville	3,092	7	12	\$240.00
Whitehall	3,105	7	24	\$960.00
Clare	3,278	5	24	\$0.00
Durand	3,470	7	12	\$600.00
Cedar Springs	3,671	7	12	\$1,300.00
Williamston	3,722	7	24	\$1,200.00
IMLAY CITY	3,744	7	24	\$360.00
Plainwell	3,747	5	24	\$1,800.00
Portland	3,797	5	24	\$500.00
Boyne City	3,831	5	24	\$3,200.00
Otsego	4,054	5	24	\$2,050.00
Roosevelt Park	4,132	7	24	\$990.00
Bloomfield Hills	4,377	5	12	\$60.00
Hancock	4,507	7	12	\$240.00
Fremont	4,595	5	24	\$1,638.00
City of Frankenmuth	4,987	6	12	\$60.00
Chelsea	5,364	7	24	\$2,400.00
Richmond	5,831	7	24	\$1,200.00
Swartz Creek, Genesee	5,840	7	24	\$2,323.44
Petoskey	5,846	5	24	\$4,120.00
St. Clair	5,887	7	24	\$600.00
Belding	5,972	5	24	\$540.00
Rockford	6,171	5	12	\$0.00
Ishpeming City	6,183	5	12	\$200.00
Huntington Woods	6,260	5	12	\$1.00

Manistee	6,279	7	24	\$5,290.34
Marshall	6,774	7	24	\$300.00
Albion	7,085	7	24	\$2,400.00
Walled Lake	7,297	7	12	\$420.00
Iron Mountain	7,519	7	24	\$240.00
Ludington	7,597	7	24	\$3,600.00
St. Johns	7,699	5	12	\$2,200.00
Hudsonville	7,879	7	24	\$1,824.00
Three Rivers	7,928	7	24	\$1,890.00
Brighton	7,958	7	24	\$1,260.00
Hillsdale	7,998	9	24	\$2,150.00
Mason	8,153	7	24	\$3,600.00
Menominee	8,207	9	12	\$1,000.08
Center Line	8,354	5	12	\$1,920.00
Houghton	8,508	7	24	\$1,920.00
Tecumseh	8,596	7	24	\$3,000.00
Lapeer	9,128	5	24	\$2,950.00
Howell	10,008	7	24	\$3,025.00
Alpena	10,130	5	24	\$6,000.00
Flat Rock	10,289	7	24	\$1,250.00
Grand Haven	11,002	5	24	\$4,218.88
East Grand Rapids	11,429	6	24	\$1,000.00
Fenton	11,863	7	24	\$3,666.00
Ionia	12,249	9	12	\$1,500.00
Harper Woods	14,895	6	21	\$2,720.00
Berkley	14,934	7	24	\$720.00
Traverse City	15,707	7	24	\$7,497.59
Mount Clemens	15,378	7	24	\$2,500.00
Grandville	16,682	7	24	\$7,200.00
Wayne	17,078	7	24	\$3,500.00
Wixom	17,193	7	24	\$1,500.00
Trenton	17,891	7	24	\$1,200.00

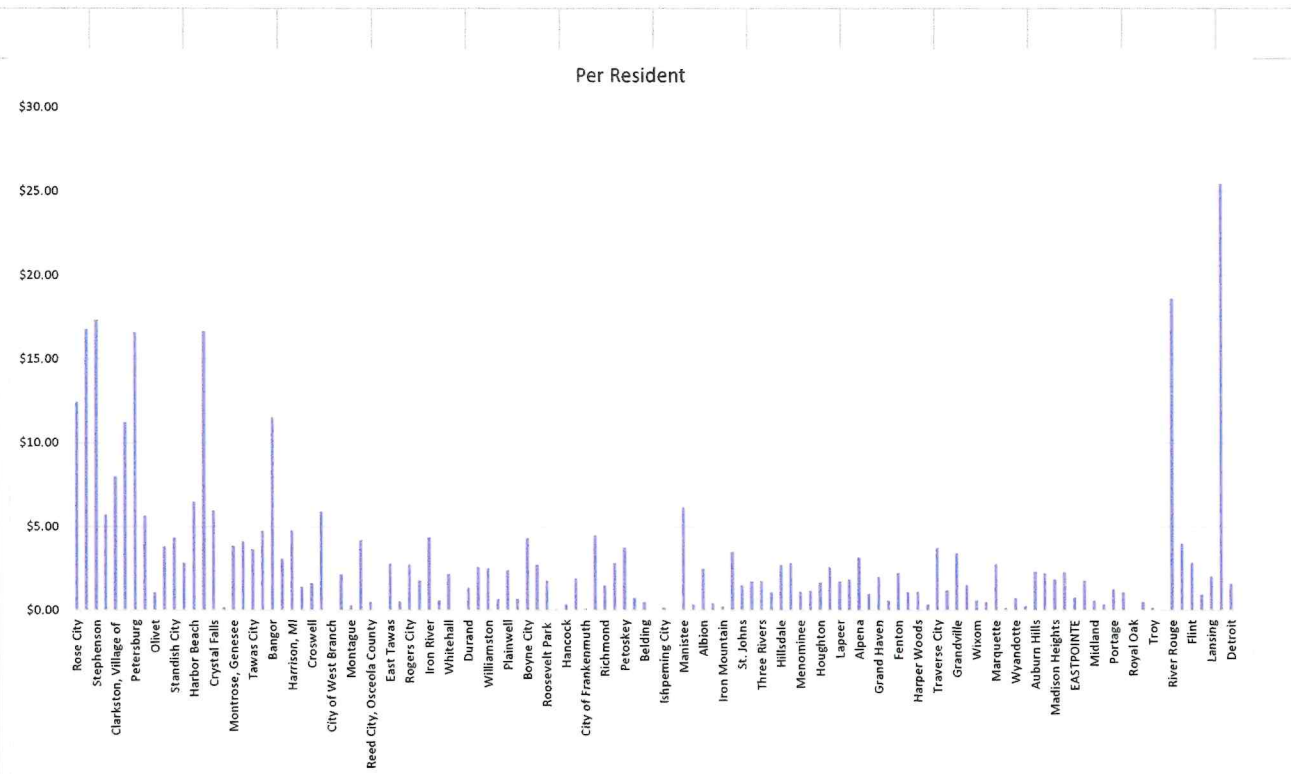
Marquette	21,079	7	24	\$7,900.00
Birmingham	21,434	7	84	\$420.00
Wyandotte	24,057	6	24	\$2,500.00
Norton Shores	25,005	8	36	\$600.00
Auburn Hills	25,597	7	24	\$8,105.00
Garden City	26,325	7	24	\$8,000.00
Madison Heights	28,238	7	23	\$7,057.00
Bay City	32,082	9	24	\$8,000.00
EASTPOINTE	33,676	5	24	\$5,028.00
Holland	34,540	8	24	\$6,768.00
Midland	42,663	5	24	\$4,600.00
Saginaw	43,185	9	24	\$1,800.00
Portage	49,302	7	24	\$8,500.00
Battle Creek	52,175	9	24	\$6,000.00
Royal Oak	57,452	7	24	\$480.00
Novi	66,314	7	24	\$4,500.00
Troy	87,339	6	24	\$2,100.00
Port Huron	283,883	7	21	\$1,260.00
River Rouge	6,882	6	24	\$9,600.00
Kentwood	53,987	7	24	\$12,900.00
Flint	79,661	9	24	\$25,000.00
Dearborn	105,811	7	24	\$14,000.00
Lansing	112,115	8	26	\$28,146.00
Ann Arbor	119,381	11	24	\$298,693.54
Detroit	633,218	9	Other	\$99,169.00

Municipality	Population - '23 Census	# Council Members	Annual Meetings	Mayor Comp
Rose City	579	6	24	\$1,800.00
Caseville	644	6	12	\$1,800.00
Stephenson	799	6	12	\$6,916.08
Gobles City	842	7	12	\$1,200.00
Clarkston, Village	909	7	24	\$3,650.00
City of Reading	1,095	4	12	\$2,700.00
Petersburg	1,156	6	24	\$4,200.00
Frankfort	1,277	5	12	\$1,440.00
Olivet	1,347	6	12	\$240.00
Laingsburg, Shiawassee	1,414	7	12	\$1,800.00
Standish City	1,457	7	12	\$900.00
White Cloud	1,477	7	12	\$600.00
Harbor Beach	1,576	5	24	\$2,440.00
City of Ovid	1,603	7	12	\$12,000.00
Crystal Falls	1,612	5	12	\$2,400.00
Sylvan Lake	1,702	5	12	\$60.00
Montrose, Genesee	1,709	7	12	\$1,200.00
Fennville City	1,739	7	24	\$1,440.00
Tawas City	1,843	7	24	\$960.00
Parchment	1,893	7	24	\$1,800.00
Bangor	1,977	7	24	\$6,000.00
Bridgman	2,053	7	12	\$900.00
Harrison, MI	2,162	7	24	\$1,680.00
Bronson	2,272	5	12	\$800.00
Croswell	2,296	5	24	\$840.00
Charlevoix	2,347	6	24	\$3,240.00
West Branch	2,351	6	24	\$1,450.00
Hudson	2,362	7	24	\$720.00
Montague	2,417	7	12	\$125.00
HARTFORD	2,479	7	12	\$1,740.00
Reed City, Osceola County	2,521	7	12	\$180.00
Grosse Pointe Shores, Village	2,542	7	12	\$0.00
East Tawas	2,680	7	24	\$1,710.00
Manistique	2,860	5	24	\$500.00
Rogers City	2,909	5	24	\$2,000.00
Ferrysburg	2,931	7	24	\$1,250.00
Iron River	3,032	4	12	\$2,400.00
Pottersville	3,092	7	12	\$360.00
Whitehall	3,105	7	24	\$960.00
Clare	3,278	5	24	

Durand	3,470	7	12	\$1,100.00
Cedar Springs	3,671	7	12	\$1,700.00
Williamston	3,722	7	24	\$2,200.00
IMLAY CITY	3,744	7	24	\$360.00
Plainwell	3,747	5	24	\$1,800.00
Portland	3,797	5	24	\$700.00
Boyne City	3,831	5	24	\$3,750.00
Otsego	4,054	5	24	\$2,800.00
Roosevelt Park	4,132	7	24	\$1,340.00
Bloomfield Hills	4,377	5	12	\$60.00
Hancock	4,507	7	12	\$240.00
Fremont	4,595	5	24	\$2,256.00
Frankenmuth	4,987	6	12	\$60.00
Chelsea	5,364	7	24	\$9,600.00
Richmond	5,831	7	24	\$1,440.00
Swartz Creek, Genesee	5,840	7	24	\$2,460.00
Petoskey	5,846	5	24	\$5,459.00
St. Clair	5,887	7	24	\$800.00
Belding	5,972	5	24	\$660.00
Rockford	6,171	5	12	0
Ishpeming City	6,183	5	12	\$250.00
Huntington Woods	6,260	5	12	\$1.00
Manistee	6,279	7	24	\$6,802.07
Marshall	6,774	7	24	\$500.00
Albion	7,085	7	24	\$3,300.00
Walled Lake	7,297	7	12	\$600.00
Iron Mountain	7,519	7	24	\$240.00
Ludington	7,597	7	24	\$4,800.00
St. Johns	7,699	5	12	\$2,600.00
Hudsonville	7,879	7	24	\$2,544.00
Three Rivers	7,928	7	24	\$2,520.00
Brighton	7,958	7	24	\$1,260.00
Hillsdale	7,998	9	24	\$4,420.00
Mason	8,153	7	24	\$1,680.00
Menominee	8,207	9	12	\$1,250.04
Center Line	8,354	5	12	\$2,280.00
Houghton	8,508	7	24	\$2,640.00
Tecumseh	8,596	7	24	\$4,200.00
Lapeer	9,128	5	24	\$4,050.00
Howell	10,008	7	24	\$480.00
Alpena	10,130	5	24	\$8,000.00
Flat Rock	10,289	7	24	\$2,500.00

Grand Haven	11,002	5	24	\$5,062.68
East Grand Rapids	11,429	6	24	\$2,000.00
Fenton	11,863	7	24	\$4,504.00
Ionia	12,249	9	12	\$1,500.00
Harper Woods	14,895	6	21	\$3,020.00
Berkley	14,934	7	24	\$960.00
Traverse City	15,707	7	24	\$11,511.84
Mount Clemens	15,378	7	24	\$3,500.00
Grandville	16,682	7	24	\$13,800.00
Wayne	17,078	7	24	\$5,000.00
Wixom	17,193	7	24	\$1,800.00
Trenton	17,891	7	24	\$1,800
Marquette	21,079	7	24	\$11,000.00
Birmingham	21,434	7	84	\$420.00
Wyandotte	24,057	6	24	\$5,000.00
Norton Shores	25,005	8	36	\$2,400.00
Auburn Hills	25,597	7	24	\$10,800.00
Garden City	26,325	7	24	\$10,500.00
Madison Heights	28,238	7	23	\$10,075.00
Bay City	32,082	9	24	\$9,500.00
EASTPOINTE	33,676	5	24	\$5,768.00
Holland	34,540	8	24	\$13,536.00
Midland	42,663	5	24	\$7,000.00
Saginaw	43,185	9	24	\$1,800.00
Portage	49,302	7	24	\$11,000.00
Battle Creek	52,175	9	24	\$7,200.00
Royal Oak	57,452	7	24	\$960.00
Novi	66,314	7	24	\$6,500.00
Troy	87,339	6	24	\$2,100.00
Port Huron	283,883	7	21	\$1,680.00
River Rouge	6,882	6	24	80,000
Kentwood	53,987	7	24	\$138,000.00
Flint	79,661	9	24	\$27,500.00
Dearborn	105,811	7	24	\$17,000.00
Lansing	112,115	8	26	\$30,730.00
Ann Arbor	119,381	11 or more	24	\$51,947.03
Detroit	633,218	9	Other	\$209,640.00

Municipality	Population - '23 Census	# Council Members	Annual Meetings	Per Council Member	All Council members	Per Resident	Per Meeting
Rose City	579	6	24	\$1,080.00	\$4,320.00	\$12.44	\$300.00
Caseville	644	6	12	\$1,800.00	\$7,200.00	\$16.77	\$900.00
Stephenson	799	6	12	\$1,383.24	\$6,916.20	\$17.31	\$1,152.69
Gobles City	842	7	12	\$600.00	\$3,000.00	\$5.70	\$400.00
Clarkston, Village of	909	7	24	\$600.00	\$3,600.00	\$7.98	\$302.08
City of Reading	1,095	4	12	\$1,600.00	\$9,600.00	\$11.23	\$1,025.00
Petersburg	1,156	6	24	\$3,000.00	\$15,000.00	\$16.61	\$800.00
Frankfort	1,277	5	12	\$1,440.00	\$4,320.00	\$5.64	\$600.00
Olivet	1,347	6	12	\$240.00	\$1,200.00	\$1.07	\$120.00
Laingsburg, Shiawassee	1,414	7	12	\$600.00	\$3,000.00	\$3.82	\$450.00
Standish City	1,457	7	12	\$900.00	\$5,400.00	\$4.32	\$525.00
White Cloud	1,477	7	12	\$600.00	\$3,000.00	\$2.84	\$350.00
Harbor Beach	1,576	5	24	\$1,950.00	\$7,800.00	\$6.50	\$426.67
City of Ovid	1,603	7	12	\$2,400.00	\$12,000.00	\$16.66	\$2,225.00
Crystal Falls	1,612	5	12	\$1,800.00	\$5,400.00	\$5.96	\$800.00
Sylvan Lake	1,702	5	12	\$60.00	\$180.00	\$0.18	\$25.00
Montrose, Genesee	1,709	7	12	\$900.00	\$5,400.00	\$3.86	\$550.00
Fennville City	1,739	7	24	\$960.00	\$4,800.00	\$4.14	\$300.00
Tawas City	1,843	7	24	\$960.00	\$4,800.00	\$3.65	\$280.00
Parchment	1,893	7	24	\$1,200.00	\$6,000.00	\$4.75	\$375.00
Bangor	1,977	7	24	\$2,800.00	\$16,800.00	\$11.53	\$950.00
Bridgman	2,053	7	12	\$900.00	\$4,500.00	\$3.07	\$525.00
Harrison, MI	2,162	7	24	\$1,440.00	\$8,640.00	\$4.77	\$430.00
Bronson	2,272	5	12	\$600.00	\$2,400.00	\$1.41	\$266.67
Croswell	2,296	5	24	\$720.00	\$2,880.00	\$1.62	\$155.00
Charlevoix	2,347	6	24	\$2,120.00	\$10,600.00	\$5.90	\$576.67
City of West Branch	2,351	6	24	\$1,200.00	\$6,000.00	\$0.00	\$0.00
Hudson	2,362	7	24	\$720.00	\$3,600.00	\$2.13	\$210.00
Montague	2,417	7	12	\$100.00	\$500.00	\$0.30	\$60.42
HARTFORD	2,479	7	12	\$1,440.00	\$7,200.00	\$4.19	\$865.00
Reed City, Osceola County	2,521	7	12	\$180.00	\$900.00	\$0.50	\$105.00
Grosse Pointe Shores, Village	2,542	7	12	\$0.00	\$0.00	\$0.00	\$0.00
East Tawas	2,680	7	24	\$960.00	\$5,760.00	\$2.79	\$311.25
Manistique	2,860	5	24	\$250.00	\$750.00	\$0.52	\$62.50
Rogers City	2,909	5	24	\$1,500.00	\$6,000.00	\$2.75	\$333.33
Ferrysburg	2,931	7	24	\$1000.00	\$3,000.00	\$1.79	\$218.75
Iron River	3,032	4	12	\$1,800.00	\$9,000.00	\$4.35	\$1,100.00
Pottersville	3,092	7	12	\$240.00	\$1,200.00	\$0.58	\$150.00
Whitehall	3,105	7	24	\$960.00	\$5,760.00	\$2.16	\$280.00
Clare	3,278	5	24	\$0.00	\$0.00	\$0.00	\$0.00
Durand	3,470	7	12	\$600.00	\$3,000.00	\$1.35	\$391.67
Cedar Springs	3,671	7	12	\$1,300.00	\$6,500.00	\$2.59	\$791.67
Williamston	3,722	7	24	\$1,200.00	\$6,000.00	\$2.53	\$391.67
IMLAY CITY	3,744	7	24	\$360.00	\$1,800.00	\$0.67	\$105.00
Plainwell	3,747	5	24	\$1,800.00	\$5,400.00	\$2.40	\$375.00
Portland	3,797	5	24	\$500.00	\$1,500.00	\$0.71	\$112.50
Boyer City	3,831	5	24	\$3,200.00	\$9,600.00	\$4.32	\$689.58
Otsego	4,054	5	24	\$2,050.00	\$6,150.00	\$2.71	\$458.33
Roosevelt Park	4,132	7	24	\$990.00	\$4,950.00	\$1.76	\$303.33
Bloomfield Hills	4,377	5	12	\$60.00	\$180.00	\$0.07	\$25.00
Hancock	4,507	7	12	\$240.00	\$1,440.00	\$0.37	\$140.00
Fremont	4,595	5	24	\$1,638.00	\$6,552.00	\$1.92	\$367.00
City of Frankenmuth	4,987	6	12	\$60.00	\$240.00	\$0.07	\$30.00
Chelsea	5,364	7	24	\$2,400.00	\$14,400.00	\$4.47	\$1,000.00
Richmond	5,831	7	24	\$1,200.00	\$6,000.00	\$1.48	\$360.00
Swartz Creek, Genesee	5,840	7	24	\$2,323.44	\$13,940.64	\$2.81	\$683.36
Petoskey	5,846	5	24	\$4,120.00	\$16,480.00	\$3.75	\$914.13
St. Clair	5,887	7	24	\$600.00	\$3,000.00	\$0.75	\$183.33
Belding	5,972	5	24	\$540.00	\$1,620.00	\$0.47	\$117.50
Rockford	6,171	5	12	\$0.00	\$0.00	\$0.00	\$0.00
Ishpeming City	6,183	5	12	\$200.00	\$600.00	\$0.17	\$89.17
Huntington Woods	6,260	5	12	\$1.00	\$3.00	\$0.00	\$0.42



2025 Council/Commission/Board Salary & Benefit Survey

Type of Municipality

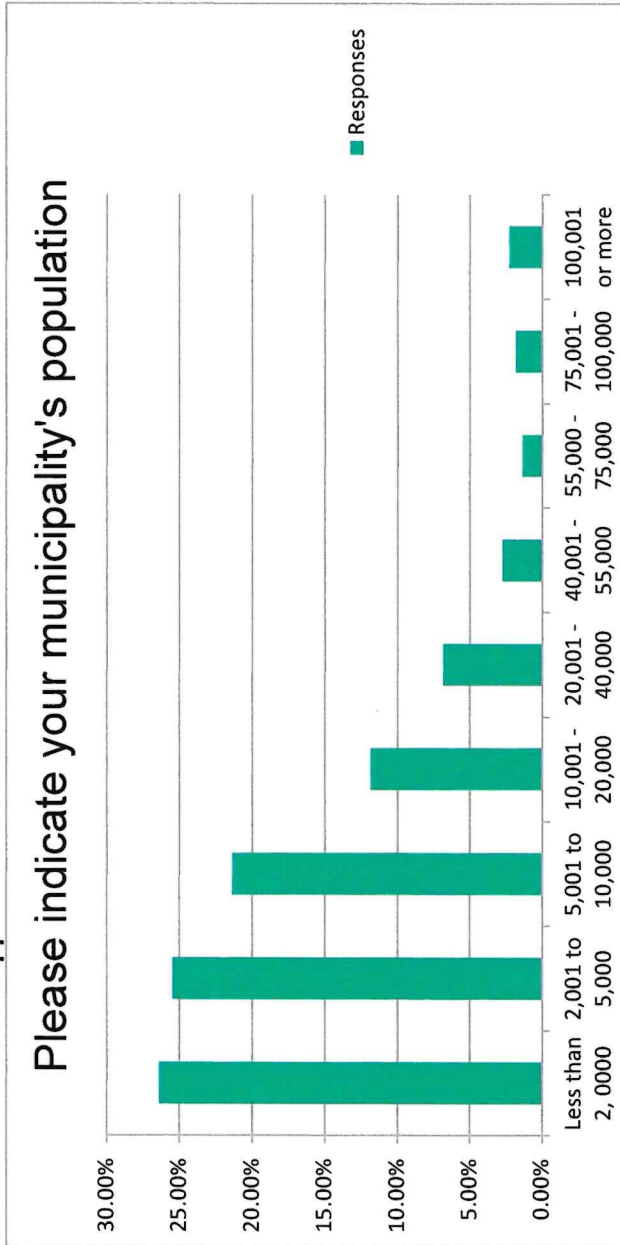
Answer Choices	Responses
City	127
Township	79
Charter Township	14
County	0
Other	0
Answered	220
Skipped	0



2025 Council/Commission/Board Salary & Benefit Survey

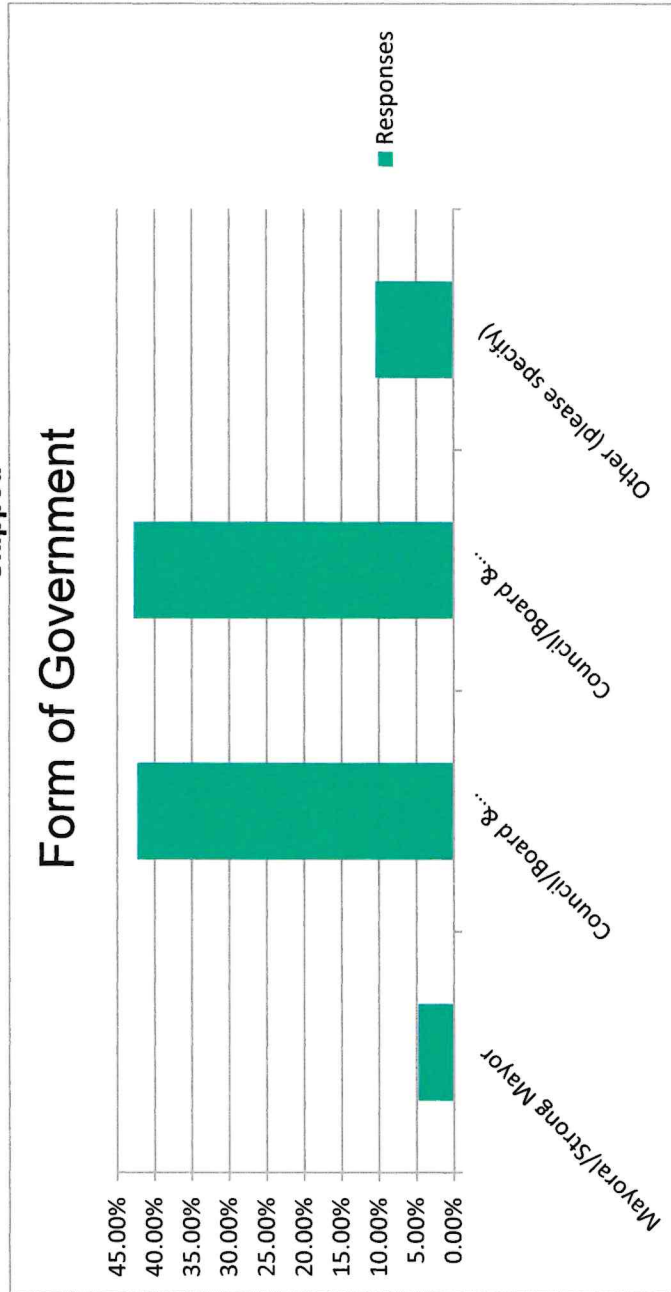
Please indicate your municipality's population

Answer Choices	Responses
Less than 2, 0000	58 26.36%
2,001 to 5,000	56 25.45%
5,001 to 10,000	47 21.36%
10,001 - 20,000	26 11.82%
20,001 - 40,000	15 6.82%
40,001 - 55,000	6 2.73%
55,000 - 75,000	3 1.36%
75,001 - 100,000	4 1.82%
100,001 or more	5 2.27%
Answered	220
Skipped	0



2025 Council/Commission/Board Salary & Benefit Survey Form of Government

Answer Choices	Responses
Mayor/Strong Mayor	10
Council/Board & Mayor/Supervisor	90
Council/Board & Manager/Administrator	91
Other (please specify)	22
If Other, please provide additional information	31
	213
	7
	Answered
	Skipped

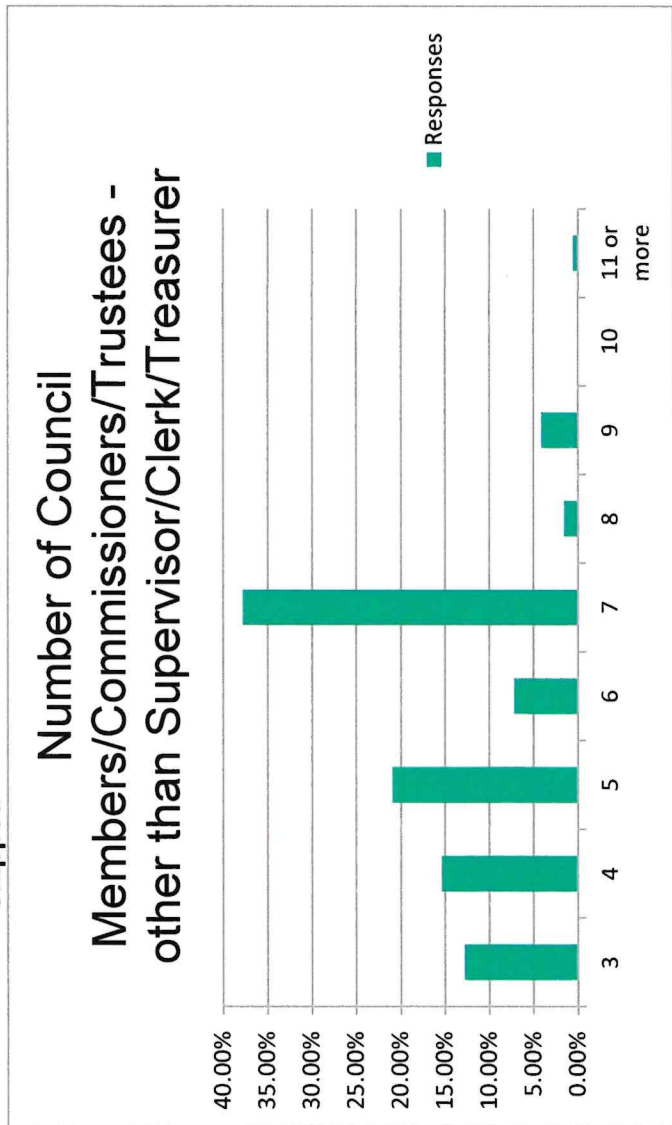


If Other, please provide additional information
Mayor and Council
Charter Township - Supervisor, Clerk, Treasurer

We have a City Manager and a Mayor
Township
Council/Manager
Supervisor, Clerk, Treasurer & 2 Trustees all create the township board.
Boston Township
Township Board
5-member board
General Law Township
Elected Township Board
Township Board
Township Board
Township Board of 5 elected officials
Just Township Board - for question 5, we only have 2 trustees, but I'll answer 3 bc 2 isn't an option
Township Board which includes the supervisor
Board of 5 (supervisor, clerk, treasurer and 2 trustees)
Re: Q5--Only 2 trustees (5-member Township Board)
Board
SUPERVISOR, CLERK, TREASURER, 2 TRUSTEES
No mayor
Supervisor, Clerk, Treasurer, 2 Trustees
Strong Supervisor Model with Township Board
Board of Trustees (Includes Supervisor, Clerk, & Treasurer)
Supervisor, Clerk, Treasurer, Trustees
Council-Manager form of government
Mayoral / Weak Mayor
Home Rule City
Weak Mayor/Council
Council/ Manager
City Manager Form

**2025 Council/Commission/Board Salary & Benefit Survey
 Number of Council Members/Commissioners/Trustees - other than Supervisor/Clerk/Treasurer**

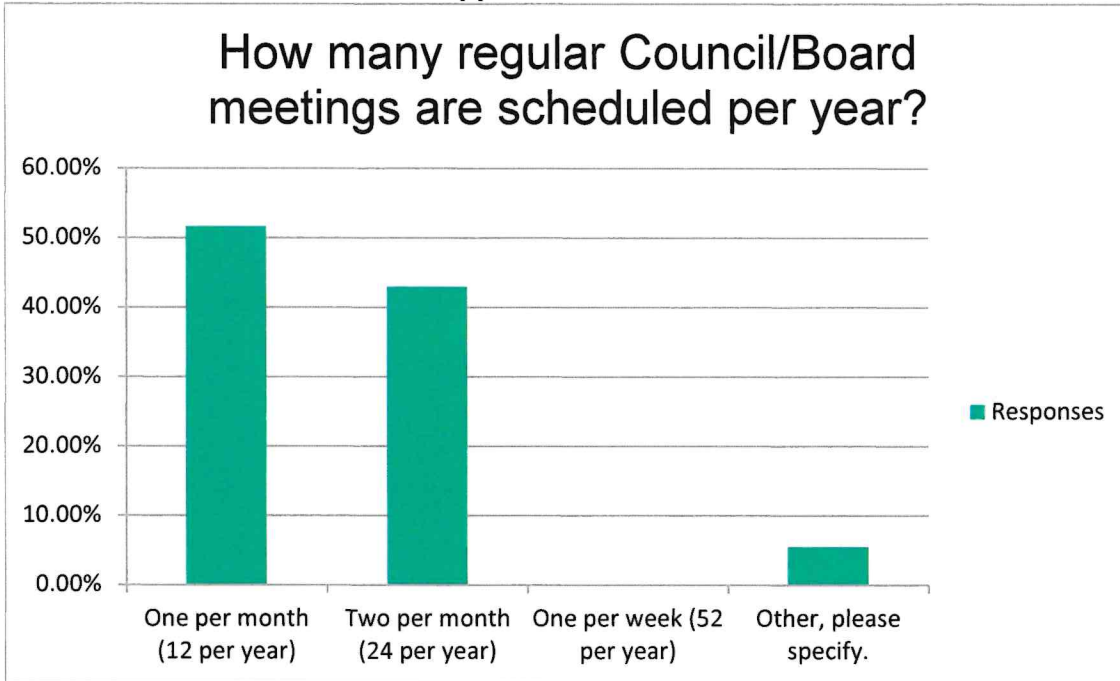
Answer Choices	Responses
3	25 12.76%
4	30 15.31%
5	41 20.92%
6	14 7.14%
7	74 37.76%
8	3 1.53%
9	8 4.08%
10	0 0.00%
11 or more	1 0.51%
Answered	196
Skipped	24



2025 Council/Commission/Board Salary & Benefit Survey

How many regular Council/Board meetings are scheduled per year?

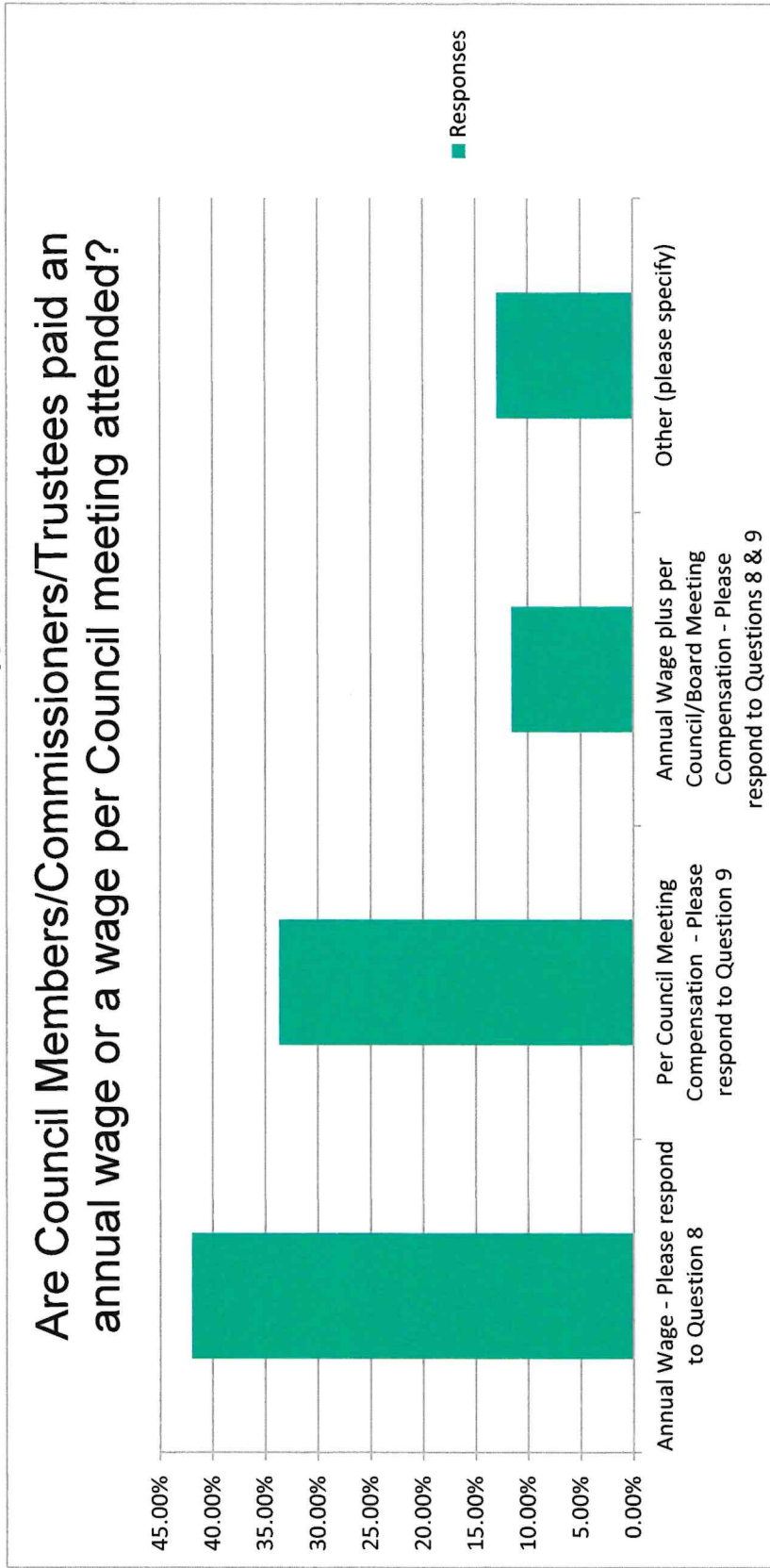
Answer Choices	Responses	
One per month (12 per year)	51.60%	113
Two per month (24 per year)	42.92%	94
One per week (52 per year)	0.00%	0
Other, please specify.	5.48%	12
Answered		219
Skipped		1



Other, please specify.
11 we don't have one in December unless necessary
Three per month - one work session and two regular meetings (36 per year)
Two per month, but the second meeting in December is never scheduled - 23 per year
16 per year
Our Council meets 6-7 times weekly. During budget season, our council typically meet 6-8 times daily until the budget is finalized and approved.
14 - one per month plus, budget work session and audit presentation
Two per month except in July, August and December only 1 meeting
2 per month, except December when there is 1
26 per year
2 regular/mo, 2 joint PB/CC, 1 Long Range Planning, 1 budget hearing, additional workshops almost monthly
2 Council Meetings, 1 Work Session
June, July August - 1 per month

2025 Council/Commission/Board Salary & Benefit Survey
Are Council Members/Commissioners/Trustees paid an annual wage or a wage per Council meeting attended?

Answer Choices	Responses	Answered	Skipped
Annual Wage - Please respond to Question 8	41.94%	91	3
Per Council Meeting Compensation - Please respond to Question 9	33.64%	73	
Annual Wage plus per Council/Board Meeting Compensation - Pleas	11.52%	25	
Other (please specify)	12.90%	28	
		217	



Other (please specify)
No compensation
They are paid both an annual wage and per meeting
Not paid.
Our council is not paid. Never has been paid.
Supervisor, Treasurer & Clerk are paid monthly based on annual salary, trustees are paid per meeting
Monthly salary
Monthly per diem and per meeting
annually and per meeting
twice a year
both per position
Council members=annual wage. Trustees=per meeting
Per township board meeting, but the per makes it sound like they aren't compensated if they don't show and ours are even though they have no other duties
depends on the position
Trustees per mtg, clerk, supervisor, treasurer annual wage
Bi-annual payment at set amount
Monthly salary paid quarterly
50% salary guaranteed, 50% based on meeting attendance
\$150 monthly
Monthly wage
Monthly wage plus meeting compensation
Paid Quarterly, up to three meetings per month
Monthly Wage
Per meeting they attend which could include other boards they are appointed to as a representative
paid quarterly
Quarterly Payments of \$1054.72.
Annual Stipend
Once a month no matter how many meetings

Council Members paid \$300 per month; Mayor paid \$400 per month

**2025 Council/Commission/Board Salary & Benefit Survey
Current Annual Compensation for each Council Member/Commissioner/Trustee**

Answer Choices

Responses

Mayor/Chairperson	79.73%	118
Vice Mayor/Vice Chair	53.38%	79
Council Member/Commissioner/Trustee	94.59%	140
		148
		72

**Answered
Skipped**

Mayor/Chairperson	Vice Mayor/Vice Chair	Council Member/Commissioner/Trustee
Supervisor/\$29,255	Clerk/\$25,912; Treasurer/\$24,988	\$5,867
117,600	9400	1800
\$1050 + \$71.25/mtg.	\$69.25/mtg.	\$69.25/mtg.
64,890	\$0	33,527
\$0	\$0	\$0
13520	2100	2100
5,300.00	4,000.00	
\$4370.90	Mayor Pro Tem \$2185.54	1912.28
President - \$9,212.80	\$7,256.65	\$7,256.65
\$2700	N/A	\$1600.00
Supervisor = 14,500	Clerk & Treasurer = \$26,000	\$5,300
12000.00	2700.00	2400.00
		\$2,142.00
5160		2208
\$1,800 Year		\$1,500 Year
2800.00	2050.00	2050.00
80,000	0	9600
0	0	0
\$1,250.00	\$1000.00	\$1000.00
		360 month for 2 Trustees

Supervisor- \$16,195.45 Clerk- \$19,397.52	Treasurer- \$17,275.07	Trustee- 3,254.34 we have two
\$3,700		\$1,430
9600.00		2400
\$1,200		\$900
10,500		8,000
\$5,000.00 per year	\$3,500.00 per year	\$3,500.00 per year
\$2200	\$1362	\$1362
1740.00	1440.00	1440.00
\$3,650.00	\$0	\$0
0	0	0
Year 1 - \$13,800; Year 2 - \$14,000	0	Year 1 - \$7,200; Year 2 - \$7,400
\$700	\$500	\$500
Supervisor-\$9000/yr	N/A	Clerk and Treasurer-\$13000, Trustees-\$1800
19652.00		
		\$2400.00 annually
Supervisor - \$8,500		
		\$17,695
28260		5280
15,000	N/A	1200
15000		4800
5400.00	9600.00	1200.00
Supervisor - \$31,756.58	Treasurer - \$39,906.48 Clerk - \$34,315.20	\$5110.22
		\$2040.00/yr
		3061.96
		super-\$11,339.04, Clerk-\$25,543.60, Treasurer- \$15,594.60, Trustees(2)-\$2,379.36
		1188
71,000		12,000
		1440.00
19810.00		5954.43
		1,000

			Supervisor 8000; clerk & treasurer 13,000 each
			\$10,300.00
			4,261.85
15000.00- Supervisor	15000.00-Treasurer		15000.00-Clerk; 3000.00-Trustee
			3800
24,255.00	24,255.00		720
7,200			3600
			Trustee \$2400
			3000
72,536.00			7248.75
6000.			3600.
			360.00 MONTH
109,102.96	103,647.81		5,852.99
1980			600
Supervisor: \$8,528	Clerk: \$15,500 Treasurer: \$12,000		Trustees: \$2,132
			Trustees - \$5,800, Supervisors - \$ 31,820, Clerk- \$45,728, Treasurer - \$38,500
			\$1200.00 (=-\$100/regular meeting)
12,949	N/A		7708
1688.17	1688.17		1688.17
			\$7200.00
			1802.50
\$0.00	\$0.00		\$0.00
			4855
			5500
13,500			
\$23,801			\$4,000
\$28,000			
supervisor- \$1000/month	Treasurer & Clerk- \$1333.34/month		\$4620
			\$325/ month

			3000
			6180.00
			\$7,129.69
			\$9,404.72
10,500	13,500 Clerk and Treasurer		
\$9,660 supervisor	\$10,620 clerk		\$10,620 treasurer
700	700		150
28077	NA		6028
110k to 166k (terms)			11,8k to 14k (terms)
11,511.84	9504.72		7497.59
1000			750
\$7000	\$4600		\$4600
800.00			600.00
\$800	\$600		\$600
\$250 per month	\$220 per month		\$200 per month
9500			8000
\$5459			\$4,120
\$1,250.04			\$1,000.08
\$4,520	\$3,780		\$3,780
1280	480		480
2500.00			1250.00
209,640	106,223		99,169
\$3,750	\$3,200		\$3,200
125.00	100.00		100.00
1,700	1,300		1,300
6916.08			1383.24
3,500			2,500
\$2000	\$1600		\$1600
\$175 per month	\$175 per month		\$175 per month
500	300		300
27,500	25,000		25,000
\$13,536	\$7,431		\$6,768

\$2,000			\$1,000
\$360			\$360
2520			1890
6,000			2,800
\$35 per month		\$25 per month	\$25 per month
\$1		\$1	\$1
750.00			
6802.07		5290.34	5290.34
2850			1750
0		0	0
3240		na	2120
\$10,800		\$8,105	\$8,105
500/month		250/month	250/month
10,075		7,766	7,057
\$2,544 (\$212/month)		n/a	\$1,824 (\$152/month)
5000		2500	2500
11,000		7,900	7,900
11000		8500	8500
30730		28999	28146
2000 annually			1500 annually
\$5/meeting		\$5/meeting	\$5/meeting
0		0	0
6500		n/a	4500
5062.68		4218.88	4218.88
2400			600
3020		2720	2720
Quarterly stipend of \$125.00 and \$50.00 per meeting		Nothing additional other than reg. per meeting rate	Nothing additional other than reg. per meeting rate
51,947.03		N/A	29,8693.54
8000		6000	6000
0		0	0
17,000		n/a	14,000

\$500	\$300	\$390
\$60 annually	\$60 annually	\$60 annually
2400	1800	1800
\$4,800 (12 months x \$400 per month)		\$3,600 (12 months x \$300 per month)

**2025 Council/Commission/Board Salary & Benefit Survey
Current Per Meeting Compensation for each Council Member/Commissioner/Trustee**

Answer Choices	Responses
Mayor/Board Chairperson	70.50%
Vice Mayor/Vice Chair	51.08%
Council Member/Commissioner/Trustee	98.56%
Answered	139
Skipped	81

Mayor/Board Chairperson	Vice Mayor/Vice Chair	Council Member/Commissioner/Trustee
		\$165
		\$189.08/meeting
		100
\$71.25/mtg.	\$69.25/mtg.	\$69.25/mtg.
\$0	\$0	\$0
\$50	\$50	\$50
President - \$70 per meeting after 10 meetings	Same	Same
N/A	N/A	111.93
		N/A
		\$120
		170.00
		\$175.00 per meeting
\$5.00	\$5.00	\$5.00
\$50.00 per mtg		\$50.00 per mtg
\$20		\$55
0	0	0
\$50 per meeting	\$50 per meeting	\$50 per meeting
20.00		20.00
0.00	0.00	0.00
0	0	100

none salary	none salary	none salary
\$30		\$30
		189.65
\$100		\$75
110.00	80.00	80.00
\$96	\$96	\$96
300	275	250
0	0	0
\$0	\$0	\$25.00
0	0	0
N/A	N/A	N/A
\$75		\$75
0	0	0
		115.78
		\$115 per meeting
		\$175.00
N/A	N/A	100
N/A	N/A	150.00
		75.00
		115.00
		95.00
		82
		\$153.75
		\$100.00
		\$225.00
		trustee's (2) \$80 per meeting
N/A	N/A	\$250.00
Na	Na	Na
		0
		220.50
		60
		100

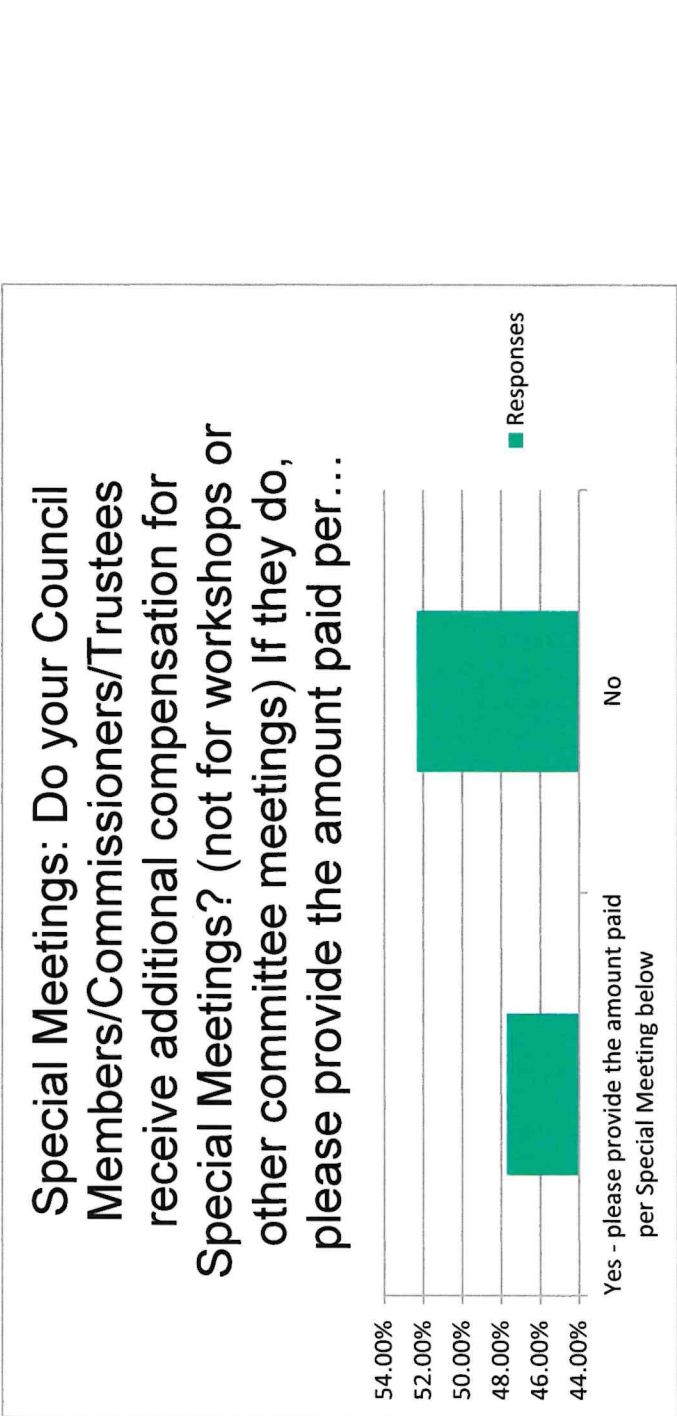
			Trustee \$45/meeting attended
			\$110
15900			15900
			145.00 per meeting
			75.00 for special meetings only
32560 YEARLY			360.00 PER MONTH
			100.00
\$150		\$150	\$100
140.68		140.68	140.68
			\$600.00
113.37		92.87	162.93
7210.00			
\$120.00		\$100.00	\$100.00
			50
			100
			\$150 per meeting
			\$115.00
21000 per year supervisor salary			
			150
			150
			515.00
			120 per mtg
			\$110 per mtg attended
			\$165
			\$75.00
25		25	25
NA		NA	135
0			0
\$40		\$30	\$30
60			50
\$60		\$50	\$50
66.66			50.00

0	0	0
\$40		\$20
102.50		96.81
\$125	\$125	\$125
\$52.00	\$52.00	\$52.00
175	NA	125
106.67	40	40
30	20	20
\$50	\$50	\$50
\$175 per month	\$175 per month	\$175 per month
94.00		78.00
N/A	N/A	N/A
200	150	150
45.00 per mtg		40.00 per mtg
\$25		\$25
190.00		160.00
		50.00
\$30	\$30	\$30
100.00	50.00	50.00
\$10	\$10	\$10
\$75	\$50	\$50
0	0	0
40.00		40.00
\$40.00 (paid up to three meetings, per month)	\$40.00 (paid up to three meetings, per month)	\$40.00 (paid up to three meetings, per month)
50		50
\$175		\$125
70 Per meeting		60 Per meeting
70.00	60.00	60.00
\$100	n/a	\$90
\$70.00		\$60.00
\$50 per meeting plus \$1000 per year budget	\$50 per meeting	\$50 per meeting

\$75/meeting	\$45/meeting	\$45/meeting
Mayor - \$75 per meeting; min. \$3,400; max \$11,250		Council \$50 per meeting; min. \$2,000; max \$5,000
\$75.00	\$75.00	\$75.00
\$15.00/MEETING	\$15.00/MEETING	\$15.00/MEETING
\$5/meeting	\$5/meeting	\$5/meeting
\$150.00	\$50.00	\$50.00
\$10.00 per meeting up to \$500.00	\$10.00 per meeting up to \$500.00	\$10.00 per meeting up to \$500.00
\$75	\$75	\$75
210.95	175.79	175.79
20	20	20
\$5	\$5	\$5
15	15	15
\$50.00	\$35.00	\$35.00
Quarterly stipend of \$125.00 and \$50.00 per meeting	\$50.00 per meeting	\$50.00 per meeting
\$75	\$75	\$75
N/A	N/A	N/A
137.50	100	100
0	0	0
\$40.00	\$40.00	\$40.00
\$100	n/a	\$100
\$35	\$25	\$25
N/A	N/A	N/A
\$60	\$40	\$40
\$52.50	\$52.50	\$52.50

2025 Council/Commission/Board Salary & Benefit Survey
Special Meetings: Do your Council Members/Commissioners/Trustees receive additional compensation for Special Meetings? (not for workshops or other committee meetings) If they do, please provide the amount paid per Special Meeting.

Answer Choices	Responses
Yes - please provide the amount paid per Special Meeting below	103
No	113
If paid for Special Meetings, please provide the amount paid per meeting.	105
Answered	216
Skipped	4



If paid for Special Meetings, please provide the amount paid per meeting.
\$165
Board members are paid extra for committee they sit on; example personnel, parks, etc.

\$110.00
50
\$50
111.93
\$120
170.00
\$75
\$15.00
\$50.00
\$50
20.00
\$30.00
Mayor \$400/ Council \$100
189.65
\$100 for Mayor \$75 for council member
same as for regular meetings
\$96
Same as above
\$25.00
Paid \$75 any time they convene. If there's a special or COW preceding a regular mtg, they're paid \$75 for both.
115.78
\$75.00
\$175.00
100/meeting
150.00
80.00
\$50
Trustee - \$76.67
75.00
115.00
\$40

50	
120.00	
82	
\$153.75	
\$50.00	
\$225.00	
trustee \$80 per meeting	
\$250.00	
Trustees per meeting 220.50; Super/Clerk/Treasurer none	
30	
100	
\$45/meeting attended	
\$50	
145.00	
75.00	
100.00	
50	
If requested, \$45/half day (4 hours or less) or \$90/day (over 4 hours)	
\$100	
\$125.00	
Regular Pay = \$120/\$100 per meeting	
50	
100 for trustees, supervisor, clerk and treasurer are salary so none	
Committee of the Whole - \$25 per hour	
\$115.00	
\$25 for meeting after 2 in a month	
150. They also get this for workshops.	
150	
120 per mtg	
\$110.00 per special mtg attended	
\$165	
Trustees only \$75.00	

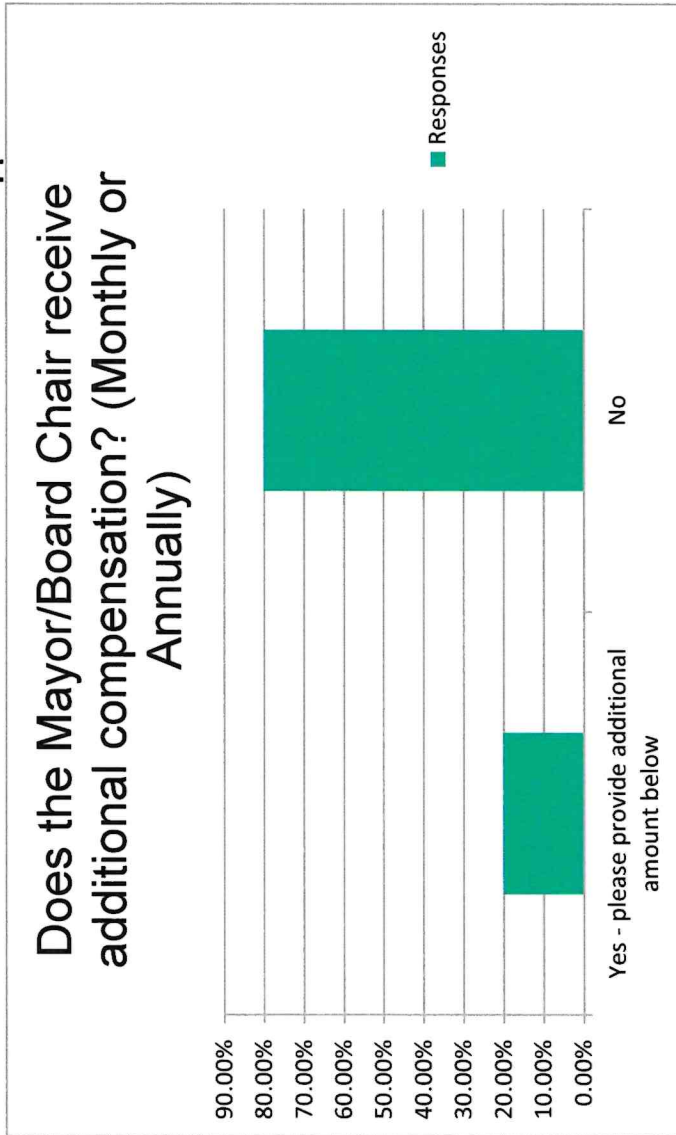
30	
Same as above	
After 10 special council meetings in a calendar year, each councilmember receives one additional payment of \$100	
\$125	
NOT TO EXCEED 52 MEETINGS PER YEAR	
same as regular	
40	
Some receive \$25 per meeting if on and attend Planning Commission or Water Board	
115.27	
\$50 for special city commission meetings up to 18 per year	
78.00	
Mayor 35.00 per mtg; Council \$30 per mtg	
\$25	
190.00/160.00	
\$30	
\$100.00 mayor, \$50.00 mayor pro-tem, commissioners	
\$10	
40.00 (up to 30 total meetings per year)	
\$40.00 (paid up to three meetings, per month)	
50 per meeting	
Council is paid for any meeting that exceed 2 in 24 hours	
An additional \$20 per special meeting/workshop	
Same as above #9	
\$50 (located in City and not on Council night) & \$75 outside City	
Mayor - \$70.00 per meeting, Council - \$60.00 per meeting	
\$50 per meeting	
\$30/meeting	
same	
\$15.00/MEETING	
\$25	
\$50.00	

\$5/meeting
\$75
\$5
\$35.00 per special meetings
\$50.00 per special meeting
\$40.00
\$100
\$60 (Mayor), \$40 (everyone else)
Same, \$52.50

2025 Council/Commission/Board Salary & Benefit Survey

Does the Mayor/Board Chair receive additional compensation? (Monthly or Annually)

Answer Choices	Responses
Yes - please provide additional amount below	42
No	168
If yes, please provide the amount of additional compensation amount. (amount per month or annually)	
	49
Answered	210
Skipped	10



If yes, please provide the amount of additional compensation amount. (amount per month or annually)
\$1050.00 annual stipend
Just as listed above.

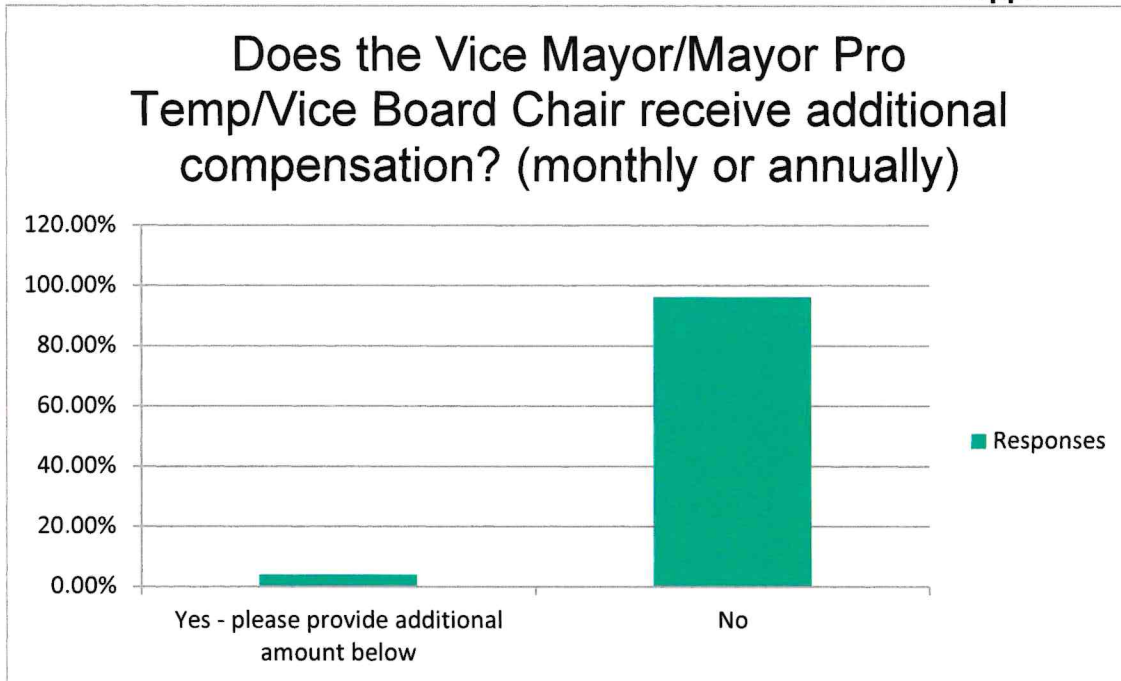
\$75 per other meetings
\$250.00 annually
\$4,000 Annually
Mayor \$200 per month
Mayor \$600.00 annually
reimbursement for mileage and cell phone quarterly
He receives \$30 extra per meeting
Mayor receives \$50 more per meeting
\$115 monthly
25.00 monthly for web management
150.00
N/A
n/a
Supervisor is Board Chair. Receives same as trustees for extra meetings and/or \$14/hr for labor performed outside scope of standard duties
Supervisor, clerk and treasurer do not receive any extra
He also does Hall Rentals
Technology allowance of 1800 per year
Yes, we usually have 12 to 24 committee of the whole meetings on the same night as council meetings.
He receives 60 for that meeting as well.
5.69 per meeting
additional \$400 per year, paid out quarterly
\$2,100 per year
40 per special meeting
The mayor receives 125 per year, councilmembers get 100 per year.
Nothing besides his annual amount is higher than commissioners.
\$1300 Annually
2,500
\$750
\$10 per month
See #8 above
\$500.00 per year

\$600 car allowance
\$160/day to attend conferences, up to \$960/year
\$1,000 per year
\$45/committees & workshops
\$16.66/MEETING ADDITIONAL
125.00 annually
2000
\$400 Annually is paid to the Mayor
125.00 annually
\$25
\$50.00 per special meetings
Mayor receives quarterly stipend of \$125.00 and \$50.00 p/mtg
\$1000 annual stipend
\$750.00 annually
\$25 per month cell phone allowance
\$20 more per meeting
\$1,500 stipend annually

2025 Council/Commission/Board Salary & Benefit Survey

Does the Vice Mayor/Mayor Pro Temp/Vice Board Chair receive additional compensation? (monthly or annually)

Answer Choices	Responses	
Yes - please provide additional amount below	3.88%	8
No	96.12%	198
If yes, please provide the amount of additional compensation. (per month or annually)		11
Answered		206
Skipped		14

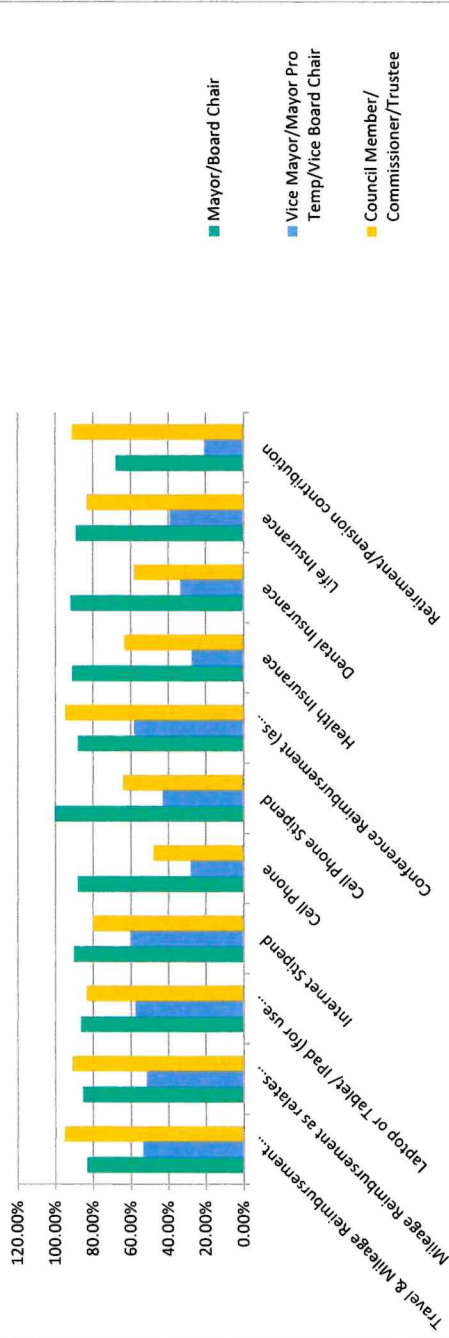


If yes, please provide the amount of additional compensation. (per month or annually)
\$75 per other meetings
reimbursement for mileage and cell phone quarterly
Vice Mayor receives \$25 more per meeting
Foia Coordinator- 25.00 monthly, Sewer Admin 50.00 monthly
N/A
n/a
40 per special meeting
NA
Only if they conduct the meeting, they will get the Mayor pay
\$30/committees & workshops
\$35.00 per special meeting

2025 Council/Commission/Board Salary & Benefit Survey
Additional Benefits to Council Members/Commissioners/Trustees

	Mayor/Board Chair	Vice Mayor/Mayor Pro Temp/Vice Board Chair	Council Member/Commissioner/Trustee	Total
Travel & Mileage Reimbursement as relates to municipal business outside of municipality	83.11%	53.38%	95.27%	148
Mileage Reimbursement as relates to municipal business within the city/township/county	85.29%	51.47%	91.18%	68
Laptop or Tablet/ IPad (for use outside of council/board chambers/meeting room)	86.30%	57.53%	83.56%	73
Internet Stipend	90.00%	60.00%	80.00%	10
Cell Phone	88.00%	28.00%	48.00%	25
Cell Phone Stipend	100.00%	42.86%	64.29%	14
Conference Reimbursement (as relates to municipal business)	88.00%	58.00%	94.67%	150
Health Insurance	90.91%	27.27%	63.64%	11
Dental Insurance	91.67%	33.33%	58.33%	12
Life Insurance	88.89%	38.89%	83.33%	18
Retirement/Pension contribution	67.65%	20.59%	91.18%	34
Other (please specify)				31
			Answered	189
			Skipped	31

Additional Benefits to Council Members/Commissioners/Trustees



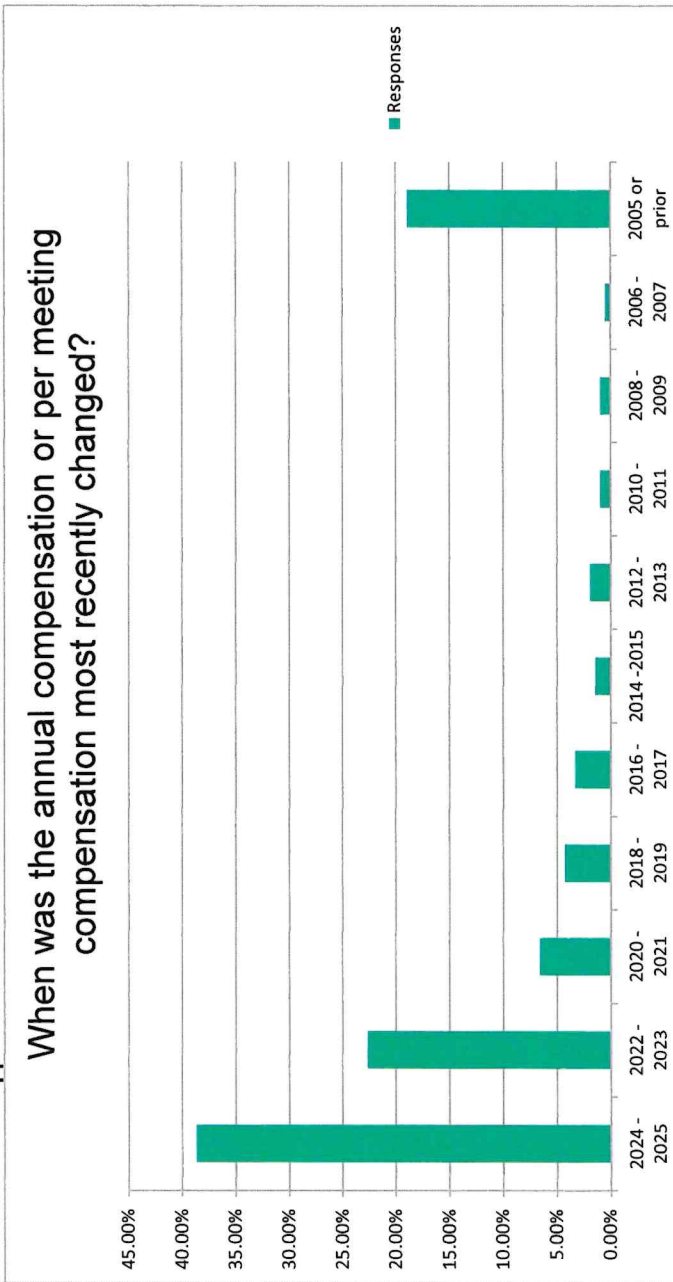
N/A
Other (please specify)
Council Members have to choose: either a city-issued cell phone or an internet stipend
No other benefits
None
I used the vice section as a replacement for clerk and treasurer
Small annual amt of retirement paid

Offered 401 @ 6% of wage + 6% match
Supervisor, Clerk, and Treasurer are eligible for Health, Dental, and Life insurance
Council follows the same Travel Expenses Policy as all City of Midland employees.
Longevity Allowance \$150/year (Cap is \$1,500)
Technology stipend - \$500 per term
They can participate in our 457, but don't receive a match

2025 Council/Commission/Board Salary & Benefit Survey

When was the annual compensation or per meeting compensation most recently changed?

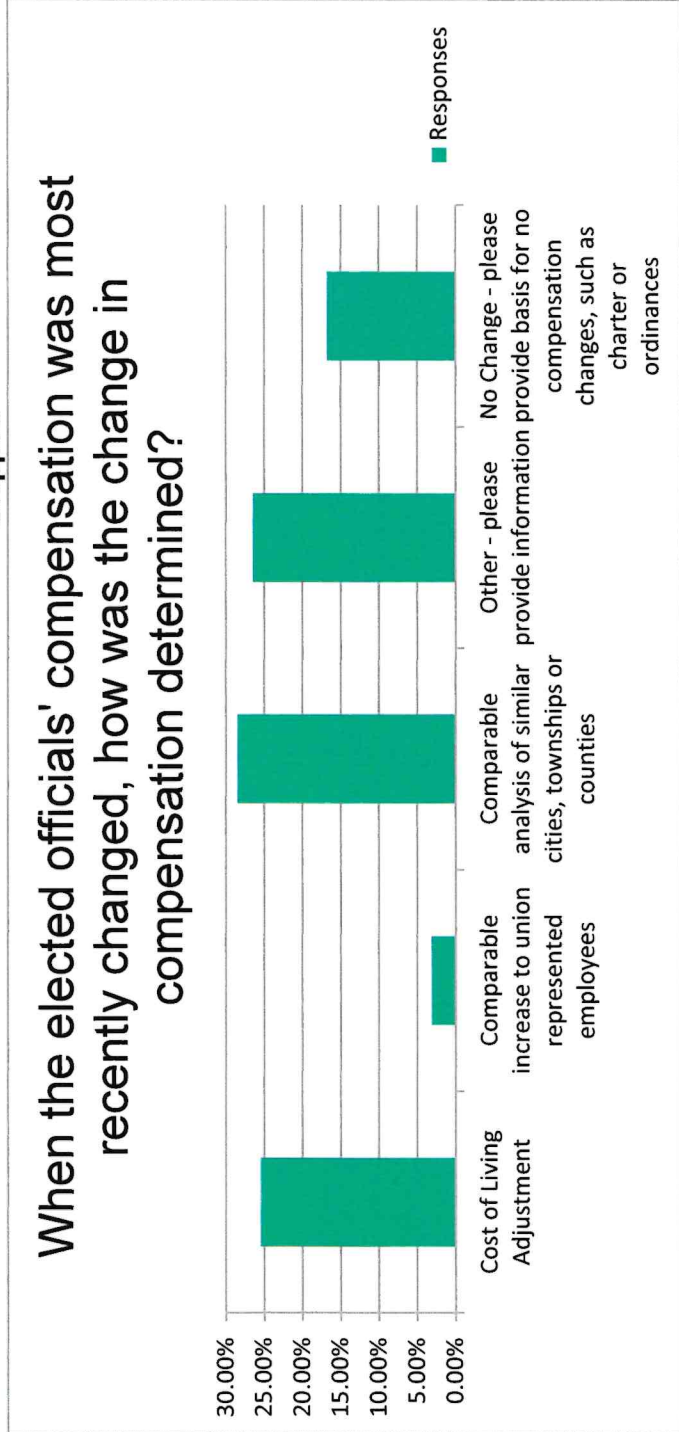
Answer Choices	Responses
2024 - 2025	82
2022 - 2023	48
2020 - 2021	14
2018 - 2019	9
2016 - 2017	7
2014 - 2015	3
2012 - 2013	4
2010 - 2011	2
2008 - 2009	2
2006 - 2007	1
2005 or prior	40
Answered	212
Skipped	8



2025 Council/Commission/Board Salary & Benefit Survey

When the elected officials' compensation was most recently changed, how was the change in compensation determined?

Answer Choices	Responses
Cost of Living Adjustment	50
Comparable increase to union represented employees	6
Comparable analysis of similar cities, townships or counties	56
Other - please provide information	52
No Change - please provide basis for no compensation changes, such as	33
Other (please specify)	86
	197
	23



Respondent ID

by board action
local officers compensation committee
Historically, no compensation received
increased duties for clerk and treasurer
Compensation has not changed since Charter was adopted
Compensation has been the same since I have been here 2022
No change since 2011, and it was a decrease
MML wage survey was used to compare
Unknown
Charter provides that members of the commission shall receive no compensation
I'm not sure, I wasn't elected yet.
The Supervisor-Treasurer-Clerk are paid the same
They gave themselves a \$5 per meeting raise many years ago.
The Mayor said it was time for a raise.
No changes made after reviewing other cities of similar size.
"Hourly" consideration given, based on variation in length of meetings.
adjusted based on responsibilities
3% increase
Board Resolution
More duties each position, raise to keep elected positions desirable when vacated
We just did a percentage - 10%
COL, Comparables to union and to other townships
?
Raised due to increased demands of Clerk with Election responsibilities and cost of living for other Board members.
I have no idea when the current trustee pay was set, but it hasn't been changed at any time in the recent past.
inflation
The earliest data we had was from 2013 when we adopted BS&A, so it was largely based on a COLA change from then to present.
Supervisor recommendation
elected officials typically do not get raises in our township
No increase since 2019-2020 for Supr/Clerk/Treasurer; No increase since 2016-2017 for Trustees/Deputies

assigned duties
simple increase per mtg
Board agreed to a 5% raise for all staff except firefighters, they were determined separately by the Fire Chief. Election workers stayed the same.
Decided on how muchtime spent at office
By Salary Comp using all criteria listed above
LOCC
Detroit All-Urban Consumer Price Index December - December
N/A
A compensation com. made a recommendation. Council voted no on it and asked for a larger increase.
Charter set amount in 1955
and the length of time from the previous increase which was 1999
Compensation Commission randomly chose the amount
comparable to similar cities and comparable annual increase to nonunion employees
Unknown - over 20 years ago
discussed by compensation commission
Changed from per meeting to per month
Increased by \$500
unknown
They did look at other cities, but that didn't factor into their decision.
It was acceptable at the time, but not comparable.
pay set by charter
Local Officers Compensation Commission
Compensation committee did not feel there was a need for a change
that was before my time. It was set in our charter
City Manager at that time decided to change the pay
The Local Officers Committee wanted to raise the compensation to \$35 but Council turned it down.
length of time since last increase
Charter/Ordinance
citizen committee formed
Compensation is based on City Charter. To amend needs vote of the residents.
Voted by the Local Compensation Commission

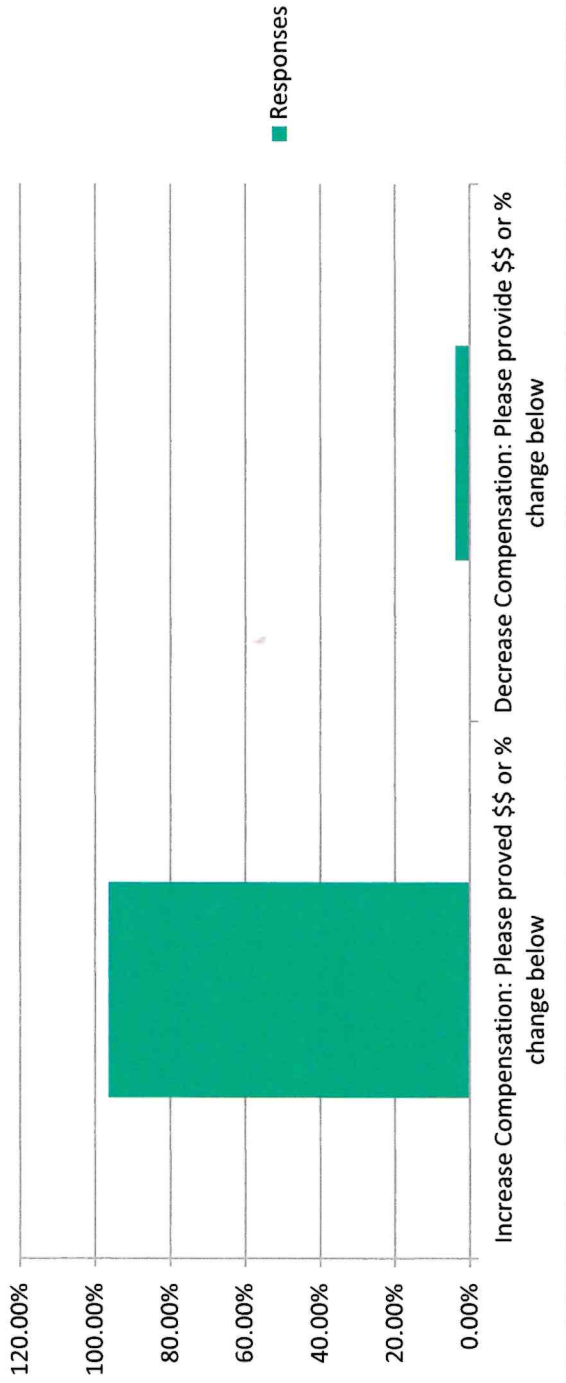
Compensation Commission compared to surrounding jurisdictions, and inflation calculation since the last increase in 2012
The wage had not been changed in 10 years, so board increased annual wages by \$250 per year, but did NOT change
Can only be changed by outgoing council member not being effected by change.
As cited in City Charter. Every 5 years they all receive a \$5 increase in pay
Agreed upon by Council
Comparable to other cities and cost of living
Unsure.
Amount of time put in with additional meetings (special and work session) along with public appearances
Commission that the compensation of City Councilmembers and the Mayor receive an additional \$1,500 for the period of the following two years. The members noted that the City Council received no raise for the years 2021 and 2022 due to the uncertain economic effects of the COVID-19 pandemic and the newly adjusted rates would be for the work ahead of the Council.
Local compensation Board
IT HAS NOT BEEN CHANGED IN DECADES
was debated 5/23/22 no changes made
Has not changed per our Charter since 1995 before that 1978
NA - Was changes in the 1980's with our Charter
Recommended by Charter Committee. Unaware if comps were pulled.
Unknown
Specified by charter, would require charter amendment
Per Charter so it would need to be voted on
charter 1968
Charter
It's been 20 years and I don't know.
\$60 annually was set in 1935 when the city was established and not changed since.
We need to update our Charter
Compensation for Elected Officials in Charter
It was prior to my time. They will not approve additional compensation for themselves.

2025 Council/Commission/Board Salary & Benefit Survey

Most recent council/commission/board compensation change was to:

Answer Choices	Responses
Increase Compensation: Please provide \$\$ or % change below	156
Decrease Compensation: Please provide \$\$ or % change below	6
Please provide the dollar amount or percentage of the increase or decrease	127
Answered	162
Skipped	58

Most recent council/commission/board compensation change was to:



Please provide the dollar amount or percentage of the increase or decrease	
Increased to \$165 per meeting	
2.6%	
5%	
top 3 \$3,000 per year	

1,000
3%
N/A
3%
3%
2.75% for 2024; 4.5% for 2025
3
Went from \$100/meeting to \$120/meeting in 2019/2020 budget
3%
\$2500
5%
\$475.00 per meeting to \$500.00 per meeting
\$3 per meeting increase
\$35 to \$50 per meeting
Unknown
I think it was \$50, now \$100 per meeting
3% increase
4%
increase per meeting per diem Mayor \$200 - \$400/ Council \$50 - \$100
\$25 per meeting for Mayor and Council Members
\$5 per meeting
9%
Increase of \$50/\$75/\$100
\$120.00 per/yr increase
\$200
\$5
Increase supervisor by \$3000 and decrease clerk by \$3000
3 percent
\$500.00 annual increase.
3%
2%
25.00

cola of 2.5%
1879
3.2%
3%
3% increase
10%
10.00 per month
different increases for different positions
2.5% increase
special meetings went from \$40 to \$50
\$ 4.50
3%
2.5%
\$50.00
\$600 increase trustee pay; \$3000 increase in Supervisor, Treasurer, Clerk pay
3%
COLA
600
\$10
\$15 per meeting
3%
300.00
2 %
3%
Varied per role and job responsibilities.
2%
this fiscal year no raises were given
3%
\$50.00 per month
varied per position
\$80 -> \$120 Chair; \$50 -> \$100 Commissioners; \$100 -> \$150 Board Trustees
3%

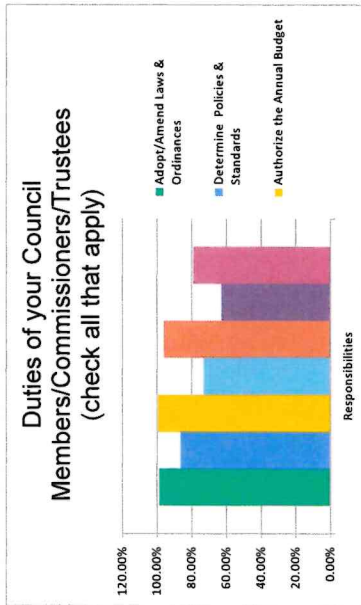
20%	
+ \$500 annually, also additional pay of \$25/hour for Committee of the Whole meetings	
3% as tgeee was no increase in the prior year so did a little more than COLA	
increase 66%	
\$25 from \$125 to \$150	
750 per quarter	
3%	
3% Increase to account for Cost of Living Increase	
10%	
Supervisor, Clerk, and Treasurer were increased from \$66,978 to 70,327. Trustees per meeting pay went from \$160 to \$165	
\$1000 more to Treasurer	
From \$9,660 to \$10,620	
5% then 4%	
6.2%	
N/A	
Council and the Mayor's compensation were increased by \$300 annually.	
N/A	
Increase in \$25 per meeting for mayor and councilmembers. Increase in \$300 for annual mayor compensation	
Unknown	
2%; PER MEETING INCREASED FROM \$51.00 TO \$52.00	
The change decreased compensation. Reason was felt too many committee meetings.	
500	
\$200 increase for Mayor, \$100 Increase for council members	
5%	
Per meeting rate went from \$45 per meeting to \$50 per meeting.	
Mayor +\$6.00 - Council Members +\$5.00 per meeting	
Increase of \$50	
From \$25 per meeting to \$30 per meeting	
30.00 increase	
\$90 increase/yr commissioners, \$120/yr mayor	
100.00 more for the quarter payment Mayor: 400 to 500 and Council: stayed the same at 200 quarterly	

\$5.00
mayor pro-tem & commissioners 43%, mayor 65%
Mayor increased from \$50 to \$75 per mtg, rest from \$40 to \$50 per mtg
From \$36 to \$40 per meeting up to three per month.
mayor increased from \$4774 to \$6802.07 Mayor pro-tem & Council increased from \$3713 to \$5290.34
\$250 per year
\$90 increase
\$5
Mayor went from \$100 to \$500, Other members went from \$80 to \$250
4% in 2024 and additional 2% in 2025
10% over two years
Unsure
Commissioners \$200 and Mayor \$300, this was done in 2019
\$10.00 per meeting for both Mayor and Council
\$25 per meeting to \$50 per meeting
\$15/meeting increase
NO CHANGES
10%
was debated 5/23/22 no changes made
From \$20/meeting for Mayor to \$6500 annual and \$15/meeting for Council members to \$4500 annual
\$75
Unknown
I don't know.
increase per meeting pay by \$5
1.044%
\$500/year
2% for each of the next two years
\$10 per meeting

2025 Council/Commission/Board Salary & Benefit Survey
 Duties of your Council Members/Commissioners/Trustees (check all that apply)

Duties	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage												
Adopt/Amend Laws & Ordinances	212	98.60%	Determine Policies & Standards	186	86.51%	Authorize the Annual Budget	214	99.53%	Determine Tax Millage Rates	157	73.02%	Approve Contracts or Agreements	207	96.28%	Appoint the City/Township/County Manager/Administrator	135	62.79%	Appoint the City/Township/County Attorney	170	79.07%	Total	215
										Answered		215										
										Skipped		5										

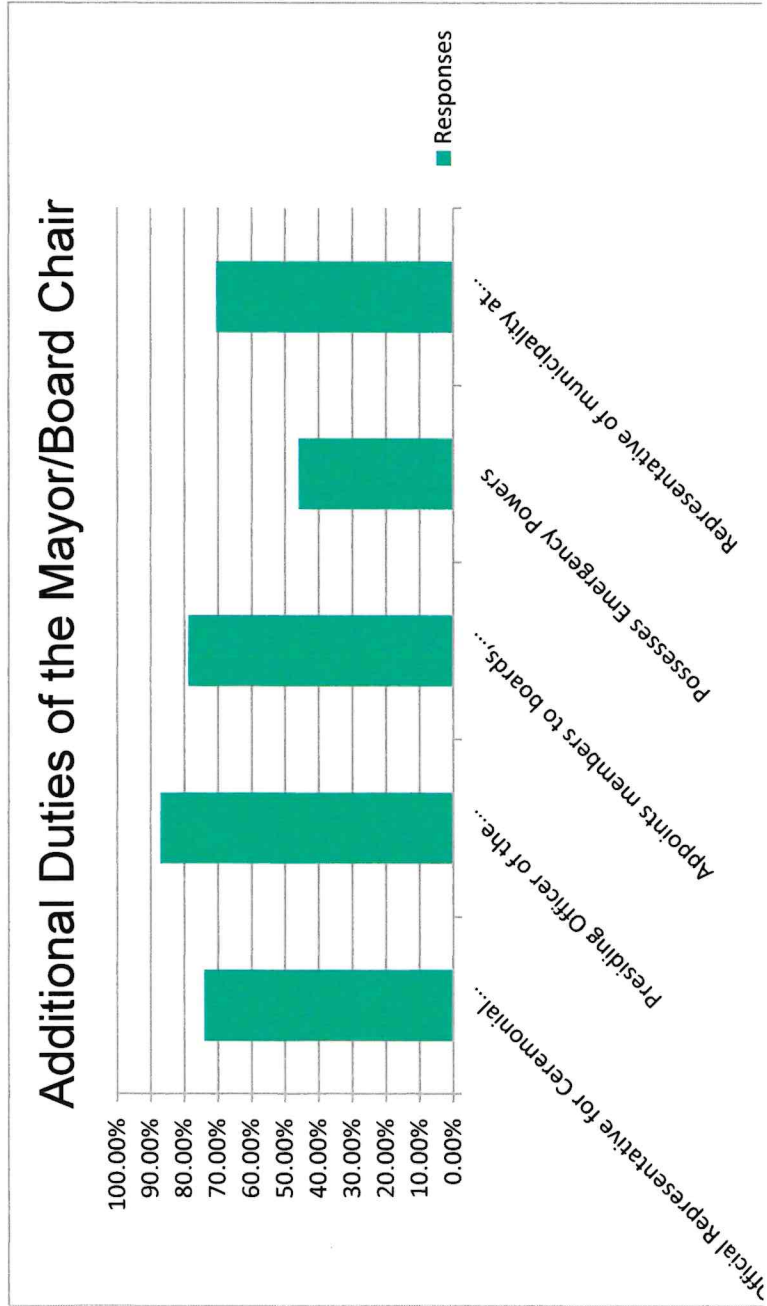
Responsibilities
 Please list any other duties of your elected officials



- Please list any other duties of your elected officials.
- Run elections, pay invoices
 - Council Members serve as participant liaisons to various boards and/or committees
 - Appoint Clerk; Appoint Treasurer/Finance Director
 - All financial expenditures above \$500.00
 - Clerk: website/communications, payroll, tax prep, human resources, elections; Clerk & Treasurer Local Sewer Authority, taxes, bank reconciliations, Supervisor-sewer authority & ordinance enforcement.
 - Too many to list and are specific to each jurisdiction
 - Elections, Taxes, cemetery, office hours, hall maintenance,
 - Attend the meeting, motion and second the work that the board has done; extra work beyond that is expected to be paid
 - Administer elections
 - Appoint members to boards and commissions.
 - Appoint Clerk & Assessor
 - appoint Clerk
 - Appoint members to certain boards
 - Appoint the City Clerk
 - Currently serves as the Cities Zoning board
 - Appoint the Clerk, Treasurer and any other supervisory position
 - Council does not determine millage rates, but they do approve them with the budget.
 - attend committee/board meetings
 - They do not "determine" the Millage rates, but they do approve them
 - appoint members to boards, approve SLUPs, special event requests, mayor conducts weddings

2025 Council/Commission/Board Salary & Benefit Survey Additional Duties of the Mayor/Board Chair

Answer Choices	Responses
Official Representative for Ceremonial Purposes	142
Presiding Officer of the Council/Commission/Board	167
Appoints members to boards, commissions, committees and authorit	151
Possesses Emergency Powers	88
Representative of municipality at government functions, on a local, st	135
Answered	192
Skipped	28



2025 Council/Commission/Board Salary & Benefit Survey

If there is any additional information you would like to share, or have considered in future surveys, please provide the information below.

Answered 30
 Skipped 190

Responses
<p>Board members also sit on committees. Each committee has a pay amount that Board members would be paid for. For example, if a board member sat on the Personnel Committee, Parks, Planning Commission, they would be paid for their time. this is a great survey, can't wait to see all the results! Thank you for doing this. Currently, we are working on cell phones for the clerk and treasurer, but we will see. :) Bonnie DiNardo, Clerk. St. Clair Township</p> <p>The city of Rockford provides no compensation for any boards or commissions and always has a waiting list. township that holds monthly meetings and meet with residents on a "by appointment" basis. We do not hold business hours. I appreciate sharing this information as we have discussed as a board how to compare to others. It would be great to have the Much of this survey was not worded for township government - Clerk, Treasurer, Supervisor and trustees.</p> <p>This survey wasn't created to take into consideration small townships, therefore some of the questions didn't apply based on the wording.</p>
<p>The jobs aren't about the pay. Each board member is in and represents the board because they feel strongly about civic duties. Supervisor, Clerk and Trustee receive compensation based on recommendation of a Personnel Committee, whom the three positions comprise of the committee.</p>
<p>Our township has fewer than 70 residents. Our board consists of 5 people - Supervisor, Clerk, Treasurer, two trustees. Each position has its own compensation. We do not have anyone in a position of Vice Mayor/Mayor Pro Temp/Vice Board Chair. We have a township clerk who takes on most of the responsibility for township business and board meeting preparations. We have a We only have two additional members of trustees, besides clerk? Supervisor and treasurer. Your questions do not apply for most small township governments.</p>
<p>If you have any questions about my responses, feel free to contact me!</p> <p>Some of the questions were a little harder to answer coming from a township. I did the best I could. Ex.-we only have 2 trustees besides the supervisor, clerk and treasurer, but the smallest option on the survey was 3 so that is what I chose.</p>

<p>Texas Township has a full-time Clerk and full-time Treasurer who are paid an annual salary of \$79,335 and a part-time Supervisor who is paid \$23,801 annual salary. The four Trustees are paid an annual salary of \$4,000, plus \$150 per meeting and The supervisor works with our public works on water/ sewer line repairs as he is the one with the water license. Ou</p>
<p>Would like to have information on Firefighter pay, Planning Commission/ZBA/BOR pay, and Sexton pay.</p>
<p>Question #5: we have only two trustees but there was no option for that number so I checked three.</p>
<p>We have five board members (clerk, treasurer, supervisor, and two trustees). The trustee's annual compensation is \$9,404.72. The clerk's annual compensation is \$66,950. The treasurer's annual compensation is \$50,470. The supervisor (who is also the assessor) has an annual compensation of \$110,500. All board members receive 20% of their salary in a retirement benefit. Full-time board members (clerk, treasurer, and supervisor) receive health benefits as well.</p>
<p>Average hours worked per week and deputy wages and hours per week would be nice. In a lot of townships, the deputies are full-time and the elected officials are part-time so applies to apples comparisons in wages can be hard to find. Thanks!</p>
<p>The mayor makes appointments to the committees.</p>
<p>Our Local Officers Compensation Commission voted last year to increase the meeting pay from \$30 to \$35 but it was turned down by Council.</p>
<p>can you provide responses to this survey to those of us who took it? rsanchez@ci.lapeer.mi.us</p>
<p>https://library.municode.com/mi/marquette/codes/code_of_ordinances?nodeId=COOR_CH20EMMA_Sec.20-7, in regard to the Mayor's emergency powers.</p>
<p>Our wages are determined by the Local Officers Compensation Commission, that meets every two years (off year of election). Any wage increases do not apply to any sitting councilmember. Only when the next councilmembers are sworn in for the next cycle. Last increase we had was recommended by LOCC to Council in December 2017. Council approved this, but no councilmember received this increase until January 2019.</p>
<p>The maximum amount a Council member can receive is \$2,000 per year excluding the extra \$1,000 for the Mayor</p>
<p>Additional info at: https://mi-portage.civicplus.com/487/City-Council</p>
<p>PLEASE INCLUDE ME IN THE RESULTS OF THIS SURVEY, AS I WANT TO GIVE THE COMMISSION AN VERY NEEDED INCREASE.</p>
<p>The Mayor is completely separate from the Council President so it's a bit hard to answer your questions. I have answered only from the perspective of the Council President. The Mayor's annual salary is \$148,112</p>
<p>I would like to know if administrator Clerk/Treasurer/DPW Supervisor are paid for meetings. Thanks</p>
<p>https://a2gov.legistar.com/LegislationDetail.aspx?ID=6441904&GUID=7037A075-9FBC-44C0-967C-3E91C82FBCC&Options=ID%7CText%7C&Search=salary&FullText=1</p>
<p>The council has not received an increase in several years because they are on the high end of compensation as compared to other municipalities of similar size.</p>

I would like this survey to include Clerk's salaries. I am an elected Clerk and I receive \$108,000. I would like to know what other Clerk's make in comparable cities. Thank you.