

# AGENDA

## Elected Officers Compensation Commission AGENDA FOR MARCH 2, 2022 AT 12:00 PM



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 City Council at [city.council@lansingmi.gov](mailto:city.council@lansingmi.gov) or (517) 483-4177 prior to the meeting.

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Liisa Speaks - Chairperson  
Derek Melot -Chairperson  
Thomas Hoisington  
Brian Huggler  
Jeff McAlvey  
Holli Seabury  
Steve Young

- 1. Call to Order**
- 2. Roll Call**
- 3. Minutes**
  - A. February 16, 2022
- 4. Public Comment on Agenda Items (Up to 3 Minutes)**
- 5. Discussion/Action:**
  - B. ARPA Funds
  - C. Consumer Price Index Information (CPI)
  - D. 2019 Community Comparisons -Pending Updates
  - E. Past Recommendations
- 6. Other**
- 7. 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.



**MINUTES**  
**Elected Officers Compensation Commission**  
**Wednesday, February 16, 2022 @ 12:03 p.m.**

**ROLL CALL**

Commissioner Chairperson Speaker  
Commissioner Vice Chairperson Melot  
Commissioner Member Huggler  
Commissioner Member McAlvey  
Commissioner Member Hoisington - absent  
Commissioner Member Seabaury  
Commissioner Member Young - excused

**OTHERS PRESENT**

Sherrie Boak, Council Staff  
Jim Smiertka, OCA

**CALL TO ORDER**

Ms. Boak called the meeting to order

**ROLL CALL**

Ms. Boak called roll and there were 5 members present, one excused and one unexcused.

**Public Comment**

No public present at this time.

**Discussion/Action**

**Election of Officers**

MOTION BY MEMBER HUGGLER TO NOMINATE MEMBER SPEAKER AS CHAIRPERSON.  
SECOND BY MEMBER MCALVEY. MOTION CARRIED 5-0.

MOTION BY MEMBER HUGGLER TO NOMINATE MEMBER MELOT AS VICE CHAIRPERSON.  
SECOND BY MEMBER SPEAKER. MOTION CARRIED 5-0.

Chairperson Speaker lead the remaining of the meeting.

**2022 Meeting Schedule**

The Commission determined the following dates:

Wednesday, March 2, 2022 @ 12:00 p.m.  
Tuesday, March 8, 2022 @ 12:00 p.m.  
Tuesday, March 15, 2022 @ 11:00 a.m.  
Thursday March 24, 2022 @ 11:00 a.m.

**Past Material Request and Future Requests**

The Commission consensus was to request details on the recent ARPA funds the City received or will receive. They asked for the salary comparison spreadsheet be updated and include South Bend, Indiana. The Commission asked for all past materials to be obtain with the intent to review them at the

next meeting, March 2, 2022. Ms. Boak was asked to invite the HR and Finance Departments to the meeting on March 8, 2022. Ms. Boak was then asked to extend an invitation to all City elected officials to attend on March 15, 2022. The final letter will be written on March 24, 2022.

### **Other**

Mr. Smiertka asked how the Commission wanted to proceed with the recent OMA on ADA compliance. The Commission determined that if a request for accommodations be made for the public they will accommodate.

### **Commission Member Comments**

Member Melot noted that in the discussion this year the Commission should consider the responsibilities of the Clerk and Mayor to make sure their salary matches their lever of responsibilities.

### **Excused Absences**

Member Young was excused because he notified the Commission in advance, Member Hoisington did not contact Commission in advance so he was marked absent.

### **Adjourn**

Adjourned at 12:22 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Placed on File

**RESOLUTION #2021-216**  
**BY THE COMMITTEE ON WAYS AND MEANS**  
**RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING**

WHEREAS, the American Rescue Plan Act of 2021 (ARPA) was signed into law on March 11, 2021, establishing Coronavirus State and Local Fiscal Recovery Funds (CSLFRF) by appropriating \$45,570,000,000 under to make payments to metropolitan cities; and

WHEREAS, under the formula established under ARPA, the City of Lansing was awarded \$49,924,664 to be paid in two separate tranches of \$24,962,332. The first of which was received by the City of Lansing on August 5, 2021 and the second of which will be available 12 months after the first payment; and

WHEREAS, Sections 602(c)(1) and 603(c)1 provide these funds may be used as follows:

- A. to respond to the public health emergency with respect to COVID-19 or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality; and
- B. to respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers of the State, territory, or Tribal government that are performing such essential work, or by providing grants to eligible employers that have eligible workers who perform essential work; and
- C. for the provision of government services to the extent of the reduction in revenue of such State, territory, or Tribal government due to the COVID-19 public health emergency relative to revenues collected in the most recent full fiscal year of the State, territory, or Tribal government prior to the emergency; and
- D. to make necessary investments in water, sewer, or broadband infrastructure.

WHEREAS, the Fiscal Year 2022 Budget adopted by City Council on May 16, 2021 anticipated the use of the first tranche, the vast majority of which to be spent on revenue loss between the general fund and parking fund;

NOW, THEREFORE, BE IT RESOLVED, the Lansing City Council approves acceptance of the ARPA funds in the total amount of \$49,924,664 awarded between the two tranches of \$24,962,332;

BE IT FURTHER RESOLVED, the Lansing City Council approves the use of the first tranche of \$24,962,332 for public health and economic impacts; provision of government services to the extent of the reduction in revenue to the City due to COVID-19; premium pay; and necessary investments in water, sewer, or broadband infrastructure;

BE IT FURTHER RESOLVED, that prior to the expenditure or reimbursement of ARPA funds for any use, the Administration shall determine whether or not a given use is eligible

pursuant to the legislation or official guidance from U.S. Treasury, and shall document the basis for this determination along with the estimated expenditure and programmatic data required to fulfill the reporting requirements established by the legislation and U.S. Treasury.

BE IT FINALLY RESOLVED, the Administration is authorized to create appropriate accounts and to make the necessary operating transfers for the expenditure and control of the balance of the funds.



Chris Swope, CMMC/MMC  
Lansing City Clerk

I hereby certify that the foregoing is true  
and is a complete copy of the action  
adopted by the Lansing City Council.

**From:** Lawrence, Mark <Mark.Lawrence@lansingmi.gov>

**Sent:** Friday, February 18, 2022 1:37 PM

**Subject:** RE: CPI Information- for 2022 EOCC

Hi Sherrie, thanks for following up.

According to the BLS release (<https://www.bls.gov/news.release/pdf/cpi.pdf>), the “all items less food and energy” index that was previously used (nationwide) rose 6.0% for the 12-months ending in January.

It would appear that in our region that number is 7.5% CPI-U. CPI-U is used in urban areas like ours to measure the cost of a defined basket of goods and does not exclude food and energy.

(<https://www.bls.gov/news.release/cpi.toc.htm>)

Hope this is helpful!



Transmission of material in this release is embargoed until  
 8:30 a.m. (ET) February 10, 2022

USDL-22-0191

Technical information: (202) 691-7000 • [cpi\\_info@bls.gov](mailto:cpi_info@bls.gov) • [www.bls.gov/cpi](http://www.bls.gov/cpi)  
 Media Contact: (202) 691-5902 • [PressOffice@bls.gov](mailto:PressOffice@bls.gov)

**CONSUMER PRICE INDEX – JANUARY 2022**

**(NOTE: The PDF version of the CPI news release was re-issued February 10, 2022. Data errors were found in tables in the PDF version of the news release. Data found elsewhere including the text version of the news release are correct as originally published.)**

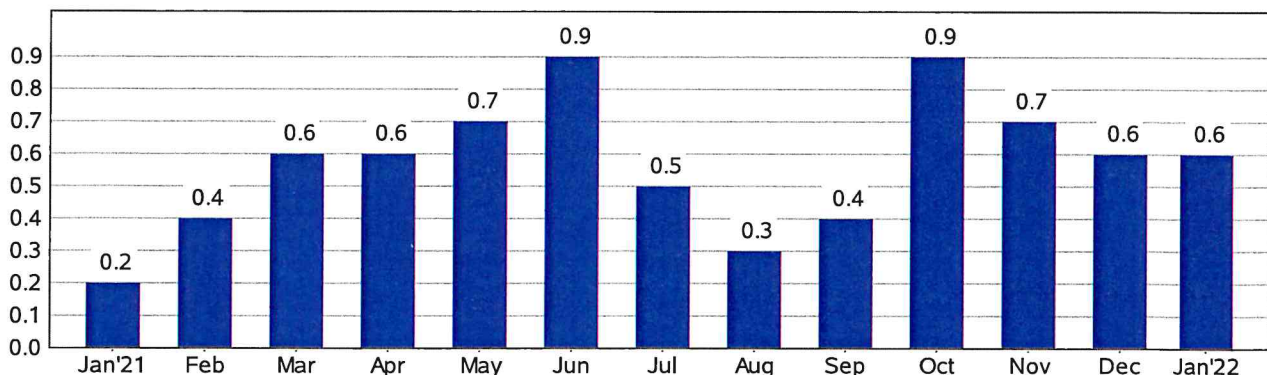
The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.6 percent in January on a seasonally adjusted basis, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 7.5 percent before seasonal adjustment.

Increases in the indexes for food, electricity, and shelter were the largest contributors to the seasonally adjusted all items increase. The food index rose 0.9 percent in January following a 0.5-percent increase in December. The energy index also increased 0.9 percent over the month, with an increase in the electricity index being partially offset by declines in the gasoline index and the natural gas index.

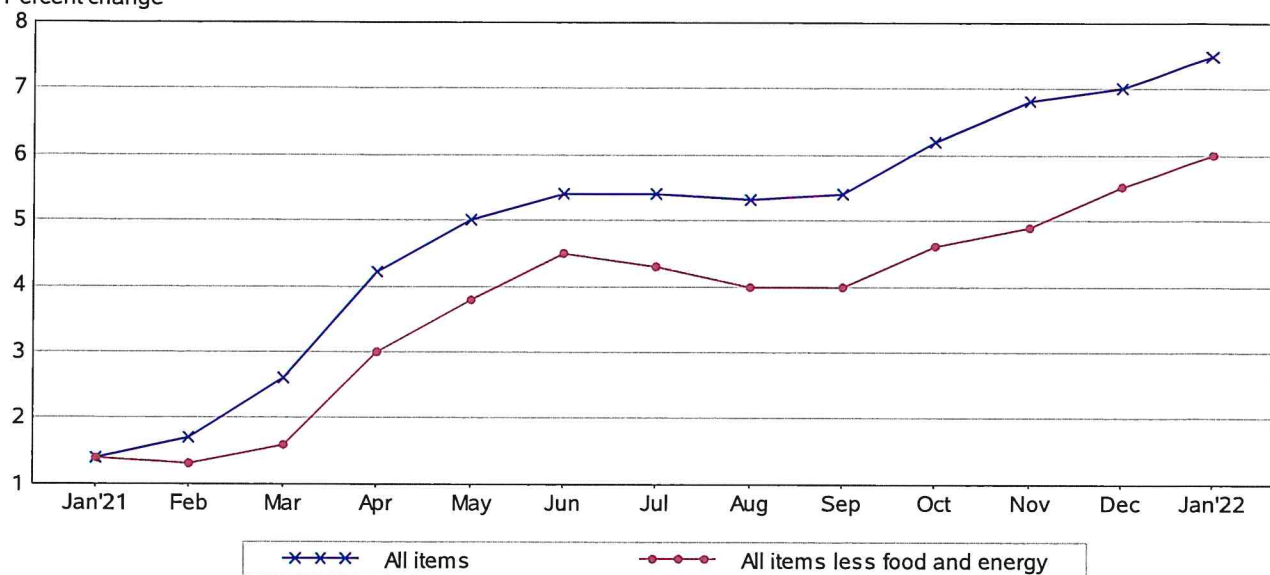
The index for all items less food and energy rose 0.6 percent in January, the same increase as in December. This was the seventh time in the last 10 months it has increased at least 0.5 percent. Along with the index for shelter, the indexes for household furnishings and operations, used cars and trucks, medical care, and apparel were among many indexes that increased over the month.

The all items index rose 7.5 percent for the 12 months ending January, the largest 12-month increase since the period ending February 1982. The all items less food and energy index rose 6.0 percent, the largest 12-month change since the period ending August 1982. The energy index rose 27.0 percent over the last year, and the food index increased 7.0 percent.

**Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Jan. 2021 - Jan. 2022**  
 Percent change



**Chart 2. 12-month percent change in CPI for All Urban Consumers (CPI-U), not seasonally adjusted, Jan. 2021 - Jan. 2022**  
Percent change



**Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average**

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Jan. 2022
	Jul. 2021	Aug. 2021	Sep. 2021	Oct. 2021	Nov. 2021	Dec. 2021	Jan. 2022	
All items.....	0.5	0.3	0.4	0.9	0.7	0.6	0.6	7.5
Food.....	0.7	0.4	0.9	0.9	0.8	0.5	0.9	7.0
Food at home.....	0.6	0.4	1.2	0.9	0.9	0.4	1.0	7.4
Food away from home <sup>1</sup> .....	0.8	0.4	0.5	0.8	0.6	0.6	0.7	6.4
Energy.....	1.6	1.9	1.2	3.7	2.4	0.9	0.9	27.0
Energy commodities.....	2.4	2.5	1.2	4.7	4.2	1.3	-0.6	39.9
Gasoline (all types).....	2.5	2.5	1.1	4.6	4.5	1.3	-0.8	40.0
Fuel oil <sup>1</sup> .....	0.6	-2.1	3.9	12.3	3.5	-2.4	9.5	46.5
Energy services.....	0.7	1.2	1.2	2.4	0.2	0.3	2.9	13.6
Electricity.....	0.2	1.0	0.6	1.4	0.2	0.5	4.2	10.7
Utility (piped) gas service.....	2.2	1.6	2.9	5.9	0.3	-0.3	-0.5	23.9
All items less food and energy.....	0.3	0.2	0.3	0.6	0.5	0.6	0.6	6.0
Commodities less food and energy commodities.....	0.4	0.4	0.3	1.1	0.9	1.2	1.0	11.7
New vehicles.....	1.5	1.2	1.3	1.3	1.2	1.2	0.0	12.2
Used cars and trucks.....	0.0	-1.2	-0.5	2.5	2.4	3.3	1.5	40.5
Apparel.....	0.1	0.3	-0.7	0.6	0.7	1.1	1.1	5.3
Medical care commodities <sup>1</sup> .....	0.2	-0.2	0.3	0.6	0.1	0.0	0.9	1.4
Services less energy services.....	0.3	0.1	0.2	0.4	0.4	0.3	0.4	4.1
Shelter.....	0.4	0.2	0.4	0.5	0.5	0.4	0.3	4.4
Transportation services.....	-0.9	-1.2	-1.0	0.2	0.7	0.0	1.0	5.6
Medical care services.....	0.2	0.2	0.2	0.4	0.3	0.3	0.6	2.7

<sup>1</sup> Not seasonally adjusted.

## **Food**

The food index increased 0.9 percent in January. The food at home index increased 1.0 percent over the month after rising 0.4 percent in December. Five of the six major grocery store food group indexes increased in January. The index for cereals and bakery products increased the most, rising 1.8 percent over the month. The index for other food at home increased 1.6 percent in January, while the index for dairy and related products rose 1.1 percent. The fruits and vegetables index rose 0.9 percent over the month, and the meats, poultry, fish, and eggs index increased 0.3 percent. The only grocery store group index not to increase in January was the index for nonalcoholic beverages, which was unchanged.

The food away from home index rose 0.7 percent in January following an increase of 0.6 percent in December. The index for full service meals and the index for limited service meals both also rose 0.7 percent over the month.

The food at home index rose 7.4 percent over the last 12 months. All of the six major grocery store food group indexes increased over the period. By far the largest increase was that of the index for meats, poultry, fish, and eggs, which rose 12.2 percent over the year. The index for dairy and related products increased 3.1 percent, the smallest 12-month increase among the groups.

The index for food away from home rose 6.4 percent over the last year, the largest 12-month increase since January 1982. The index for limited service meals rose 8.0 percent over the last 12 months, and the index for full service meals rose 7.1 percent. The index for food at employee sites and schools, in contrast, declined 46.9 percent over the past 12 months, reflecting widespread free lunch programs.

## **Energy**

The energy index increased 0.9 percent in January. The electricity index rose sharply in January, increasing 4.2 percent. The gasoline index fell 0.8 percent in January after rising rapidly in the autumn of 2021. (Before seasonal adjustment, gasoline prices rose 0.1 percent in January.) The index for natural gas also declined in January, falling 0.5 percent after declining 0.3 percent in December.

The energy index rose 27.0 percent over the past 12 months with all major energy component indexes increasing. The gasoline index rose 40.0 percent over the last year, despite declining in January. The index for natural gas rose 23.9 percent over the last 12 months, and the index for electricity rose 10.7 percent.

## **All items less food and energy**

The index for all items less food and energy rose 0.6 percent in January, the same increase as December. The shelter index increased 0.3 percent in January as the rent index increased 0.5 percent and the owners' equivalent rent index rose 0.4 percent. The index for household furnishings and operations rose 1.3 percent over the month following a 1.1-percent increase in December. The used cars and trucks index rose 1.5 percent in January, a deceleration from the 3.3-percent increase reported in December.

The medical care index rose 0.7 percent in January. The index for hospital services increased 0.5 percent and the index for prescription drugs rose 1.3 percent, while the index for physicians' services declined 0.1 percent. Other indexes that rose in January include recreation (+0.9 percent), apparel (+1.1 percent), personal care (+1.0 percent), airline fares (+2.3 percent), and education (+0.2 percent).

Only a few indexes decreased in January; among those that did were lodging away from home (-3.9 percent) and wireless telephone services (-0.1 percent). The index for new vehicles was unchanged over the month.

The index for all items less food and energy rose 6.0 percent over the past 12 months. Major contributors to this increase include shelter (+4.4 percent) and used cars and trucks (+40.5 percent). However, the increase is broad-based, with virtually all component indexes showing increases over the past 12 months.

### **Not seasonally adjusted CPI measures**

The Consumer Price Index for All Urban Consumers (CPI-U) increased 7.5 percent over the last 12 months to an index level of 281.148 (1982-84=100). For the month, the index increased 0.8 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 8.2 percent over the last 12 months to an index level of 276.296 (1982-84=100). For the month, the index rose 0.9 percent prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 7.1 percent over the last 12 months. For the month, the index increased 0.8 percent on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

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**The Consumer Price Index for February 2022 is scheduled to be released on Thursday, March 10, 2022 at 8:30 a.m. (ET).**



Economic News Release



Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index

**Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index, January 2022**  
[1982-84=100, unless otherwise noted]

Area	Pricing Schedule(1)	Percent change to Jan. 2022 from:			Percent change to Dec. 2021 from:		
		Jan. 2021	Nov. 2021	Dec. 2021	Dec. 2020	Oct. 2021	Nov. 2021
<b>U.S. city average</b>	M	7.5	1.2	0.8	7.0	0.8	0.3
<b>Region and area size(2)</b>							
<b>Northeast</b>	M	6.3	1.0	0.8	5.9	0.8	0.2
<b>Northeast - Size Class A</b>	M	5.7	1.1	1.0	5.0	0.5	0.1
<b>Northeast - Size Class B/C(3)</b>	M	7.0	0.8	0.5	7.0	1.0	0.3
<b>New England(4)</b>	M	6.6	1.3	0.9	6.2	1.3	0.4
<b>Middle Atlantic(4)</b>	M	6.1	0.9	0.7	5.8	0.6	0.1
<b>Midwest</b>	M	7.9	1.1	0.8	7.5	0.7	0.3
<b>Midwest - Size Class A</b>	M	7.4	0.9	0.6	6.9	0.7	0.3
<b>Midwest - Size Class B/C(3)</b>	M	8.2	1.1	0.9	7.9	0.7	0.2
<b>East North Central(4)</b>	M	7.9	1.2	0.9	7.5	0.8	0.3
<b>West North Central(4)</b>	M	7.9	0.8	0.6	7.7	0.6	0.2
<b>South</b>	M	7.8	1.2	0.9	7.4	0.8	0.3
<b>South - Size Class A</b>	M	7.7	1.5	0.9	7.3	1.1	0.6
<b>South - Size Class B/C(3)</b>	M	7.8	1.1	0.9	7.4	0.6	0.2
<b>South Atlantic(4)</b>	M	7.9	1.4	1.0	7.5	0.9	0.5
<b>East South Central(4)</b>	M	6.9	0.5	0.7	7.1	0.2	-0.2
<b>West South Central(4)</b>	M	7.8	1.1	0.8	7.4	0.8	0.3
<b>West</b>	M	7.7	1.3	0.9	7.1	0.9	0.4
<b>West - Size Class A</b>	M	7.4	1.3	0.9	6.8	1.0	0.4
<b>West - Size Class B/C(3)</b>	M	8.1	1.2	0.9	7.4	0.9	0.3
<b>Mountain(4)</b>	M	9.0	1.3	0.7	8.6	1.2	0.6
<b>Pacific(4)</b>	M	7.3	1.2	0.9	6.5	0.8	0.3
<b>Size classes</b>							
<b>Size Class A(5)</b>	M	7.1	1.2	0.9	6.5	0.9	0.4
<b>Size Class B/C(3)</b>	M	7.8	1.1	0.8	7.5	0.8	0.3
<b>Selected local areas</b>							
<b>Chicago-Naperville-Elgin, IL-IN-WI</b>	M	6.8	1.3	0.9	6.6	0.7	0.4
<b>Los Angeles-Long Beach-Anaheim, CA</b>	M	7.5	1.5	1.1	6.6	1.0	0.4
<b>New York-Newark-Jersey City, NY-NJ-PA</b>	M	5.1	0.9	1.1	4.4	0.1	-0.2
<b>Atlanta-Sandy Springs-Roswell, GA</b>	2				9.8	1.9	
<b>Baltimore-Columbia-Towson, MD(6)</b>	2				8.0	1.8	
<b>Detroit-Warren-Dearborn, MI</b>	2				7.0	1.1	

**Footnotes**

(1) Foods, fuels, and several other items are priced every month in all areas. Most other goods and services are priced as indicated: M - Every month. 1 - January, March, May, July, September, and November. 2 - February, April, June, August, October, and December.

(2) Regions defined as the four Census regions.

(3) Indexes on a December 1996=100 base.

(4) Indexes on a December 2017=100 base.

(5) Indexes on a December 1986=100 base.

(6) 1998 - 2017 indexes based on substantially smaller sample.

(7) Indexes on a December 2001=100 base.

(8) Indexes on a 1987=100 base.

NOTE: Local area indexes are byproducts of the national CPI program. Each local index has a smaller sample size than the national index and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses.

Area	Pricing Schedule <sup>(1)</sup>	Percent change to Jan. 2022 from:			Percent change to Dec. 2021 from:		
		Jan. 2021	Nov. 2021	Dec. 2021	Dec. 2020	Oct. 2021	Nov. 2021
Houston-The Woodlands-Sugar Land, TX	2				6.6	0.7	
Miami-Fort Lauderdale-West Palm Beach, FL	2				7.1	1.2	
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	2				6.6	0.9	
Phoenix-Mesa-Scottsdale, AZ <sup>(7)</sup>	2				9.7	1.7	
San Francisco-Oakland-Hayward, CA	2				4.2	0.8	
Seattle-Tacoma-Bellevue, WA	2				7.6	0.6	
St. Louis, MO-IL	2				8.3	0.8	
Urban Alaska	2				7.2	0.4	
Boston-Cambridge-Newton, MA-NH	1	6.3	1.6				
Dallas-Fort Worth-Arlington, TX	1	7.8	1.6				
Denver-Aurora-Lakewood, CO	1	7.9	1.4				
Minneapolis-St.Paul-Bloomington, MN-WI	1	7.2	0.7				
Riverside-San Bernardino-Ontario, CA <sup>(4)</sup>	1	8.6	1.5				
San Diego-Carlsbad, CA	1	8.2	2.0				
Tampa-St. Petersburg-Clearwater, FL <sup>(8)</sup>	1	9.6	2.4				
Urban Hawaii	1	6.0	0.9				
Washington-Arlington-Alexandria, DC-VA-MD-WV <sup>(5)</sup>	1	6.0	0.9				

**Footnotes**  
<sup>(1)</sup> Foods, fuels, and several other items are priced every month in all areas. Most other goods and services are priced as indicated: M - Every month. 1 - January, March, May, July, September, and November. 2 - February, April, June, August, October, and December.  
<sup>(2)</sup> Regions defined as the four Census regions.  
<sup>(3)</sup> Indexes on a December 1996=100 base.  
<sup>(4)</sup> Indexes on a December 2017=100 base.  
<sup>(5)</sup> Indexes on a December 1986=100 base.  
<sup>(6)</sup> 1998 - 2017 indexes based on substantially smaller sample.  
<sup>(7)</sup> Indexes on a December 2001=100 base.  
<sup>(8)</sup> Indexes on a 1987=100 base.

NOTE: Local area indexes are byproducts of the national CPI program. Each local index has a smaller sample size than the national index and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses.

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Last Modified Date: February 10, 2022

U.S. BUREAU OF LABOR STATISTICS Division of Consumer Prices and Price Indexes Suite 3130 2 Massachusetts Avenue NE Washington, DC 20212-0001

Telephone: 1-202-691-7000 [www.bls.gov/CPI](http://www.bls.gov/CPI) [Contact CPI](#)

## Economic News Release



Table 5. Chained Consumer Price Index for All Urban Consumers (C-CPI-U) and the Consumer Price Index for All Urban Consumers (CPI-U): U.S. city average, all items index

**Table 5. Chained Consumer Price Index for All Urban Consumers (C-CPI-U) and the Consumer Price Index for All Urban Consumers (CPI-U): U.S. city average, all items index, January 2022**  
[Percent changes]

Month Year	Unadjusted 1-month percent change		Unadjusted 12-month percent change	
	C-CPI-U(1)	CPI-U	C-CPI-U(1)	CPI-U
December 2009			2.5	2.7
December 2010			1.3	1.5
December 2011			2.9	3.0
December 2012			1.5	1.7
December 2013			1.3	1.5
December 2014			0.5	0.8
December 2015			0.4	0.7
December 2016			1.8	2.1
December 2017			1.7	2.1
December 2018			1.5	1.9
December 2019			1.8	2.3
January 2020	0.4	0.4	2.0	2.5
February 2020	0.3	0.3	1.8	2.3
March 2020	-0.2	-0.2	1.1	1.5
April 2020	-0.5	-0.7	0.2	0.3
May 2020	-0.1	0.0	-0.1	0.1
June 2020	0.6	0.5	0.4	0.6
July 2020	0.6	0.5	0.9	1.0
August 2020	0.4	0.3	1.3	1.3
September 2020	0.1	0.1	1.4	1.4
October 2020	0.0	0.0	1.2	1.2
November 2020	-0.1	-0.1	1.2	1.2
December 2020	0.1	0.1	1.5	1.4
January 2021	0.5	0.4	1.6	1.4
February 2021	0.5	0.5	1.8	1.7
March 2021	0.6	0.7	2.6	2.6
April 2021	0.8	0.8	4.0	4.2
May 2021	0.8	0.8	5.0	5.0
June 2021	0.9	0.9	5.3	5.4
July 2021	0.5	0.5	5.1	5.4
August 2021	0.2	0.2	4.9	5.3
September 2021	0.3	0.3	5.1	5.4
October 2021	0.8	0.8	6.0	6.2
November 2021	0.5	0.5	6.6	6.8
December 2021	0.3	0.3	6.7	7.0
January 2022	0.8	0.8	7.1	7.5

**Footnotes**

(1) The C-CPI-U is designed to be a closer approximation to a cost-of-living index in that it, in its final form, accounts for any substitution that consumers make across item categories in response to changes in relative prices. Since the expenditure data required for the calculation of the C-CPI-U are available only with a time lag, the C-CPI-U is issued first in preliminary form using the latest available expenditure data at that time and is subject to four revisions.

Indexes are issued as initial estimates. Indexes are revised each quarter with the publication of January, April, July, and October data as updated expenditure estimates become available. The C-CPI-U indexes are updated quarterly until they become final. January-March indexes are final in January of the following year; April-June indexes are final in April of the following year; July-September indexes are final in July of the following year; October-December indexes are final in October of the following year.

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2019 Salary and Fringe Benefit Survey

\*\*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	121,477	Council/Manager	\$ 104,120.68	\$16,588.86/ 35 meetings per year	City Admin non-elected \$ \$223,600.00	\$ 44,236.98	N/A	N/A
Dearborn, Michigan	Approximately 98,000	Council/Strong Mayor	\$79,992	Approx. 24 City Council meetings. Council President: \$17,267 Council Member: \$14,409 They are also paid \$100 per meeting up to 80 meetings.	N/A	\$147,467	See attachment	N/A
East Lansing, Michigan	48,579	Council/ Manager	Range \$60,165 to a maximum of \$84,310. The Clerk is currently at \$77,392.	\$8,171.92/ annual- 32 meetings	\$143,309	\$9,634	N/A	N/A
Flint, Michigan	96,448	Council/Strong Mayor	70817.76 Reported in 2017	\$20,800.00 Reported in 2017	N/A	\$91,000.00 Reported in 2017	None	No
Grand Rapids, Michigan	198,829	Commission/ Manager	\$104,052.00	\$24,410/ 24 Meetings per year	\$ 250,000.00	\$42,471.00	Same as full time city employees. Includes Health, 20% Required Contribution, Voluntary Enrollment Cafeteria Benefits (Disability, Life, Cancer, Flexible Spending), Retirement – Mandatory 6% employee contribution with matching employer contribution, Deferred Compensation (Voluntary), Death Benefit \$60,000.00	Not Applicable (We do have Mileage Reimbursement)
Lansing, Michigan	116,000	Council/ Strong Mayor	\$ 87,066.00	President \$26,640 VP \$25,140 Members \$24,240	N/A	\$ 128,400.00	Council: Option to purchase health and dental. Mayor and Clerk: Health, Dental, DC, Long Term Disability, Life Insurance	N/A
Lorain, Ohio	2017 estimate was 63,841	Council/ Strong Mayor	\$63,220	\$12,760 Council President/annual \$12,333 Council member/annual	N/A	\$118,671	Council Members none (except OPERS) all others Health Insurance with same monthly premiums as all city employees, Life Insurance \$25,000 (after 15 years service \$12,500 after termination), OPERS	The Mayor is provided with a City vehicle for work use
Madison, Wisconsin	Approximately 250,000	Council/ Strong Mayor	\$87,359-\$117,935	Council President: \$16,149 Council VP: \$14,317 Alders make \$13,271 The Council generally meets twice a month and then alders also are assigned to various committees with differing meeting schedules.	N/A	\$141,342	The Mayor is eligible for the same benefits as other City employees. Alders do not receive benefits.	N/A
Rochester Hills, Michigan	74,205	Council/ Strong Mayor	\$96,549.00	President \$8,350 Members \$6,577 (based on 32 meetings). If there is more than 32 meetings, \$60/ meeting . - Reported in 2017	N/A	\$ 116,276.00	Mayor & Clerk: Longevity, Vacation, Health Insurance, Option for Health Savings Account or Flex Spending Account, Retiree Health Care Funding Plan City 4% and Employee 1%, Disability & Life Insurance, Pension IRS Section 401a Plan 14% City, 3% Employee, Voluntary Deferred Comp 457 Plan City Council: Pension IRS Section 401a Plan 12% City contribution; after-tax voluntary employee contributions up to 12%, 45 month vesting for City contributions. Deferred Compensation 457 and Roth 457 Plans Employee voluntary pre-tax contributions to annual legal maximums established by the IRS. AFLAC Supplemental Insurance Employee-paid payroll deductions available for Hospital Intensive Care, Cancer and Accident plans. Employee Assistance Program - Reported in 2017	No, but can submit for mileage reimbursement.
Royal Oak, Michigan	59,112	Commission/ Manager	\$72,922-\$86,427	\$20 per meeting- 24 meetings a year	\$121,236-\$145,909	\$40 per meeting- 24 meeting a year	N/A	N/A
Warren, Michigan	135,022	Council/ Strong Mayor	\$92,923.00 Reported in 2017	\$31,412 (as reported by Sterling Heights)	N/A	\$125,642 (as reported by Sterling Heights)	All elected officials: Health Insurance Dental 401k (employee 4%, City 10%) Retirement Health Savings Account (employee 2%, City 2%) Flexible Spending Account option Life Insurance -Reported in 2017	N/A

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			4/24/2005		Self-suported Vision Care added		Council Healthcare Removed 1/01/2010			
	2002						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 President	Discontinued	No Increase	\$ 20,950
President	Discontinued	No Increase	\$ 22,200

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	

C.A. 09-23

2017		Proposed-effective 7/1/2017	Proposed-effective 7/1/2018		
	Salaries	New Amount	New Amount	Fringe Benefit	STATUS
Mayor	Increase	\$ 129,684	\$ 130,980	No Chg from 2015	Rejected
Clerk	Increase	\$ 87,936	\$ 88,815	No Chg from 2015	Rejected
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		Proposed Effective 1/1/2019	Proposed Effective 1/1/2020	Proposed Effective 1/1/2021	Fringe Benefit	STATUS	RES. #
	Salaries						
Mayor	Increase	\$ 134,058.25	\$ 136,739.42	\$ 139,610.42	No Chg from 2015		
Clerk	Increase	\$ 90,902.77	\$ 92,720.83	\$ 94,667.97	No Chg from 2015		
Council Pres.	Increase	\$ 27,813.95	\$ 28,370.23	\$ 28,966.00	No Chg from 2010		
Council VP	Increase	\$ 26,247.85	\$ 26,772.81	\$ 27,335.04	No Chg from 2010		
Council Mbr	Increase	\$ 25,308.19	\$ 25,814.35	\$ 26,356.45	No Chg from 2010		

2021		Effective 1/1/2021	Fringe Benefit
	Salaries		
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