



AGENDA

**CITY OF CEDAR SPRINGS
LOCAL OFFICERS COMPENSATION COMMITTEE**

Monday, October 30, 2017

4:00 p.m.

**Cedar Springs City Hall
66 S. Main St.
Cedar Springs, Michigan**

1. Call to Order by City Clerk.
2. ROLL CALL:
 - Mr. Larry Young _____
 - Mr. Joe Jernigan _____
 - Mr. Art Tiethoff _____
 - Mrs. Dana Hilyer _____
 - Mr. Mark Laws _____
3. Motion to approve the minutes of October 28, 2015 Meeting.
4. Discussion on proposed pay increases for City Councilmembers and Mayor.
5. Motion to recommend to City Council salary suggestions for Mayor and City Councilmembers for Fiscal Years 2017 – 2019.
6. Adjournment.



**Minutes of the Meeting of the
Local Officer's Compensation Committee**

**Wednesday, October 28, 2015
7:00 p.m.**

**Cedar Springs City Hall
66 S. Main St.
Cedar Springs, Michigan**

1. The Meeting was called to order by City Clerk **Linda Christensen** at 7:18 p.m.

2. ROLL CALL:	Mr. Larry Young	Present
	Mr. Joe Jernigan	Excused
	Mr. Art Tiethoff	Present
	Mrs. Dana Hilyer	Present
	Mr. Mark Laws	Excused

3. **Motion by Young, supported by Tiethoff to approve the minutes of the November 26, 2013 meeting.**

VOTE: 3 – 0, Motion Carried.

4. Discussion on proposed pay increases for City Councilmembers and Mayor: Members were presented with information regarding the statutory responsibilities of the Local Officer's Compensation Committee as well as City Charter information regarding compensation for councilmembers and appointed officers and the duties and responsibilities of those individuals. They were also provided information regarding the number of meetings held each year and the roles of the mayor, mayor pro tem and councilmembers. Wages for similarly sized communities as well as the impact of a raise on the City's budget was discussed. Members discussed the fact that councilmembers had not received a pay increase since 2005.

5. **Motion by Young, supported by Tiethoff, to recommend an increase of \$100.00 per year for both councilmembers and mayor bringing those annual salaries to \$1,200.00 and \$1,400.00 respectively.**

The Clerk provided committee members with information provided by the absentee members. **Jernigan** stated he would be in favor of whatever the majority of members wanted to do and **Laws** had provided an email stating he was opposed to a change in the current salary practices.

VOTE: 3 – 0, Motion Carried.

Christensen stated the Committee's recommendation would go to the Council for action at its November meeting.

6. The Meeting adjourned at 7:27 p.m.

Linda Christensen, City Clerk



MEMO TO: Local Officer's Compensation Committee Members

FROM: Rebecca Newland, City Clerk

DATE: October 24, 2017

SUBJECT: LOCC. Meeting

Enclosed you will find material you may find helpful for your 4:00 p.m. LOCC meeting Monday, October 30th at City Hall. As you are aware, the committee is charged with establishing compensation for City Councilmembers. State Statute calls for the Local Officer's Compensation Committee to meet in odd numbered years. I have attached Ordinance No. 51 which the Cedar Springs City Council adopted in 1982, establishing the local LOCC.

The City Charter also addresses compensation for councilmembers under Section. 3.3 "Compensation of Councilmen and Appointive Officers" and under Division 2. "Local Officers Compensation Commission," Section 2.62, "Created; Composition." Those are also included in your information packet.

This committee last met in 2015. I have attached the minutes from that meeting. The committee recommended a modest increase for both the Mayor and Councilmembers which was rejected by the City Council. Currently the City Council is operating under wages established in 2005 at which time the LOCC recommended, and the Council approved, a wage increase of \$100.00 for both the mayor and councilmembers bringing their annual wage to \$1,300.00 and \$1,100.00, respectively.

Your salary recommendations will be for a period of two years. The LOCC will not meet again until 2019. Your recommendation will be on the City Council's November 9, 2017 agenda.

There are 12 regular meetings per year. Special meetings are called when items come up unexpectedly or a decision is needed before the next regularly scheduled meeting. Sometimes councilmembers elect to hold workshops which allow them added time to delve into material such as the budget. In addition to the 12 regular meetings in 2016, there were six special meetings. So far in 2017 there have been 10 regular and two special meetings.

The mayor resides at council meetings, attends open houses and ribbon cutting ceremonies and may be called upon to represent the City at various civic functions. By virtue of the office, the mayor also sits on the Downtown Development Authority Board

of Directors and serves on the Industrial Facilities Tax Advisory Committee, He is also a member of the Planning Commission. The mayor, as well as all councilmembers, make themselves available to citizens by phone or email at home or when they are out and about in the City.

The Mayor Pro Tem stands in for the Mayor when he/she is unable to be in attendance at a certain event or function or City Council meeting. The Mayor Pro Tem, however, is often in attendance at the same functions as the Mayor.

In addition to their attendance at monthly and special meetings, councilors also donate time to numerous City boards and committees. They too, field citizen phone calls at home and talk to citizens wherever they may be in addition to the time spent preparing for meetings.

Also included in your material is wage and salary information for similarly sized cities for both the mayor and councilmembers which you may find helpful. I have also included the language in the City's Charter for both the mayor and council.

If you would like additional information at the meeting or have any questions or concerns before the meeting, please feel free to call and I will do my best to answer your questions. I can be reached at 616.696.1330 ext. 101 or by email at clerk@cityofcedarsprings.org

I look forward to meeting you.

Thank you,

A handwritten signature in cursive script that reads "Rebecca Newland".

Rebecca Newland
City Clerk

ORDINANCE NO. 51

AN ORDINANCE TO CREATE A LOCAL OFFICERS COMPENSATION COMMISSION:

THE CITY OF CEDAR SPRINGS ORDAINS:

That a Local Officers Compensation Commission is hereby created pursuant to the provision of Act #8 of Michigan Public Act 1972 as amended M.C.I. number 117.SC.

The Commission shall consist of 5 members; the appointment in terms of office of the members and the conduct of business of the Commission to be according to the provision of said Act 3 of 1972 as amended and hereafter amended.

The foregoing ordinance was duly enacted by the City of Cedar Springs by the City Council at a regular meeting thereof held on the 12th day of August, 1982.

PASSED AUGUST 12, 1982

Mayor

City Clerk

*Ord No 51
Cedar Springs*

§ 5.2084(3) Ordinance governing salaries in lieu of charter provision; charter restriction inapplicable.] SEC. 5c. In place of a charter provision existing on [December 31], 1972 establishing the salaries or the procedure for determining salaries of elected officials, the governing body may establish, by ordinance, the procedure described in this section in which case the restriction contained in a charter provision with respect to changing salaries during term shall be inapplicable. The ordinance shall provide the following:

Local officers compensation commission, creation; composition, population; qualifications, terms of office; time of appointment; vacancies; eligibility restriction.] (a) A local officers compensation commission is created which shall determine the salaries of each local elected official. The commission shall consist of 5 members in a city of 20,000 population or less and 7 members in a city of over 20,000 population. The members shall be registered electors of the city, appointed by the mayor subject to confirmation by a majority of the members elected and serving in the legislative body. In the case of a 5-member commission, the terms of office shall be 5 years, except that of the members first appointed, 1 each shall be appointed for terms of 1, 2, 3, 4, and 5 years. In the case of a 7-member commission, the terms of office shall be 7 years, except that of the members first appointed, 1 each shall be appointed for terms of 1, 2, 3, 4, 5, 6, and 7 years. The first members shall be appointed within 30 days after the effective date of the ordinance. Members other than the first members shall be appointed

October 1 of the year of appointment. Vacancies shall be filled for the remainder of the unexpired term. A member or employee of the legislative, judicial or executive branch of government or a member of the immediate family of a member or employee of the legislative, judicial, or executive branch of government shall not be a member of the commission.

Determination of salaries; rejection by legislative resolution; effective date; existing salary; expenses.] (b) The commission shall determine the salary of each local elected official. The determination shall be the salary unless the legislative body, by resolution adopted by $\frac{2}{3}$ of the members elected to and serving on the legislative body, rejects it. The determination of the commission shall be effective 30 days following its filing with the city clerk unless rejected by the legislative body. If the determination is rejected, the existing salary shall prevail. The 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.

Meetings and time of determination; quorum; chairman; session days; compensation and expenses.] (c) The commission shall meet for not more than 15 session days in each odd numbered year and shall make its determination within 45 calendar days after its first meeting. 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 a 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 day" means a calendar day 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.

Open Meetings Act, compliance.] (d) The business which the commission may perform shall be conducted at a public meeting of the commission held in compliance with Act No. 267 of the Public Acts of 1976, being sections 15.261 to 15.275 of the Michigan Compiled Laws. Public notice of the time, date, and place of the meeting of the commission shall be given in the manner required by Act No. 267 of the Public Acts of 1976.

Freedom of Information Act, compliance.] (e) A writing prepared, owned, used, in the possession of, or retained by the commission in the performance of an official function shall be made available to the public in compliance with Act No. 442 of the Public Acts of 1976, being sections 15.231 to 15.246 of the Michigan Compiled Laws.

Implementation by resolution; change of procedure, time and method.] (f) The governing body shall implement this section by resolution. After 1 year following the date the ordinance goes into effect the procedure for establishing the compensation of elected officials may be changed by charter amendment or revision.

Section 3.1. - Elective officers and terms of office.

All legislative or policy forming powers of the city shall be vested in, exercised, and determined by a council of seven members, including a mayor, who shall be designated and known as Councilme[mbers]. In all cases where the "Council" is used in this Charter, the same shall mean and shall be synonymous with the terms "Commission," "Common Council," "Board of Aldermen," "governing body," or legislative body or any other synonymous term, as the same may be used in any state or federal law referring to legislative or governing bodies of cities. At the regular city election to be held in 1967 there shall be elected seven councilmen[mbers], one of whom shall be elected for a term of four years, two of whom shall be elected for a term of three years, two of whom shall be elected for a term of two years, and two of whom shall be elected for a term of one year. The nominating petitions filed by persons as candidates for the office of councilman [Councilmember] in the 1967 election shall specifically indicate the length of the term for which the candidate is running. At the regular City election in 1968 and in each year thereafter, there shall be elected to the Council a number of councilmen whose terms of office expire in the year of the election. In any election in which more than one Councilman [Councilmember] is elected, the candidate receiving the highest number of votes and the candidates receiving the second highest number of votes shall be deemed elected for the terms of office for which they are running and shall hold office until the first Monday in April in the year in which their term of office expires and thereafter until their respective successors are elected and qualified. The term of office of all Councilme[members] holding office at the time of adoption of this amendment shall expire on the first Monday in April in 1967 regardless of the term for which they were elected.

Editor's note—

Pursuant to MCL 168.641, the regular primary elections are now held annually on the Tuesday following the first Monday in August. Regular general elections, if necessary, are held on Tuesday following the first Monday in November. See Code of Ordinances [§ 2-26](#)

State law reference— Mandatory that Charter provide for a legislative body, MCL 117.3(a).

Section 3.2. - Election of mayor.

The Council shall at its first meeting after the election of the first Council hereunder and also at its first meeting following each regular city election, elect one of its members to serve as Mayor for a term expiring at the first Council meeting following the next regular city election.

State law reference— Mandatory that charter provide for election of mayor, MCL 117.3(a).

Section 3.3. - Compensation of councilme[mbers] and appointive officers.

Members of the Council shall each receive as their compensation for any services rendered the sum of Five Dollars (\$5.00) for being in attendance at each regular or special meeting of the Council (not to exceed 18 meetings in any one year). Compensation of all appointive officers shall be fixed by the Council.

Editor's note—

The compensation of elected officers is now determined by the local officers' compensation commission pursuant to Code of Ordinances, § 2-61.

Mandatory that charter provide for compensation of officers, MCL 117.3(d), 117.5(

Section 3.5. - Fundamental duties of the mayor.

(a)

Insofar as required by law, and for all ceremonial purposes, the Mayor shall be recognized as the executive head of the city. He shall have an equal voice and vote in the proceedings of the Council, but shall have no veto power. He shall be the presiding officer of the Council.

(b)

He shall be the conservator of the peace, and may exercise within the city the powers conferred upon sheriffs to suppress disorder, and shall have the power to command the assistance of all able-bodied citizens to aid in the enforcement of the ordinances of the city and the laws of the State of Michigan, and to suppress riot and disorderly conduct.

(c)

He shall authenticate by his signature such instruments as the Council, this Charter, or the laws of the State of Michigan or the United States shall require.

State law reference— Mayor chief executive officer, MCL 117.3(a).

Section 3.7. - Selection of mayor pro tem.

The Council shall at its first regular meeting following each regular biennial city election, select one of its members to serve as Mayor Pro Tem. The Mayor Pro Tem shall perform the duties of the Mayor when, on account of absence from the city, disability or otherwise, the Mayor is temporarily unable to perform the duties of his office, and in case of vacancy in the office of Mayor, until such vacancy is filled by the Council, the Mayor Pro Tem shall preside over the meetings of the Council at the call of the Mayor. In the event of a vacancy occurring in the office of Mayor or Mayor Pro Tem, the Council shall appoint one of its elected members to fill such vacancy.

Section 4.1. - Providing for public health and safety.

Through the departments and agencies of the City government, the Council shall provide for the public peace and health and for the safety of persons and property. The Council shall constitute the Board of Health of the City, and it and its officers shall possess all powers, privileges and immunities granted to boards of health by state laws.

Section 4.2. - Regular meetings.

The Council shall provide by resolution for the time and place of its regular meetings and shall hold at least one regular meeting each month.

Municipality (by population)	2010 Pop	Type of Govt	Annual Salary			
			Mayor/ Council President	Per Resident	Mayor Pro Tem / Vice Mayor / VicePreside nt	Per Resident
Caseville	777	Council	\$1,800.00	\$2.32		
Gobles	829	Council	\$720.00	\$0.87	\$420.00	
Stephenson	862	Mayoral	\$6,150.00	\$7.13	\$1,230.00	
Caspian	907	Council-Manager	\$120.00	\$0.13	\$120.00	\$0.13
Saugatuck	925	Council-Manager	\$990.00	\$1.07		
Carson City	1,190	Mayoral	\$1,500.00	\$1.26	\$900.00	
Laingsburg	1,283	Council	\$1,200.00	\$0.94		\$0.00
Fennville	1,398	Mayoral	\$720.00	\$0.52	\$480.00	\$0.34
Luna Pier	1,436	Mayoral	\$1,500.00	\$1.04		
Standish	1,509	Council-Manager	\$870.00	\$0.58	\$600.00	
Montrose	1,657	Council-Manager	\$840.00	\$0.51	\$840.00	
Sylvan Lake	1,784	Council-Manager	\$100.00	\$0.06	\$0.00	
Tawas City	1,827	Council-Manager	\$750.00	\$0.41	\$0.00	
Parchment	1,845	Council-Manager	\$1,150.00	\$0.62	\$920.00	
Wakefield	1,851	Council-Manager	\$480.00	\$0.26		
Newago	1,976	Council-Manager	\$390.00	\$0.20	\$390.00	\$0.20
Bangor	2,000	Council-Manager	\$2,000.00	\$1.00	\$1,600.00	\$0.80
West Branch	2,139	Council-Manager	\$1,450.00	\$0.68		
Perry	2,188	Mayoral	\$720.00	\$0.33		
Bridgman	2,291	Council-Manager	\$1,200.00	\$0.52	\$1,200.00	
Bronson	2,349	Council-Manager	\$600.00	\$0.26	\$600.00	
Orchard Lake	2,373	Council	\$0.00	\$0.00	\$0.00	
Reed City	2,425	Council-Manager	\$300.00	\$0.12	\$300.00	
Croswell	2,447	Council-Manager	\$1,080.00	\$0.44	\$960.00	\$0.39
Charlevoix	2,500	Council-Manager	\$2,640.00	\$1.06		\$0.00
Munising	2,539	Council-Manager	\$600.00	\$0.24		
East Tawas	2,808	Mayoral	\$1,200.00	\$0.43	\$1,200.00	\$0.43
Rogers City	2,837	Council-Manager	\$1,500.00	\$0.53		
Ferrysburg	2,893	Mayoral	\$1,000.00	\$0.35	\$750.00	\$0.26
Iron River	3,029	Council -Manager	\$2,400.00		\$1,800.00	
Clare	3,118	Council-Manager	\$0.00	\$0.00	\$0.00	
Bad Axe	3,129	Council	\$1,700.00	\$0.54	\$825.00	

Durand	3,446	Council-Manager	\$500.00	\$0.15		
Cedar Springs	3,509	Council-Manager	\$1,300.00	\$0.37	\$1,100.00	\$0.31
Gaylord	3,645	Council-Manager	\$3,500.00	\$0.96	\$2,500.00	\$0.69
Plainwell	3,800	Council-Manager	\$2,800.00	\$0.74	\$1,800.00	
Williamston	3,853	Council-Manager	\$1,250.00	\$0.32	\$1,150.00	
Otsego	3,956	Council-Manager	\$2,500.00	\$0.63	\$1,900.00	\$0.48
Linden	3,991	Council-Manager	\$500 - \$575/yr			
Caro	4,229	Council-Manager	\$2,328.00	\$0.55		\$0.00
South Haven	4,403	Council-Manager	\$1,800.00	\$0.41	\$1,400.00	
Bloomfield Hills	4,500	Council-Manager	\$0.00		\$0.00	
Dewitt	4,507	Mayoral	\$925.00	\$0.21		
Gibraltar	4,600	Council-Manager	\$2,500.00	\$0.54	\$1,000.00	
Chelsea	4,944	Council-Manager	\$5,000.00	\$1.01		\$0.00
Frankemuth	4,948	Council-Manager	\$0.00	\$0.00		
Gladstone	4,973	Council-Manager	\$1,320.00	\$0.27	\$1,200.00	
Lathrop	5,000	Council-Manager	\$0.00	\$0.00	\$0.00	
St. Louis	5,005	Council-Manager	\$1,100.00	\$0.22	\$700.00	
Kingsford	5,133	Council-Manager	\$1,272.00	\$0.25	\$960.00	
Springfield	5,280	Council	\$1,240.00	\$0.23	\$960.00	
Springfield	5,280	Council-Manager	\$1,240.00	\$0.23	\$960.00	
Gross Pointe	5,421	Council-Manager	\$0.00	\$0.00	\$0.00	\$0.00
Petoskey	5,670	Council-Manager	\$750.00	\$0.13		
Belding	5,757	Council-Manager	\$660.00	\$0.11	\$540.00	\$0.09
Northville	5,900	Council-Manager	\$600.00	\$0.10	\$500.00	\$0.08
Richmond	6,000	Council-Manager	\$1,560.00	\$0.26	\$1,300.00	\$0.22
Zeeland	6,000	Council-Manager	\$3,500.00	\$0.58	\$1,850.00	\$0.31
Manistee	6,226	Council-Manager	\$4,774.00	\$0.77		\$0.00
Ishpeming	6,555	Council-Manager	\$2,640.00	\$0.40	\$2,400.00	
Marshall	7,045	Council-Manager	\$500.00	\$0.07		\$0.00
Grand Ledge	7,791	Council-Manager	\$1,200.00	\$0.15		
Three Rivers	7,811	Council-Manager	\$2,520.00	\$0.32		
St. Johns	7,865	Council-Manager	\$2,000.00	\$0.25	\$1,600.00	
Ludington	8,076	Council-Manager	\$4,800.00	\$0.59		\$0.00
Center Line	8,300	Council-Manager	\$1,476.00			
Hillsdale	8,305	Council-Manager	\$3,300.00	\$0.40	\$1,430.00	
Flushing	8,389	Council-Manager	\$480.00	\$0.06	\$480.00	
Greenville	8,481	Council-Manager	\$1,800.00	\$0.21	\$1,800.00	
Saline	8,810	Council-Manager	\$4,532.00	\$0.51		
Lapeer	8,841	Council-Manager	\$2,600.00	\$0.29		
Plymouth	8,933	Council-Manager	\$480.00	\$0.05	\$480.00	
Charlotte	9,000	Council-Manager	\$1,320.00	\$0.15	\$1,200.00	
Alma	9,237	Council-Manager	\$1,100.00	\$0.12	\$880.00	
Howell	9,489	Council-Manager	\$4,000.00	\$0.42		

Benton Harbor	10,038	Council-Manager	\$2,880.00		\$2,640.00	
Cadillac	10,335	Council-Manager	\$4,300.00	\$0.42	\$3,000.00	
Grand Haven	10,412	Council-Manager	\$3,550.00	\$0.34		
East Grand Rapids	10,694	Council-Manager	\$2,000.00	\$0.19		\$0.00
South Lyon	11,036	Council-Manager	\$2,640.00	\$0.24		
Escanaba	12,000	Council-Manager	\$1,800.00	\$0.15		
Clawson	12,048	Council-Manager	\$1,400.00	\$0.12		
Riverview	12,181	Council-Manager	\$5,000.00	\$0.41		
Sault Ste. Marie	13,959	Council-Manager	\$6,426.00	\$0.46	\$4,284.00	\$0.31
Harper Woods	14,236	Council-Manager	\$2,700.00	\$0.19	\$2,400.00	
Traverse City	14,674	Council-Manager	\$7,526.00	\$0.51	\$6,021.00	
Fraser	14,800	Council-Manager	\$4,531.00	\$0.31		
Owosso	15,000	Council-Manager	\$240.00	\$0.02	\$240.00	\$0.02
Mount Clemens	16,342	Council-Manager	\$2,000.00	\$0.12		\$0.00
Birmingham	20,000	Council-Manager	\$120.00	\$0.01	\$120.00	\$0.01
Ferndale	20,256	Council-Manager	\$10,216.00	\$0.50		
Auburn Hills	22,000	Council-Manager	\$10,000.00	\$0.45	\$7,500.00	
Walker	23,537		\$11,197.00	\$0.48		
Marquette	25,369	Council-Manager	\$10,000.00	\$0.39	\$7,500.00	\$0.30
Garden City	27,692	Council-Manager	\$4,000.00	\$0.14		\$0.00
Portage	46,292	Council-Manager	\$7,500.00	\$0.16		\$0.00
Roseville	47,499	Council-Manager	\$10,669.00	\$0.22	\$8,704.00	\$0.18
Battle Creek	52,347	Council-Manager	\$7,800.00	\$0.15	\$5,700.00	\$0.11
Novi	55,224	Council-Manager	\$6,500.00	\$0.12		\$0.00
Dearborn Heights	57,774	Mayoral	\$9,260.00	\$0.16	\$8,011.00	\$0.14
Royal Oak	58,689	Mayoral	\$1,120.00	\$0.02		\$0.00
St. Clair Shores	59,715	Council-Manager	\$10,071.00	\$0.17		\$0.00
Wyoming	75,000	Council-Manager	\$13,355.00	\$0.18	\$9,994.00	\$0.13
Southfield	76,000	Council-Manager	\$46,900.00	\$0.62		\$0.00
Farmington Hills	80,000	Council-Manager	\$9,895.00	\$0.12		\$0.00
Troy	86,000	Council-Manager	\$2,100.00	\$0.02	\$2,100.00	\$0.02
Sterling Heights	130,000	Council-Manager	\$21,690.00	\$0.17		\$0.00
Grand Rapids	193,792	Council-Manager	\$41,638.00	\$0.21		\$0.00
Fremont		Council-Manager	\$1,020.00			
Harrison		Council	\$960.00		\$960.00	

2017 Commission/Council Com

Council Member	Per Resident	Conference & Training	Mileage	Laptop	Cell Phone	Other
\$1,800.00	\$2.32	Yes	Yes	Yes	No	
\$420.00	\$0.51	Yes	Yes	No	No	
\$1,230.00	\$1.43	Yes	Yes	No	Mayor	
\$120.00	\$0.13	No	No	No	No	
\$840.00	\$0.91	Yes	Yes	No	No	
\$900.00	\$0.76	No	No	No	No	
\$600.00	\$0.47	Yes	Yes	No	No	
\$480.00	\$0.34	Yes	Yes	No	No	
\$1,200.00	\$0.84	Yes	Yes	No	No	
\$600.00	\$0.40	Yes	Yes	No	No	
\$600.00	\$0.36	Yes	Yes	No	No	
\$0.00	\$0.00	Yes	No	No	No	
\$0.00	\$0.00	Yes	Yes	No	No	
\$920.00	\$0.50	Yes	Yes	No	No	
\$480.00	\$0.26	Yes	Yes	No	No	
\$390.00	\$0.20	Yes	Yes	No	No	
\$1,600.00	\$0.80	No	No	No	No	
\$1,200.00	\$0.56	Yes	Yes	No	No	
\$720.00	\$0.33	Yes	Yes	Yes	No	
\$1,200.00	\$0.52	Yes	No	Yes	No	
\$600.00	\$0.26					
\$0.00	\$0.00	Yes	Yes	Yes	No	
\$300.00	\$0.12	Yes	Yes	No	No	
\$960.00	\$0.39	Yes	Yes	No	No	
\$1,320.00	\$0.53	Yes	Yes	Yes	No	Mayor \$600 car allowance
\$540.00	\$0.21	Yes	Yes	No	No	
\$1,200.00	\$0.43	Yes	Yes	Yes	No	
\$1,200.00	\$0.42	Yes	Yes	No	No	
\$750.00	\$0.26	Yes	Yes	No	Mayor	
\$1,800.00		Yes	Yes	No	No	
\$0.00	\$0.00	Yes	No	Yes	No	50K Life Ins
\$825.00	\$0.26	Yes	Yes	Yes	No	

	\$0.00	Yes	Yes	No	No	
\$1,100.00	\$0.31	Yes	Yes	No	No	
\$2,500.00	\$0.69	Yes	No	No	No	
\$1,800.00	\$0.47	Yes	Yes	Yes	Mayor	
\$1,150.00	\$0.30	Yes	Yes	No	No	
\$1,900.00	\$0.48	Yes	Yes	No	No	
\$150 - \$225/yr		Yes	Yes	Yes	No	
\$2,040.00	\$0.48	Yes	Yes	No	No	
\$1,400.00	\$0.32	Yes	Yes	No	No	
\$0.00		No	No	No	No	
	\$0.00	Yes	Yes	No	No	
\$1,000.00	\$0.22	Yes	Yes	\$400.00	No	
\$1,250.00	\$0.25	No	No	Yes	No	
\$0.00	\$0.00	Yes	No	No	No	
\$1,200.00	\$0.24	Yes	Yes	No	No	
\$0.00	\$0.00	Yes	Yes	Yes	No	
\$700.00	\$0.14	Yes	Yes	Yes	No	
\$960.00	\$0.19	Yes	Yes	No	No	
\$960.00	\$0.18	Yes	Yes	No	No	
\$960.00	\$0.18	Yes	Yes	No	No	
\$0.00	\$0.00	Yes	Yes	No	No	
\$450.00	\$0.08	Yes	Yes	No	No	
\$540.00	\$0.09	Yes	Yes	No	No	
\$500.00	\$0.08	Yes	Yes	No	No	
\$1,300.00	\$0.22	Yes	Yes	No	No	
\$1,600.00	\$0.27	Yes	Yes	Yes	Mayor	
\$3,713.00	\$0.60	Yes	Yes	Yes	No	
\$2,160.00	\$0.33	Yes	Yes	No	No	
\$300.00	\$0.04	Yes	Yes	Yes	No	
\$1,000.00	\$0.13	Yes	Yes	No	No	
\$1,890.00	\$0.24	Yes	Yes	Yes	No	
\$1,600.00	\$0.20	Yes	Yes	Yes	Yes	
\$3,600.00	\$0.45	Yes	Yes	Yes	\$30/month	
\$1,296.00		Yes	Yes	Yes	No	
\$1,430.00	\$0.17	Yes	Yes	No	No	
\$480.00	\$0.06	Yes	Yes	No	No	\$800 Mayor Stiper
\$1,800.00	\$0.21	Yes	Yes	No	No	
\$2,626.00	\$0.30	Yes	Yes	Yes	No	Rec Center Memb
\$1,500.00	\$0.17	Yes	Yes	No	No	
\$480.00	\$0.05	Yes	Yes	No	No	Mayor \$500/yr
\$1,200.00	\$0.13	Yes	No	No	No	\$2000/yr stipend
\$780.00	\$0.08	Yes	No	Yes	No	
\$1,260.00	\$0.13	Yes	Yes	Yes	No	

\$2,400.00		Yes	Yes	No	No	
\$3,000.00	\$0.29	Yes	Yes	Yes	No	
\$2,882.00	\$0.28	Yes	Yes	Yes	No	
\$1,000.00	\$0.09	Yes	No	No	No	
\$2,160.00	\$0.20	Yes	Yes	No	No	
\$1,200.00	\$0.10	Yes	Yes	Yes	No	\$65/month per die
\$1,400.00	\$0.12	Yes	Yes	Yes	No	\$100/diem confere
\$4,000.00	\$0.33	Yes	No	Yes	No	Internet/mo
\$4,284.00	\$0.31	Yes	Yes	Yes	No	
\$2,400.00	\$0.17	Yes	Yes	Yes	No	
\$5,418.00	\$0.37	Yes	Yes	No	No	
\$3,835.00	\$0.26	No	Yes	Yes	No	
\$240.00	\$0.02	Yes	Yes	No	No	
\$1,200.00	\$0.07	Yes	No	Yes	No	
\$120.00	\$0.01	Yes	Yes	No	No	
\$5,000.00	\$0.25	Yes	Yes	Yes	No	
\$7,500.00	\$0.34	Yes	Yes	Yes	Yes	
\$5,599.00	\$0.24	Yes	Yes	Yes	Yes	
\$7,500.00	\$0.30	Yes	Yes	Yes	No	
\$2,880.00	\$0.10	Yes	Yes	Yes	No	Life Ins \$10,000
\$5,000.00	\$0.11	Yes	Yes	No	No	Stipend
\$8,704.00	\$0.18	Yes	No	No	No	
\$4,800.00	\$0.09	Yes	Yes	Mayor	No	Life Ins
\$4,500.00	\$0.08	Yes	No	Yes	No	
\$8,011.00	\$0.14					
\$560.00	\$0.01	Yes	Yes	No	No	
\$7,935.00	\$0.13	Yes	Yes	Yes	Mayor	
\$8,855.00	\$0.12	Yes	Yes	No	No	
\$17,000.00	\$0.22	Yes	Yes	Yes	Yes	
\$6,596.00	\$0.08	Yes	Yes	Yes	No	
\$2,100.00	\$0.02	Yes	Yes	Yes	No	
\$17,561.00	\$0.14	Yes	No	Yes	Yes	
\$23,932.00	\$0.12	Yes	No	Yes	Yes	Pension/Health Ca
\$720.00		Yes	Yes	No	No	
\$720.00		Yes	Yes	Yes	No	

Compensation Survey

Meetings	Last Changed /Reviewed	Increase/ Decrease	Method of Change
12/1	2015		
12/6	Dec-95	\$10	LOCC
12/1	2/1/2017	2.50%	Comp Comm.
12/1	2008	0	
24/1	2000		
12/4	2000?	\$75.00 / \$50.00	Council
12/2	20 Years ago	?	
12/2	2007	0	
24/3	2007	\$500 / \$400	Salary Comm.
12/1	1/1/2017	\$10/mtg	LOCC
12/2	2004	\$20	
12/12	1942	0	
24/1	2/16/1998	0	Ord/Charter
23	2000		
\$12.00	N/A		Charter
13/1	More than 10 years		LOCC
24/3	6/30/2017	1/0/1900	
24/4	6/18/1905		Charter
24	12/1/2016	\$5.00/meeting	Newly Elected
24/1	1999	0	LOCC
12/2	2015	\$30/council member	Council
12			
12/9	1975		Charter
24/3	2010	0	LOCC
26/10	9/1/2015	0	Comp Comm
24	2016	0	
30/3			
24/2	2017		LOCC
24			
12/3	2014		Comp Comm.
24/2	N/A	N/A	N/A
24/10	N/A		N/A

14/6			
24	2015 Review		0 LOCC
23/4	7/1/2015	\$1500 / \$1200	Council
24/3	7/1/2015		Comp Board
23/4	8/23/2003	\$25	Comp Comm.
24	2017	No Change	LOCC
24	7/1/2004		
24	4/21/2008	**	LOCC
12/6	N/A		N/A
48	1/1/2017	2%	LOCC
24/51/31	Apr-17	\$500 / \$200	LOCC
25	?		
12	1959		Charter
24/5			Comp Comm.
12/5	N/A		
24/3	2/8/2011	\$300 / \$200	LOCC
24/4	4/1/2002	28%	LOCC
24	10/21/2008	\$16/mtg increase	LOCC
24	10/21/2008	\$16/mtg	LOCC
13/3	NA		
24/2	Never	None	Charter
24/2			
24/5	1955	n/a	Charter
26/7	1987	**	Ordinance
24/2	2015.00	Mayor \$1150	LOCC
24/23	2/1/2017	0	
24/10	4/19/1999	0	Comp Comm
24	Nov. 2012	0	
24/6			
24/2	Prior to 2009	Unsure	LOCC
23/9	5/1/2017	0	LOCC
12 Reg/4 Special	pre 1992	\$100/\$250/mo	Charter
12 Reg/8 Special	2015		LOCC
14/10			LOCC
12 Reg/ 1 Special			
24/3	10/1/2004	**	Comp Comm
24/2	1/1/2017		LOCC
24/5	2001	M \$180/C\$400	LOCC
24/6	2010	\$20/mtg Reduction	LOCC
24/5	1/1/2017	0	Comp Comm
24/2	1973		Charter
24/3	2011	50% reduction	LOCC

24/5			
24/5	1/1/2016	\$100	LOCC
24	8/11/2015	2%	LOCC
24/1	1993		Charter
24/5	7/1/2007	\$20	
24/15 max			LOCC
Max 35	3/1/2017	\$10	Comp Comm
24/7	2/2/2017		LOCC
24/5	12/1/2015		LOCC
22	1/1/2017		LOCC
52	2015	**	
24 Max	7/1/2015		
24/5	1964		Charter
24	12/1/2015	\$500/\$300	LOCC
24/3	Never		Charter
24/12	2/1/2015 & 11/6/200	**	Charter
24/20	7/1/2015		LOCC
26	4/1/2017	2.50%	LOCC
26/5	2015	0	N/A
24/6	1985	Unknown	Charter
26 Regular/32 other	8/1/2015		LOCC
24 Regular/10 special	3/7/2017	4%	LOCC
24 regular/2 special	2015 - No change		LOCC
26 Regular/2-3 Spec	8/5/2014	\$20/mtg & \$15/mtg	Charter Amend
			LOCC
24 Regular/4 Special	11/8/1955		Charter
22 Regular/6 Special	2005	5% decrease - 2011	LOCC
36 Regular	1/1/2015	10% Mayor/5% Coun	LOCC
36+	7/1/2017	0.0%	Charter
24 Regular	7/1/2016	2%	LOCC
24 regular/10 Special	2/1/2017	0.0%	Charter
24 Regular/3 Special	2/1/2017	3.5%	EOCC
24 regular/2 Special	7/1/2017	2.5%	LOCC
24/10	6/1/2017		
24/12			

Comments?
Mayor paid \$60/meeting: Council paid \$35/meeting
Special Meetings paid at \$102.50/mtg
2008: Charter change to increase board pay from \$10/mtg to \$40, vote failed
Mayor receives annual salary plus \$50/meeting
Mayor \$60/mtg: Council \$40/mtg

Mayor receives additional \$270 plus \$50/mtg; Council receives \$50/mtg
No additional pay for special meetings
Mayor and Council receive \$5 per meeting
Mayor and council receive \$40 per regular meeting
Mayor receives additional \$5 per month
Mayor receives an additional \$300 per year over the \$30/meeting wage
\$50 per special meeting: Mayor receives additional \$250/year above \$50/meeting pay
Mayor Receives additional \$180/month
\$50 for special meetings
Mayor receives additional \$400/year. Special meetings are \$50/mtg
No pay
All council members paid \$15.00 per meeting, not to exceed \$300/year (regular & special meetings)
Mayor \$45/Reg & \$35/Special Mtg: Council \$40/Reg & \$30/Special Mtg
\$50/special meeting: \$75/out of town mtg: \$150/year for additional years of service.
Compensation reviewed in 2016 with new Charter
Council paid \$40/meeting
Changed from pay per meeting to one month stipend

Mayor & council receive \$50/meeting; Mayor receives \$125/quarter plus meeting rate
Last increase was in 2005
Laptops are at meeting, not home use. Mayor gets \$1,000 stipend end of November.
Mayor receives additional \$1000 over the per meeting payment
Mayor & Councilors paid once/year, rate depends on Certification Levels thru MML
Mayor \$1200/year + \$25/mtg; Council \$800/yr + \$25/mtg: **Reduces flat amount by \$300 but added the per meeting payment
City Commissioners are paid \$5/month or \$60/year
Mayor paid additional \$67.5/mtg; Council only paid \$67.50/meeting
Special Meetings: Mayor \$40/mtg (51/yr); Council \$30/mtg (31/yr)
Mayor \$200/meeting; Council \$50/meeting
All council members paid \$5.00 per meeting
No additional pay for special meetings
Special Meetings additional \$35/meeting
Special Meetings: Mayor \$40/mtg; VM and Council \$30/mtg
2008: Mayor also received a \$280 annual increase
In 2008 the Mayor also received an increase of \$280 annually
Municipal Judge receives \$15K/year, only paid elected official
Mayor \$25/sp meeting - Max annual \$750; Council \$15/sp meeting - Max Annual \$450
\$10/special meeting, average 2/year
1987 increase Mayor \$40: VM & Council \$35
2015 Mayor increase of per diem + 1150: No change for council
Last changed 1/1/2009
Mayor receives \$100 extra per quarter
Charter Amendment on ballot 11/2012 to eliminate Council Compensation, but it failed, continue to receive \$500 for Mayor and \$300 for Council members
Average 6 special meetings/year, no additional pay
Reviewed 5/1/2017: Last change \$5/mtg 4/2015: Annual Salary plus \$45/mtg

Regular pay for special meetings
\$25/special meeting
\$40/ special meeting
**Mayor \$350/quarter + \$25/mtg; VM and Council \$25/Mtg (Currently \$75 per mtg)
Currently purchasing laptops for Council
Receive \$50per diem/meeting attended up to 45 mtgs/year
2010 reduced per meeting pay by \$20
Commission pay set by Charter, vote of people to change

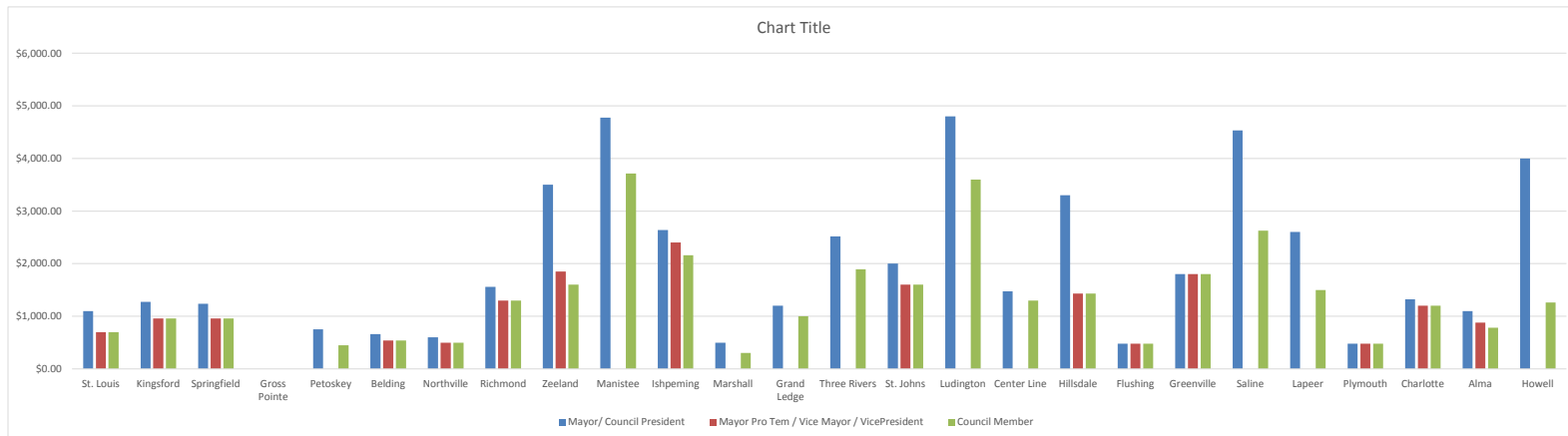
Under 5 special meetings per year/ Per mtg Mayor - \$120, VM - \$110, Council - \$100
Last increase was \$100/year: Meals provided for special meetings & work sessions prior to regular meetings
Has been 10-15 years since LOCC last met, no appts made: Spec Mtg Mayor \$75, Council \$50: No funds available since 2007 for travel
\$10/meeting increase; \$100 per diem, \$1300 max
From base of Mayor \$2000/Council \$1500 + 50/mtg w/M \$5000/C \$4000 cap to annual salary: Mayor/Council avg 64 mtgs/year
LOCC recommended 3/5% increase in 2015, rejected by Mayor/Commission. Amount was consistent with CBA
No increase for 2017
2015 Increases: Mayor \$752.60: VM \$602.14: Council \$541.84: In the process of looking at potential adjustment. 2015 increased quite a bit due to lack of adjustment over 10 years.
Plus \$125/mtg, 24 meetings max per fiscal year
\$5.00 per meeting
**Charter adjusted by CPI bi-annually
No pay for special meetings
Charter states 2% of the MI governor's salary, 4% Mayor, 3% Vice Mayor
Stipend up to \$1500 annually to cover cell phone and electronic device costs
No additional pay for special meetings
Last increase 2005, \$200/meeting from \$100/meeting
Mayor increase \$20/mtg and Council \$15/mtg in 2014
Response shows \$40/meeting for Mayor and \$20/meeting for Council
Last raise 2.5% in 2005, all future increases were rejected, except 5% decrease in 2011
2015 - Mayor +10%, Vice Mayor +5%, Council +5%: No changes for 2017
No increase in 10 years
2% Increase
\$175/month
Election Officials Comp Committee - no increases since 2007
No additional pay for special meetings
Council paid \$30/mtg: Mayor paid additional \$300/year
Mayor & Vice Mayor \$40/Reg mtg: Council \$30/Reg mtg: All \$20/special meeting

2017 Commission/Council Compensation Survey

Municipality (by population)	2010 Pop	Type of Govt	Annual Salary					Council Member	Per Resident	Conference & Training	Mileage	Laptop	Cell Phone	Other	Meetings	Last Changed /Reviewed	Increase/ Decrease	Method of Change	Comments?
			Mayor/ Council President	Per Resident	Mayor Pro Tem / Vice Mayor / Vice President	Per Resident	Mayor Pro Tem / Vice Mayor / Vice President												
Caseville	777	Council	\$1,800.00	\$2.32			\$1,800.00	\$2.32	Yes	Yes	Yes	No		12/1	2015				
Gobles	829	Council	\$720.00	\$0.87	\$420.00		\$420.00	\$0.51	Yes	Yes	No	No		12/6	Dec-95	\$10	LOCC	Mayor paid \$60/meeting; Council paid \$35/meeting	
Caspian	907	Council-Manager	\$120.00	\$0.13	\$120.00	\$0.13	\$120.00	\$0.13	No	No	No	No		12/1	2008	0		2008: Charter change to increase board pay from \$10/mtg to \$40, vote failed	
Saugatuck	925	Council-Manager	\$990.00	\$1.07			\$840.00	\$0.91	Yes	Yes	No	No		24/1	2000				
Carson City	1,190	Mayor	\$1,500.00	\$1.26	\$900.00		\$900.00	\$0.76	No	No	No	No		12/4	2000?	\$75.00 / \$50.00	Council		
Laingsburg	1,283	Council	\$1,200.00	\$0.94		\$0.00	\$600.00	\$0.47	Yes	Yes	No	No		12/2	20 Years ago	?		Mayor receives annual salary plus \$50/meeting	
Fennville	1,398	Mayor	\$720.00	\$0.52	\$480.00	\$0.34	\$480.00	\$0.34	Yes	Yes	No	No		12/2	2007	0		Mayor \$60/mtg; Council \$40/mtg	
Luna Pier	1,436	Mayor	\$1,500.00	\$1.04			\$1,200.00	\$0.84	Yes	Yes	No	No		24/3	2007	\$500 / \$400	Salary Comm.		
Standish	1,509	Council-Manager	\$870.00	\$0.58	\$600.00		\$600.00	\$0.40	Yes	Yes	No	No		12/1	1/1/2017	\$10/mtg	LOCC	Mayor receives additional \$270 plus \$50/mtg; Council receives \$50/mtg	
Montrose	1,657	Council-Manager	\$840.00	\$0.51	\$840.00		\$600.00	\$0.36	Yes	Yes	No	No		12/2	2004	\$20		No additional pay for special meetings	
Sylvan Lake	1,784	Council-Manager	\$100.00	\$0.06	\$0.00		\$0.00	\$0.00	Yes	No	No	No		12/12	1942	0		Mayor and Council receive \$5 per meeting	
Tawas City	1,827	Council-Manager	\$750.00	\$0.41	\$0.00		\$0.00	\$0.00	Yes	Yes	No	No		24/1	2/16/1998	0	Ord/Charter	Mayor and council receive \$40 per regulary meeting	
Parchment	1,845	Council-Manager	\$1,150.00	\$0.62	\$920.00		\$920.00	\$0.50	Yes	Yes	No	No		23	2000				
Wakefield	1,851	Council-Manager	\$480.00	\$0.26			\$480.00	\$0.26	Yes	Yes	No	No		12.00	N/A		Charter	Mayor receives additional \$5 per month	
Newago	1,976	Council-Manager	\$390.00	\$0.20	\$390.00	\$0.20	\$390.00	\$0.20	Yes	Yes	No	No		13/1	More than 10 years		LOCC	Mayor receives an additional \$300 per year over the \$30/meeting wage	
Bangor	2,000	Council-Manager	\$2,000.00	\$1.00	\$1,600.00	\$0.80	\$1,600.00	\$0.80	No	No	No	No		24/3	6/30/2017	1/0/1900			
West Branch	2,139	Council-Manager	\$1,450.00	\$0.68			\$1,200.00	\$0.56	Yes	Yes	No	No		24/4	6/18/1905		Charter	\$50 per special meeting; Mayor receives additional \$250/year above \$50/meeting pay	
Perry	2,188	Mayor	\$720.00	\$0.33			\$720.00	\$0.33	Yes	Yes	Yes	No		24	12/1/2016	\$5.00/meeting	Newly Elected	Mayor Receives additional \$180/month	
Bridgman	2,291	Council-Manager	\$1,200.00	\$0.52	\$1,200.00		\$1,200.00	\$0.52	Yes	No	Yes	No		24/1	1999	0	LOCC	\$50 for special meetings	
Bronson	2,349	Council-Manager	\$600.00	\$0.26	\$600.00		\$600.00	\$0.26						12/2	2015	\$30/council member	Council	Mayor receives additional \$400/year. Special meetings are \$50/mtg	
Orchard Lake	2,373	Council	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	Yes	Yes	Yes	No		12				No pay	
Reed City	2,425	Council-Manager	\$300.00	\$0.12	\$300.00		\$300.00	\$0.12	Yes	Yes	No	No		12/9	1975		Charter	All council members paid \$15.00 per meeting, not to exceed \$300/year (regular & special meet	
Croswell	2,447	Council-Manager	\$1,080.00	\$0.44	\$960.00	\$0.39	\$960.00	\$0.39	Yes	Yes	No	No		24/3	2010	0	LOCC	Mayor \$45/Reg & \$35/Special Mtg; Council \$40/Reg & \$30/Special Mtg	
Charlevoix	2,500	Council-Manager	\$2,640.00	\$1.06		\$0.00	\$1,320.00	\$0.53	Yes	Yes	Yes	No	allowance	26/10	9/1/2015	0	Comp Comm	\$50/special meeting; \$75/out of town mtg; \$150/year for additional years of service.	
Munising	2,539	Council-Manager	\$600.00	\$0.24			\$540.00	\$0.21	Yes	Yes	No	No		24	2016	0		Compensation reviewed in 2016 with new Charter	
East Tawas	2,808	Mayor	\$1,200.00	\$0.43	\$1,200.00	\$0.43	\$1,200.00	\$0.43	Yes	Yes	Yes	No		30/3				Council paid \$40/meeting	
Rogers City	2,837	Council-Manager	\$1,500.00	\$0.53			\$1,200.00	\$0.42	Yes	Yes	No	No		24/2	2017		LOCC		
Ferrysburg	2,893	Mayor	\$1,000.00	\$0.35	\$750.00	\$0.26	\$750.00	\$0.26	Yes	Yes	No	Mayor		24					
Iron River	3,029	Council -Manager	\$2,400.00		\$1,800.00		\$1,800.00		Yes	Yes	No	No		12/3	2014		Comp Comm.	Changed from pay per meeting to one month stipend	
Clare	3,118	Council-Manager	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	Yes	No	Yes	No	50K Life Ins	24/2	N/A	N/A	N/A		
Bad Axe	3,129	Council	\$1,700.00	\$0.54	\$825.00		\$825.00	\$0.26	Yes	Yes	Yes	No		24/10	N/A		N/A		
Durand	3,446	Council-Manager	\$500.00	\$0.15				\$0.00	Yes	Yes	No	No		14/6				Mayor & council receive \$50/meeting; Mayor receives \$125/quarter plus meeting rate	
Cedar Springs	3,509	Council-Manager	\$1,300.00	\$0.37	\$1,100.00	\$0.31	\$1,100.00	\$0.31	Yes	Yes	No	No		24	2015 Review	0	LOCC	Last increase was in 2005	
Gaylord	3,645	Council-Manager	\$3,500.00	\$0.96	\$2,500.00	\$0.69	\$2,500.00	\$0.69	Yes	No	No	No		23/4	7/1/2015	\$1500 / \$1200	Council		
Plainwell	3,800	Council-Manager	\$2,800.00	\$0.74	\$1,800.00		\$1,800.00	\$0.47	Yes	Yes	Yes	Mayor		24/3	7/1/2015		Comp Board	Laptops are at meeting, not home use. Mayor gets \$1,000 stipend end of November.	
Williamston	3,853	Council-Manager	\$1,250.00	\$0.32	\$1,150.00		\$1,150.00	\$0.30	Yes	Yes	No	No		23/4	8/23/2003	\$25	Comp Comm.	Mayor receives additional \$1000 over the per meeting payment	
Otsego	3,956	Council-Manager	\$2,500.00	\$0.63	\$1,900.00	\$0.48	\$1,900.00	\$0.48	Yes	Yes	No	No		24	2017	No Change	LOCC		
Linden	3,991	Council-Manager	\$500 - \$575/yr				\$150 - \$225/yr		Yes	Yes	Yes	No							Mayor & Councilors paid once/year, rate depends on Certification Levels thru MML
Caro	4,229	Council-Manager	\$2,328.00	\$0.55		\$0.00	\$2,040.00	\$0.48	Yes	Yes	No	No		24	7/1/2004				
South Haven	4,403	Council-Manager	\$1,800.00	\$0.41	\$1,400.00		\$1,400.00	\$0.32	Yes	Yes	No	No		24	4/21/2008	**	LOCC	Mayor \$1200/year + \$25/mtg; Council \$800/yr + \$25/mtg; **Reduces flat amount by \$300 but added the per meeting payment	
Bloomfield Hills	4,500	Council-Manager	\$0.00		\$0.00		\$0.00		No	No	No	No		12/6	N/A		N/A	City Commissioners are paid \$5/month or \$60/year	
Dewitt	4,507	Mayor	\$925.00	\$0.21			\$0.00	\$0.00	Yes	Yes	No	No		48	1/1/2017		2%	LOCC	Mayor paid additional \$67.5/mtg; Council only paid \$67.50/meeting
Gibraltar	4,600	Council-Manager	\$2,500.00	\$0.54	\$1,000.00		\$1,000.00	\$0.22	Yes	Yes	\$400.00	No		24/51/31	Apr-17	\$500 / \$200	LOCC	Special Meetings: Mayor \$40/mtg (51/yr); Council \$30/mtg (31/yr)	
Chelsea	4,944	Council-Manager	\$5,000.00	\$1.01		\$0.00	\$1,250.00	\$0.25	No	No	Yes	No		25	?			Mayor \$200/meeting; Council \$50/meeting	
Frankemuth	4,948	Council-Manager	\$0.00	\$0.00			\$0.00	\$0.00	Yes	No	No	No		12	1959		Charter	All council members paid \$5.00 per meeting	
Gladstone	4,973	Council-Manager	\$1,320.00	\$0.27	\$1,200.00		\$1,200.00	\$0.24	Yes	Yes	No	No		24/5			Comp Comm.	No additional pay for special meetings	
Lathrop	5,000	Council-Manager	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	Yes	Yes	Yes	No		12/5	N/A				
Fremont		Council-Manager	\$1,020.00				\$720.00		Yes	Yes	No	No		24/10	6/1/2017			Council paid \$30/mtg; Mayor paid additional \$300/year	
Harrison		Council	\$960.00		\$960.00		\$720.00		Yes	Yes	Yes	No		24/12				Mayor & Vice Mayor \$40/Reg mtg; Council \$30/Reg mtg; All \$20/special meeting	

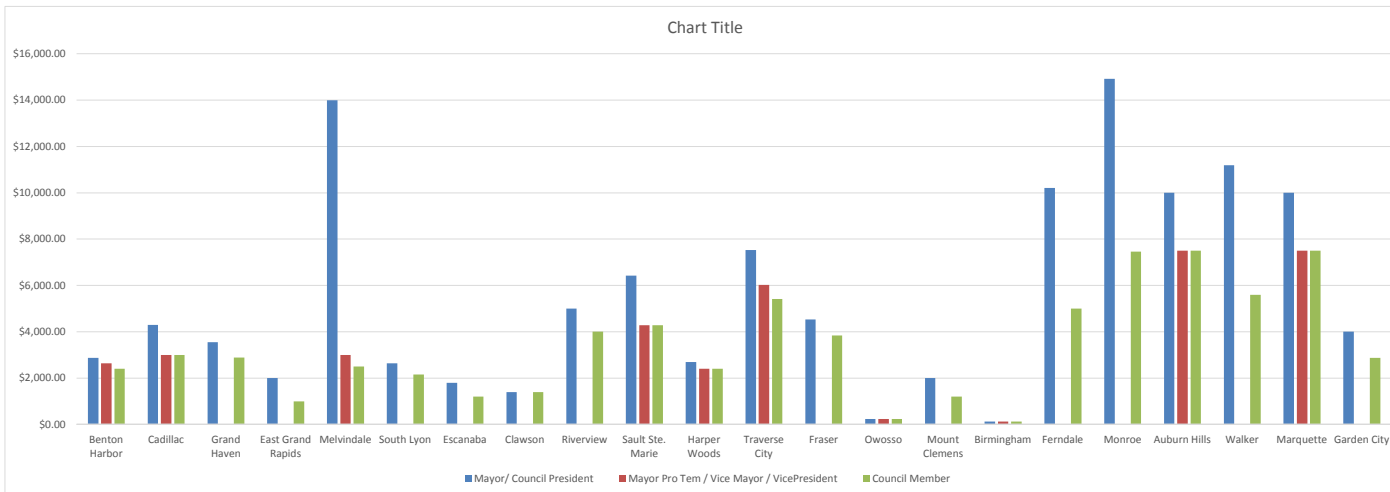
2017 Commission/Council Compensation Survey

Municipality (by population)	2010 Pop	Type of Govt	Annual Salary					Per Resident	Conference & Training	Mileage	Laptop	Cell Phone	Other	Meetings	Last Changed /Reviewed	Increase/ Decrease	Method of Change	Comments?
			Mayor/ Council President	Per Resident	Mayor / Vice President	Per Resident	Council Member											
St. Louis	5,005	Council-Manager	\$1,100.00	\$0.22	\$700.00	\$0.14	Yes	Yes	Yes	No	No		24/3	2/8/2011	\$300 / \$200	LOCC	Special Meetings additional \$35/meeting	
Kingsford	5,133	Council-Manager	\$1,272.00	\$0.25	\$960.00	\$0.19	Yes	Yes	No	No			24/4	4/1/2002	28%	LOCC	Special Meetings: Mayor \$40/mtg; VM and Council \$30/mtg	
Springfield	5,280	Council-Manager	\$1,240.00	\$0.23	\$960.00	\$0.18	Yes	Yes	No	No			24	10/21/2008	\$16/mtg	LOCC	In 2008 the Mayor also received an increase of \$280 annually	
Gross Pointe	5,421	Council-Manager	\$0.00	\$0.00	\$0.00	\$0.00	Yes	Yes	No	No			13/3	NA			Municipal Judge receives \$15K/year, only paid elected official	
Petoskey	5,670	Council-Manager	\$750.00	\$0.13		\$0.08	Yes	Yes	No	No			24/2	Never	None	Charter	Mayor \$25/sp meeting - Max annual \$750; Council \$15/sp meeting - Max Annual \$450	
Belding	5,757	Council-Manager	\$660.00	\$0.11	\$540.00	\$0.09	Yes	Yes	No	No			24/2				\$10/special meeting, average 2/year	
Northville	5,900	Council-Manager	\$600.00	\$0.10	\$500.00	\$0.08	Yes	Yes	No	No			24/5	1955	n/a	Charter		
Richmond	6,000	Council-Manager	\$1,560.00	\$0.26	\$1,300.00	\$0.22	Yes	Yes	No	No			26/7	1987	**	Ordinance	1987 increase Mayor \$40; VM & Council \$35	
Zeeland	6,000	Council-Manager	\$3,500.00	\$0.58	\$1,850.00	\$0.31	Yes	Yes	Yes	Mayor			24/2	2015.00	Mayor \$1150	LOCC	2015 Mayor increase of per diem + 1150: No change for council	
Manistee	6,226	Council-Manager	\$4,774.00	\$0.77	\$0.00	\$0.60	Yes	Yes	Yes	No			24/23	2/1/2017	0		Last changed 1/1/2009	
Ishpeming	6,555	Council-Manager	\$2,640.00	\$0.40	\$2,400.00	\$0.33	Yes	Yes	No	No			24/10	4/19/1999	0	Comp Com	Mayor receives \$100 extra per quarter	
Marshall	7,045	Council-Manager	\$500.00	\$0.07	\$0.00	\$0.04	Yes	Yes	Yes	No			24	Nov. 2012	0		Charter Amendment on ballot 11/2012 to eliminate Council Compensation, but it failed, continue to receive \$500 for Mayor and \$300 for Council members	
Grand Ledge	7,791	Council-Manager	\$1,200.00	\$0.15		\$0.13	Yes	Yes	No	No			24/6	Prior to 2009	Unsure	LOCC	Average 6 special meetings/year, no additional pay	
Three Rivers	7,811	Council-Manager	\$2,520.00	\$0.32		\$0.24	Yes	Yes	Yes	No			24/2	5/1/2017	0	LOCC	Reviewed 5/1/2017: Last change \$5/mtg 4/2015: Annual Salary plus \$45/mtg	
St. Johns	7,865	Council-Manager	\$2,000.00	\$0.25	\$1,600.00	\$0.20	Yes	Yes	Yes	Yes			23/9					
Ludington	8,076	Council-Manager	\$4,800.00	\$0.59	\$0.00	\$0.45	Yes	Yes	Yes	\$30/month			12 Reg/4 Special	pre 1992	\$100/\$250/mo	Charter		
Center Line	8,300	Council-Manager	\$1,476.00			\$0.17	Yes	Yes	Yes	No			12 Reg/8 Special	2015		LOCC	Regular pay for special meetings	
Hillsdale	8,305	Council-Manager	\$3,300.00	\$0.40	\$1,430.00	\$0.17	Yes	Yes	No	No			14/10			LOCC	\$25/special meeting	
Flushing	8,389	Council-Manager	\$480.00	\$0.06	\$480.00	\$0.06	Yes	Yes	No	No	\$800 Mayor Stipend		12 Reg/ 1 Special				\$40/ special meeting	
Greenville	8,481	Council-Manager	\$1,800.00	\$0.21	\$1,800.00	\$0.21	Yes	Yes	No	No			24/3	10/1/2004	**	Comp Com	**Mayor \$350/quarter + \$25/mtg; VM and Council \$25/Mtg (Currently \$75 per mtg)	
Saline	8,810	Council-Manager	\$4,532.00	\$0.51		\$0.30	Yes	Yes	Yes	No	Rec Center Memb		24/2	1/1/2017		LOCC	Currently purchasing laptops for Council	
Lapeer	8,841	Council-Manager	\$2,600.00	\$0.29		\$0.17	Yes	Yes	No	No			24/5	2001	M \$180/CS400	LOCC	Receive \$50per diem/meeting attended up to 45 mtgs/year	
Plymouth	8,933	Council-Manager	\$480.00	\$0.05	\$480.00	\$0.05	Yes	Yes	No	No	Mayor \$500/yr		24/6	2010	\$20/mtg Reduct	LOCC	2010 reduced per meeting pay by \$20	
Charlotte	9,000	Council-Manager	\$1,320.00	\$0.15	\$1,200.00	\$0.13	Yes	No	No	No	\$2000/yr stipend		24/5	1/1/2017	0	Comp Comm		
Alma	9,237	Council-Manager	\$1,100.00	\$0.12	\$880.00	\$0.08	Yes	No	Yes	No			24/2	1973		Charter	Commission pay set by Charter, vote of people to change	
Howell	9,489	Council-Manager	\$4,000.00	\$0.42		\$0.13	Yes	Yes	Yes	No			24/3	2011	50% reduction	LOCC		



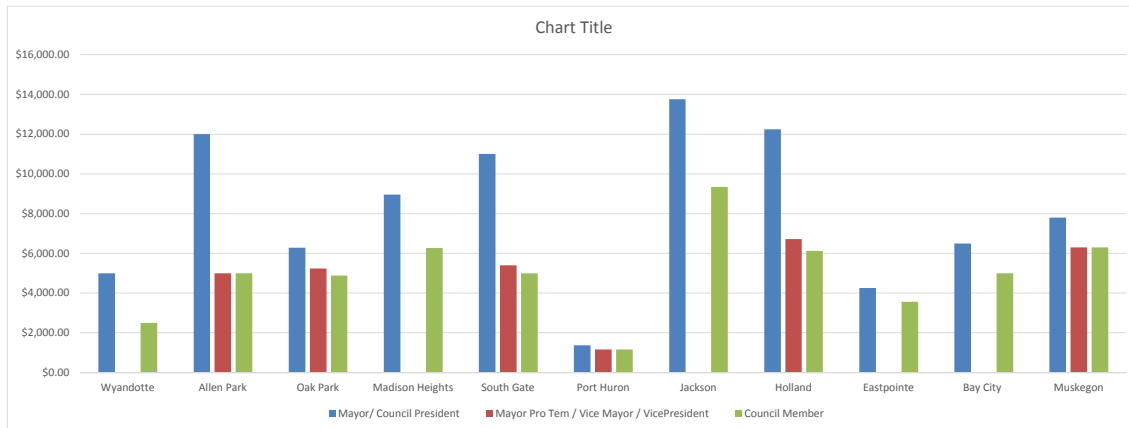
2017 Commission/Council Compensation Survey

Municipality (by population)	2010 Pop	Type of Govt	Annual Salary					Per Resident	Conference & Training	Mileage	Laptop	Cell Phone	Other	Meetings Regular/Special	Last Changed /Reviewed	Increase/ Decrease	Method of Change	Comments?
			Mayor/ Council President	Per Resident	Mayor Pro Tem / Vice Mayor / Vice President	Per Resident	Council Member											
Benton Harbor	10,038	Council-Manager	\$2,880.00		\$2,640.00		\$2,400.00		Yes	Yes	No	No		24/5				Under 5 special meetings per year/ Per mtg Mayor - \$120, VM - \$110, Council - \$100
Cadillac	10,335	Council-Manager	\$4,300.00	\$0.42	\$3,000.00		\$3,000.00	\$0.29	Yes	Yes	Yes	No		24/5	1/1/2016	\$100	LOCC	Last increase was \$100/year: Meals provided for special meetings & work sessions prior to regular meetings
Grand Haven	10,412	Council-Manager	\$3,550.00	\$0.34			\$2,882.00	\$0.28	Yes	Yes	Yes	No		24	8/11/2015	2%	LOCC	
East Grand Rapids	10,694	Council-Manager	\$2,000.00	\$0.19			\$1,000.00	\$0.09	Yes	No	No	No		24/1	1993		Charter	
Melvindale	10,715	Mayor	\$14,000.00	\$1.31	\$3,000.00		\$2,500.00	\$0.23	No	No	Yes	Yes		24	12/1/2015	Mayor \$3500	LOCC	
South Lyon	11,036	Council-Manager	\$2,640.00	\$0.24			\$2,160.00	\$0.20	Yes	Yes	No	No		24/5	7/1/2007	\$20		
Escanaba	12,000	Council-Manager	\$1,800.00	\$0.15			\$1,200.00	\$0.10	Yes	Yes	Yes	No	\$65/month per diem	24/15 max			LOCC	Has been 10-15 years since LOCC last met, no appts made: Spec Mtg Mayor \$75, Council \$50: No funds available since 2007 for travel
Clawson	12,048	Council-Manager	\$1,400.00	\$0.12			\$1,400.00	\$0.12	Yes	Yes	Yes	No	\$100/diem confer	Max 35	3/1/2017	\$10	Comp Comm	\$10/meeting increase; \$100 per diem, \$1300 max
Riverview	12,181	Council-Manager	\$5,000.00	\$0.41			\$4,000.00	\$0.33	Yes	No	Yes	No	Internet/mo	24/7	2/2/2017		LOCC	From base of Mayor \$2000/Council \$1500 + 50/mtg w/M \$5000/C \$4000 cap to annual salary: Mayor/Council avg 64 mtgs/year
Sault Ste. Marie	13,959	Council-Manager	\$6,426.00	\$0.46	\$4,284.00	\$0.31	\$4,284.00	\$0.31	Yes	Yes	Yes	No		24/5	12/1/2015		LOCC	LOCC recommended 3/5% increase in 2015, rejected by Mayor/Commission. Amount was consistent with CBA
Harper Woods	14,236	Council-Manager	\$2,700.00	\$0.19	\$2,400.00		\$2,400.00	\$0.17	Yes	Yes	Yes	No		22	1/1/2017		LOCC	No increase for 2017
Traverse City	14,674	Council-Manager	\$7,526.00	\$0.51	\$6,021.00		\$5,418.00	\$0.37	Yes	Yes	No	No		52	2015	**		2015 Increases: Mayor \$752.60: VM \$602.14: Council \$541.84: In the process of looking at potential adjustment. 2015 increased quite a bit due to lack of adjustment over 10 years.
Fraser	14,800	Council-Manager	\$4,531.00	\$0.31			\$3,835.00	\$0.26	No	Yes	Yes	No		24 Max	7/1/2015			Plus \$125/mtg, 24 meetings max per fiscal year
Owosso	15,000	Council-Manager	\$240.00	\$0.02	\$240.00	\$0.02	\$240.00	\$0.02	Yes	Yes	No	No		24/5	1964		Charter	
Mount Clemens	16,342	Council-Manager	\$2,000.00	\$0.12		\$0.00	\$1,200.00	\$0.07	Yes	No	Yes	No		24	12/1/2015	\$500/\$300	LOCC	
Birmingham	20,000	Council-Manager	\$120.00	\$0.01	\$120.00	\$0.01	\$120.00	\$0.01	Yes	Yes	No	No		24/3	Never		Charter	\$5.00 per meeting
Ferndale	20,256	Council-Manager	\$10,216.00	\$0.50			\$5,000.00	\$0.25	Yes	Yes	Yes	No		24/12	1/2015 & 11/6/2	**	Charter	**Charter adjusted by CPI bi-annually
Monroe	21,000	Mayor	\$14,918.00	\$0.71			\$7,460.00	\$0.36	Yes	Yes	Yes	No	Retirement	24/12	1/1/2015	2%	LOCC	Other benefit indicated retirement
Auburn Hills	22,000	Council-Manager	\$10,000.00	\$0.45	\$7,500.00		\$7,500.00	\$0.34	Yes	Yes	Yes	Yes		24/20	7/1/2015		LOCC	No pay for special meetings
Walker	23,537		\$11,197.00	\$0.48			\$5,599.00	\$0.24	Yes	Yes	Yes	Yes		26	4/1/2017	2.50%	LOCC	
Marquette	25,369	Council-Manager	\$10,000.00	\$0.39	\$7,500.00	\$0.30	\$7,500.00	\$0.30	Yes	Yes	Yes	No		26/5	2015	0	N/A	
Garden City	27,692	Council-Manager	\$4,000.00	\$0.14			\$2,880.00	\$0.10	Yes	Yes	Yes	No	Life Ins \$10,000	24/6	1985	Unknown	Charter	Charter states 2% of the MI governor's salary, 4% Mayor, 3% Vice Mayor



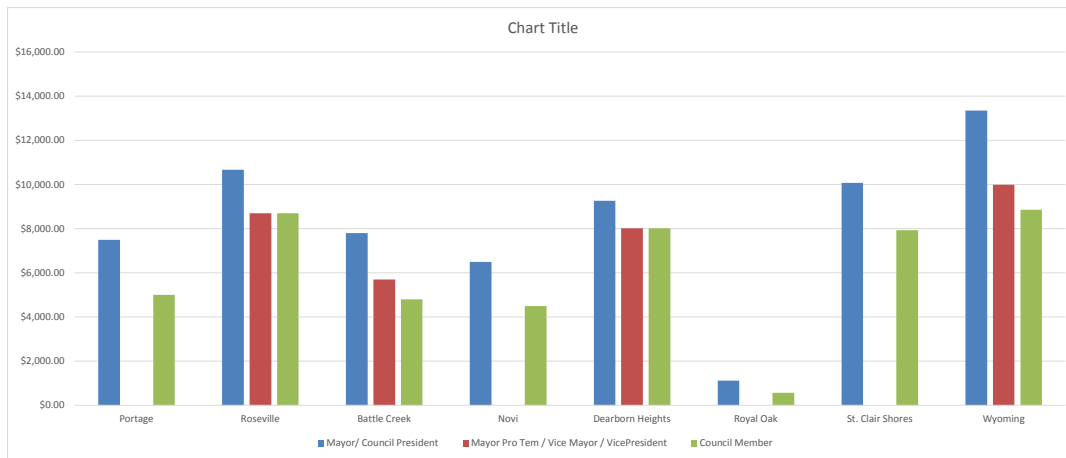
2017 Commission/Council Compensation Survey

Municipality (by population)	2010 Pop	Type of Govt	Annual Salary					Per Resident	Conference & Training	Mileage	Laptop	Cell Phone	Other	Meetings	Last Changed /Reviewed	Increase/Decrease	Method of Change	Comments?	
			Mayor/Council President	Per Resident	Mayor Pro Tem / Vice Mayor / Vice President	Per Resident	Council Member												
Wyandotte	25,883	Mayor	\$5,000.00	\$0.19		\$0.00	\$2,500.00	\$0.10	Yes	Yes	Yes	No		Weekly			Charter Amend	Last increase Mayor \$4,000, Council \$2,000	
Allen Park	28,210	Council-Manager	\$12,000.00	\$0.43	\$5,000.00	\$0.18	\$5,000.00	\$0.18	Yes	Yes	No	No		24 regular/12 Special	8/1/2015	\$1200/\$500	LOCC	8/2015 Increases Mayor \$1,200, Vice Mayor \$500, Council \$500: Increase in pay was actually a restoration after it was cut: No added pay for Spec mtg; pay increased after reduction by	
Oak Park	29,319	Council-Manager	\$6,283.00	\$0.21	\$5,237.00		\$4,888.00	\$0.17	Yes	Yes	Yes	Yes		24 Regular/10 Special	4/19/2017		3%	LOCC	
Madison Heights	29,694	Council-Manager	\$8,950.00				\$6,270.00	\$0.21	Yes	Yes	Yes	No			1/1/2017				Reviewed: prior change 2013
South Gate	30,000	Council	\$11,000.00	\$0.37	\$5,400.00	\$0.18	\$5,000.00	\$0.17	Yes	Yes	Yes	No		26 Regular	3/15/2017			Comp Comm	Increase: Mayor \$1,100; Vice Mayor & Council \$500 per year
Port Huron	30,184	Council-Manager	\$1,365.00	\$0.05	\$1,155.00	\$0.04	\$1,155.00	\$0.04	Yes	Yes	Yes	No		21 Regular/4-5 Spec	7/1/2015	\$5.00		Charter	Increase \$5 every 5 years per charter
Jackson	33,534	Council-Manager	\$13,750.00				\$9,350.00	\$0.28	Yes	Yes	Yes	No			3/1/2017				March 2017 decision retro to January 2017; 2018 increase to \$14,750/\$10,100
Holland	33,644	Council-Manager	\$12,240.00	\$0.36	\$6,720.00	\$0.20	\$6,120.00	\$0.18	Yes	Yes	Yes	No		20-24 Reg/10 Spec	7/19/2017			Comp Board	Proposing 2% plus \$500 on July 19, 2017: meals provided at Reg/Special/Study Sessions
Eastpointe	34,077	Council-Manager	\$4,258.00	\$0.12		\$0.00	\$3,560.00	\$0.10	Yes	Yes	No	No		24 regular/10 special	4/1/2017			LOCC	2017: LOC approved 2% in 2017, and 2% in 2018: Plus increase per meeting rate by \$5/month to \$45/mtg in 2017 and \$50/mtg in 2018, max 52 meetings/year (\$2340/\$2600)
Bay City	34,932	Council-Manager	\$6,500.00	\$0.19		\$0.00	\$5,000.00	\$0.14	Yes	Yes	Mayor	Mayor			6/1/2015				
Muskegon	38,401	Council-Manager	\$7,800.00	\$0.20	\$6,300.00	\$0.16	\$6,300.00	\$0.16	Yes	Yes	Yes	No		34 Regular/4 Special	10/13/2015			LOCC	10.13.15 Commission declined
Burton	29,999	Mayor	\$74,002.00	\$2.47		\$0.00	\$9,000.00	\$0.30	Yes	Yes	No	No		24 regular/20 special	2011/2009		0	Salary Comm.	Last reviewed Mayor in 2011, council in 2009
Rochester Hills		Mayor	\$116,276.00				\$6,577.00		Yes	Yes	Mayor	Mayor		24 Regular/8 Special	2017	2%/0%		Salary Comm.	Mayor increase 2% in 2017, last council increase/review 2005: \$60 per meeting over 32 mtgs



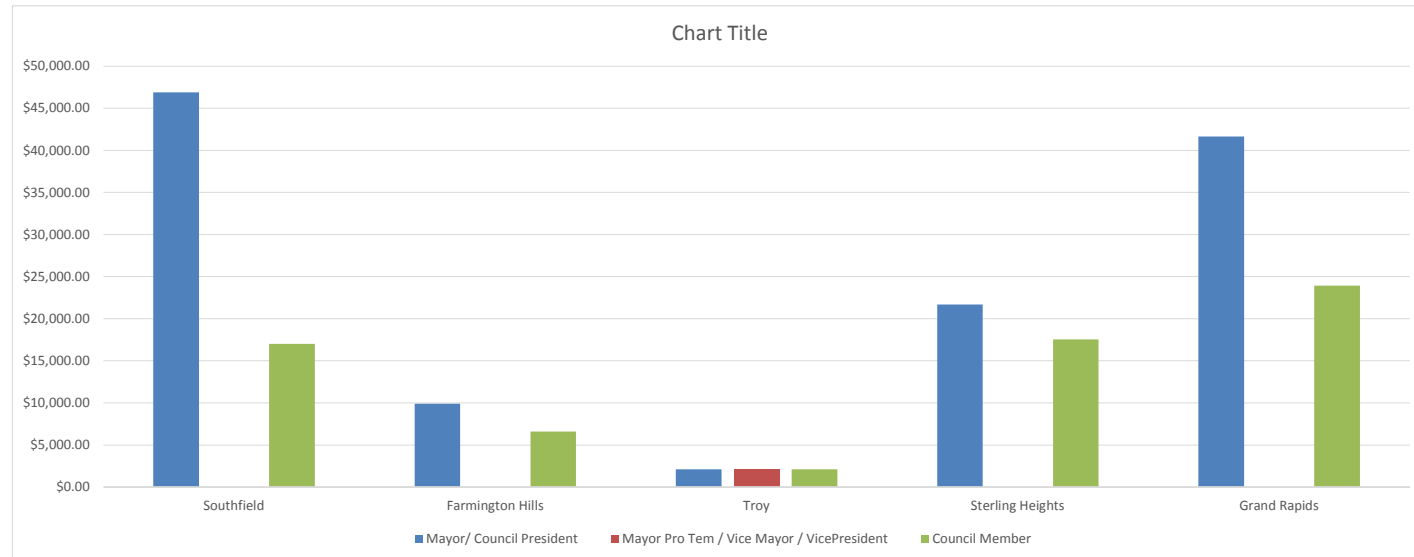
2017 Commission/Council Compensation Survey

Municipality (by population)	2010 Pop	Type of Govt	Annual Salary										Last Changed /Reviewed	Increase/ Decrease	Method of Change	Comments?		
			Mayor/ Council President	Per Resident	Mayor Pro Tem / Vice President	Per Resident	Council Member	Per Resident	Conference & Training	Mileage	Laptop	Cell Phone					Other	Meetings
Portage	46,292	Council-Manager	\$7,500.00	\$0.16	\$0.00	\$5,000.00	\$0.11	Yes	Yes	No	No	Stipend	26 Regular/32 other	8/1/2015		LOCC	Stipend up to \$1500 annually to cover cell phone and electronic device costs	
Roseville	47,499	Council-Manager	\$10,669.00	\$0.22	\$8,704.00	\$0.18	\$8,704.00	\$0.18	Yes	No	No		24 Regular/10 special	3/7/2017	4%	LOCC	No additional pay for special meetings	
Battle Creek	52,347	Council-Manager	\$7,800.00	\$0.15	\$5,700.00	\$0.11	\$4,800.00	\$0.09	Yes	Yes	Mayor	Life Ins	24 regular/2 special	2015 - No change		LOCC	Last increase 2005, \$200/meeting from \$100/meeting	
Novi	55,224	Council-Manager	\$6,500.00	\$0.12	\$0.00	\$4,500.00	\$0.08	Yes	No	Yes	No		26 Regular/2-3 Spec	8/5/2014	\$20/mtg & \$15/mtg	Charter Amend	Mayor increase \$20/mtg and Council \$15/mtg in 2014	
Dearborn Heights	57,774	Mayor	\$9,260.00	\$0.16	\$8,011.00	\$0.14	\$8,011.00	\$0.14									LOCC	
Royal Oak	58,689	Mayor	\$1,120.00	\$0.02	\$0.00	\$560.00	\$0.01	Yes	Yes	No	No		24 Regular/4 Special	11/8/1955		Charter	Response shows \$40/meeting for Mayor and \$20/meeting for Council	
St. Clair Shores	59,715	Council-Manager	\$10,071.00	\$0.17	\$0.00	\$7,935.00	\$0.13	Yes	Yes	Yes	Mayor		22 Regular/6 Special	2005	5% decrease - 2011	LOCC	Last raise 2.5% in 2005, all future increases were rejected, except 5% decrease in 2011	
Wyoming	75,000	Council-Manager	\$13,355.00	\$0.18	\$9,994.00	\$0.13	\$8,855.00	\$0.12	Yes	Yes	No	No	36 Regular	1/1/2015	10% Mayor/5% Coun	LOCC	2015 - Mayor +10%, Vice Mayor +5%, Council +5%: No changes for 2017	
Kentwood	50,000	Mayor	\$114,016.00	\$2.28	\$0.00	\$6,800.00	\$0.14	Yes	Yes	Mayor	Mayor		26 Regular	7/1/2017	5% / 0%	LOCC	Stong Mayor - No City Manager - Increase Mayor 5%, maintain Commissioners Salaries	
Taylor	63,131	Mayor	\$96,800.00	\$1.53	\$16,400.00	\$0.26	\$13,700.00	\$0.22	Mayor	Mayor	Mayor	Mayor	Mayor Only Med/Dent/Vision	20 reg/2 special, no additional pay	6/20/2017		Comp Comm	6.20.17 Council approved recommended change to Mayoral salary, did not approve changes to their salaries
Pontiac	59,515	Strong Mayor	\$100,000.00	\$1.68			\$15,000.00	\$0.25	Yes	Yes	No	No						2015: Mayor - no increase, Council \$10,000 increase



2017 Commission/Council Compensation Survey

Municipality (by population)	2010 Pop	Type of Govt	Annual Salary					Council Member	Per Resident	Conference & Training	Mileage	Laptop	Cell Phone	Other	Meetings	Last Changed /Reviewed	Increase/Decrease	Method of Change	Comments?
			Mayor/Council President	Per Resident	Mayor Pro Tem / Vice Mayor / Vice President	Per Resident	Per Resident												
Southfield	76,000	Council-Manager	\$46,900.00	\$0.62		\$0.00	\$17,000.00	\$0.22	Yes	Yes	Yes	Yes		36+	7/1/2017	0.0%	Charter	No increase in 10 years	
Farmington Hills	80,000	Council-Manager	\$9,895.00	\$0.12		\$0.00	\$6,596.00	\$0.08	Yes	Yes	Yes	No		24 Regular	7/1/2016	2%	LOCC	2% Increase	
Troy	86,000	Council-Manager	\$2,100.00	\$0.02	\$2,100.00	\$0.02	\$2,100.00	\$0.02	Yes	Yes	Yes	No		24 regular/10 Special	2/1/2017	0.0%	Charter	\$175/month	
Sterling Heights	130,000	Council-Manager	\$21,690.00	\$0.17		\$0.00	\$17,561.00	\$0.14	Yes	No	Yes	Yes		24 Regular/3 Special	2/1/2017	3.5%	EOCC	Election Officials Comp Committee - no increases since 2007	
Grand Rapids	193,792	Council-Manager	\$41,638.00	\$0.21		\$0.00	\$23,932.00	\$0.12	Yes	No	Yes	Yes	Pension/Health Ca	24 regular/2 Special	7/1/2017	2.5%	LOCC	No additional pay for special meetings	
Dearborn	98,146	Mayor	\$146,041.00	\$1.49	\$17,267.00	\$0.18	\$14,409.00	\$0.15	Yes	Yes	Yes	Yes		Max 80 (reg & special)	3/14/2017	1%	LOCC	Council President info listed under Vice Mayor	
Westland	84,094	Mayor	\$113,756.00	\$1.35	\$102,922.00		\$17,073.00	\$0.20	Yes	No	No	No		24 Regular - special vari	1/1/2017	3%	LOCC		



Mayor/Council responsibilities

Legislative Branch of Government

All powers granted to Mayors by State Law

Chief Executive Head for Ceremonial Purposes - Mayor

Chief Executive officer but have no administrative duties - Mayor

Presiding Officer of Council - Mayor

Spokesperson for the Community

Mayor - key Representative in Intergovernmental relations

Votes on all Matters - No veto power

Declaration of Emergency - power to suppress riot and disorder and to recruit citizens to aid enforcement

Mayor to sign all Contracts

Mayor recommends to Council all persons for appointed positions

Hire City Manager

Hire City Attorney

Authority to terminate City Manager/City Attorney

Represent the Citizens

Soliciting Citizen views in forming policies

Concentrate on policy issues that are responsive to citizens' needs and wishes

Establish Policies (ordinances)

Approve the budget

Determines the tax rate

Deal with City officers and employees solely through the City Manager

Make investigation into the affairs of the City and the conduct of any City department, office or agency

Responsible for the overall health, welfare and safety of the city as a whole

Create new departments, combine existing departments, and establish temporary departments for special work

Bay City/St. Clare Shores/Taylor

Mayor shall only have a vote in the case of a tie of the commissioners

Power to veto any ordinance, resolution, motion, order or other action w/in 3 business days

CITY COUNCIL
CITY OF CEDAR SPRINGS
Kent County, Michigan

Councilmember _____, supported by Councilmember _____,
moved the adoption of the following Resolution:

RESOLUTION NO. 2017-XX

**A RESOLUTION TO ADOPT THE RECOMMENDATION OF
THE CEDAR SPRINGS LOCAL OFFICERS
COMPENSATION COMMITTEE.**

WHEREAS, the Cedar Springs City Council in 1982 adopted an ordinance to create a Local Officers Compensation Committee; and

WHEREAS, the Local Officers Compensation Committee, which meets in odd-numbered years, is charged to determine the salaries of local elected officials; and

WHEREAS, the determination of the Local Officers Compensation Committee stands unless the members elected to and serving on the legislative body reject such determination by a 2/3 vote; and

WHEREAS, the Cedar Springs Local Officers Compensation Committee, comprised of five registered electors of the City, convened in an Open Meeting October 30, 2017; and

WHEREAS, the Cedar Springs Local Officers Compensation Committee has notified the City Clerk of its' determination and hereby makes the following recommendation for the salaries of the City Council and Mayor as described in Attachment "A."

NOW, THEREFORE, BE IT RESOLVED that the salary schedule in Attachment "A" shall become effective upon the approval of the City Council

AYES: _____

NAYS: _____

ABSENT: _____

ABSTAIN: _____

RESOLUTION 2017-XX DECLARED ADOPTED.

Rebecca Newland, City Clerk

CERTIFICATION

I certify that this is a true and complete copy of a resolution adopted by the Cedar Springs City Council at a regular meeting held on **November 9, 2017** and that public notice of that meeting was given pursuant to Act 267 of the Public Acts of Michigan of 1976, as amended.

Dated: _____, 2017

Rebecca Newland, City Clerk

ATTACHMENT "A"

Cedar Springs Local Officers Compensation Committee Recommendation 2005

The current compensation for the Cedar Springs City Council, which reads as follows:

Each Councilman of the City of Cedar Springs shall receive a flat rate of one thousand one hundred dollars (\$1,100.00) and the Mayor shall receive a flat rate of one thousand three hundred dollars (\$1,300.00) per year, which includes all regular and special meetings of the Council regardless of the total number of these meetings. However, if any Councilman or the Mayor attends less than eleven (11) regular and/or special meetings per year, his/her compensation shall be five dollars (\$5.00) for each meeting attended, not to exceed a total of fifty dollars (\$50.00) per year.

Should be revised to read:

Each Councilman of the City of Cedar Springs shall receive a flat rate of one thousand one hundred dollars (**\$1,100.00**) and the Mayor shall receive a flat rate of one thousand three hundred dollars (**\$1,300.00**) per year, which includes all regular and special meetings of the Council regardless of the total number of these meetings. However, if any Councilman or the Mayor attends less than eleven (11) regular and/or special meetings per year, his/her compensation shall be five dollars (\$5.00) for each meeting attended, not to exceed a total of fifty dollars (\$50.00) per year. **If the council member has been excused by the City Council, the member will be counted as present for the purposes of calculating the number of meetings attended. The council shall be paid twice per year. Following election the total salary will be disbursed equally in two allotments in the succeeding June and November.**