



AGENDA

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

Wednesday, November 6, 2019

4:30 p.m.

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

1. Call to Order by City Clerk.

Clerk issues oath of office to Dana Hilyer.

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 30, 2017 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 2019 – 2021.
6. Adjournment.



MINUTES

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. The meeting was called to order by City Clerk Rebecca Newland at 4:03pm.
2. ROLL CALL:

Mr. Larry Young	<u>Present</u>
Mr. Joe Jernigan	<u>Excused</u>
Mr. Art Tiethoff	<u>Excused</u>
Mrs. Dana Hilyer	<u>Present</u>
Mr. Mark Laws	<u>Present</u>
3. Motion to approve the minutes of October 28, 2015 Meeting.

Motion by **Laws** supported by **Young** to approve the minutes of October 28, 2015 Meeting.

Voice 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.

Young would like to see wages increase by \$100 per council member and \$100 increase for the Mayor.

Laws stated he would like to see the wages stay the same because the council has historically rejected increases in the past.

5. Motion to recommend to City Council salary suggestions for Mayor and City Councilmembers for Fiscal Years 2017 – 2019.

Motion by **Hilyer** supported by **Young** to increase council member and Mayoral Wages \$100 per year.

Roll Call Vote **2-1 (Laws)** **Motion Carried.**

Motion by **Laws** supported by **Hilyer** to formally state that the Local Officers Compensation board feels that they are worth much more than what they were able to offer.

Voice Vote **3-0** **Motion Carried.**

6. Adjournment.

Clerk Newland adjourned the meeting at 4:18 p.m.

Rebecca Newland, City Clerk



MEMO TO: Local Officer's Compensation Committee Members

FROM: Rebecca Johnson, City Clerk

DATE: October 29, 2019

SUBJECT: LOCC. Meeting

Enclosed you will find material you may find helpful for your 4:30 p.m. LOCC meeting Wednesday, November 6th 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 2017. 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 2021. Your recommendation will be on the City Council's November 14, 2019 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 2018, there were two special meetings. So far in 2019 there have been 10 regular and one special meeting.

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 from 2017 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 black ink that reads "Rebecca Johnson". The signature is written in a cursive, flowing style.

Rebecca Johnson
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 7051
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 thereafter.

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	

Pension 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