



AGENDA

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

Wednesday, October 21, 2021

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 Art Tiethoff and Larry Young.

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 November 6, 2019 Meeting.
4. Discussion on proposed pay for City Councilmembers and Mayor.
5. Motion to recommend to City Council salary suggestions for Mayor and City Councilmembers for Fiscal Years 2021 – 2023.
6. Adjournment.

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.



MEMO TO: Local Officer's Compensation Committee Members

FROM: Rebecca Johnson, City Clerk

DATE: October 11, 2021

SUBJECT: LOCC. Meeting

Enclosed you will find material you may find helpful for your 4:30 p.m. LOCC meeting Thursday, October 21st 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 2019. 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. Currently, the mayor and councilmembers annual wage is set at 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 2023. Your recommendation will be on the City Council's November 11, 2021 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 2020, there were two special meetings. So far in 2021 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 from 2019 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

Thank you,

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

Rebecca Johnson CMC, MiPMC
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 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.



MINUTES

**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. City Clerk **Johnson** called the meeting to order at 4:34 p.m.

Clerk issued the oath of office to Dana Hilyer.

- | | | |
|---------------|------------------|----------------|
| 2. ROLL CALL: | Mr. Larry Young | <u>Present</u> |
| | Mr. Joe Jernigan | <u>Present</u> |
| | Mr. Art Tiethoff | <u>Absent</u> |
| | Mrs. Dana Hilyer | <u>Present</u> |
| | Mr. Mark Laws | <u>Absent</u> |

3. Motion to approve the minutes of October 30, 2017 Meeting.

Motion by **Young** seconded by **Jernigan** to approve the minutes of October 30, 2017 Meeting.

Voice Vote

3-0

Motion Carried.

4. Discussion on proposed pay increases for City Councilmembers and Mayor.

Young thinks that an even a small increase shows that the Council is appreciated. **Jernigan** appreciates the time and dedication that the Council put into their roles.

5. Motion to recommend to City Council salary suggestions for Mayor and City Councilmembers for Fiscal Years 2019 – 2021.

Motion by **Young** seconded by **Jernigan** to recommend to City Council to increase Mayor position \$100 and Council member position \$100 for Fiscal Years 2019-2021.

Voice Vote

3-0

Motion Carried.

Motion by **Young** seconded by **Hilyer** to formally state that the Local Officers Compensation Committee feels that the City Council members are worth more than what they were able to offer.

Voice Vote

3-0

Motion Carried.

6. Adjournment.

City Clerk **Johnson** adjourned the meeting at 4:41 p.m.

Rebecca Johnson, City Clerk

Q1 Municipality Information

Answered: 69 Skipped: 0

ANSWER CHOICES	RESPONSES
Name	98.55% 68
Municipality	92.75% 64
Address	98.55% 68
Address 2	7.25% 5
City/Town	98.55% 68
State/Province	0.00% 0
ZIP/Postal Code	98.55% 68
County	98.55% 68
Email Address	100.00% 69
Phone Number	98.55% 68

#	NAME	DATE
1	Victoria Houser	6/7/2021 2:03 PM
2	Joel Hondorp	3/8/2021 10:29 AM
3	Jennifer Shuster	3/5/2021 3:57 PM
4	Kris Vogel	3/4/2021 1:23 PM
5	Terri L Koss	3/3/2021 1:13 PM
6	Chelsea Lehmkuhl	3/1/2021 4:41 PM
7	Ann Wisniewski	3/1/2021 11:57 AM
8	Melanie D. Ryska	2/26/2021 11:57 AM
9	Cathy Smith	2/26/2021 9:56 AM
10	Ellen Craig-Bragg	2/24/2021 6:09 PM
11	RoxAnn Rodney-Isbrecht	2/24/2021 2:38 PM
12	Cyndee Jonseck	2/24/2021 11:19 AM
13	Lynne M. Senia	2/23/2021 3:15 PM
14	Kathy Fiebig	2/23/2021 10:55 AM
15	Lori Braman	2/22/2021 2:52 PM
16	Tonya A Miller	2/22/2021 9:57 AM
17	Vicci TerVeer	2/22/2021 9:38 AM
18	Laura Kaiser	2/21/2021 4:31 PM
19	Terri L Royal	2/19/2021 4:31 PM
20	Cheltzi Wilson	2/19/2021 2:47 PM
21	Sarah Jarvis	2/19/2021 2:31 PM
22	Tanya Hiltonen	2/19/2021 12:37 PM
23	Paula Sipes	2/19/2021 12:12 PM
24	Anna Goodsell	2/19/2021 12:10 PM
25	Leanne Goodin	2/19/2021 10:46 AM
26	Cynthia Means	2/19/2021 10:02 AM
27	Kimberly Bery	2/19/2021 9:35 AM
28	Diana VanSlyke	2/19/2021 9:24 AM
29	Ann Vollrath	2/19/2021 8:42 AM
30	Kathy Grimm	2/18/2021 5:58 PM
31	Pearl Tidwell	2/18/2021 5:21 PM
32	Alan Terry	2/18/2021 4:27 PM
33	Julie Potts	2/18/2021 4:19 PM
34	Angela Cronen	2/18/2021 3:53 PM
35	Shannon Bales	2/18/2021 3:28 PM
36	City of Caro	2/18/2021 3:27 PM
37	Tracey Connelly	2/18/2021 3:21 PM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

38	Beth Lekity	2/18/2021 2:59 PM
39	Amy Kirkland	2/18/2021 2:30 PM
40	Erica Eklov	2/18/2021 1:55 PM
41	Jill A Domingo	2/18/2021 1:46 PM
42	Amy Burton	2/18/2021 1:43 PM
43	Tamyra Gillis	2/18/2021 1:38 PM
44	Romona Sanchez	2/18/2021 1:02 PM
45	Dennise Dryden	2/18/2021 12:55 PM
46	Tara L Peltoma	2/18/2021 12:52 PM
47	Mary Mullison	2/18/2021 12:49 PM
48	Rebecca Johnson	2/18/2021 12:46 PM
49	Amanda Stang	2/18/2021 12:32 PM
50	Cynthia Lehr	2/18/2021 12:26 PM
51	Lisa Grysen	2/18/2021 12:20 PM
52	Ed Norris	2/18/2021 12:19 PM
53	Erica Armstrong	2/18/2021 12:19 PM
54	George Thomas Darany	2/18/2021 12:18 PM
55	Susan Ballinger	2/18/2021 12:18 PM
56	Melanie Halas	2/18/2021 12:14 PM
57	Cindy Hutchison	2/18/2021 12:12 PM
58	Richard LeBlanc	2/18/2021 12:10 PM
59	Kelli VandenBerg	2/18/2021 12:05 PM
60	Allyson Holm	2/18/2021 12:02 PM
61	Brian Kelley	2/18/2021 12:01 PM
62	JOYCE M GOLDING	2/18/2021 11:59 AM
63	Leslie Frank	2/18/2021 11:58 AM
64	Heather Pefley	2/18/2021 11:57 AM
65	Deborah Luskin	2/18/2021 11:57 AM
66	Cortney Hanson	2/18/2021 11:56 AM
67	Mindy Seavey	2/18/2021 11:54 AM
68	Christine Bedford	2/18/2021 11:52 AM
#	MUNICIPALITY	DATE
1	City of Battle Creek	6/7/2021 2:03 PM
2	Grand Rapids	3/8/2021 10:29 AM
3	City of East Lansing	3/5/2021 3:57 PM
4	City of Springfield	3/4/2021 1:23 PM
5	Rogers City	3/3/2021 1:13 PM
6	Ann Arbor	3/1/2021 4:41 PM
7	City of Roosevelt Park	3/1/2021 11:57 AM
8	City of Sterling Heights	2/26/2021 11:57 AM
9	City of Romulus	2/24/2021 6:09 PM
10	City of Hartford	2/24/2021 2:38 PM
11	City of Port Huron	2/24/2021 11:19 AM
12	City of Dearborn Heights	2/23/2021 3:15 PM
13	City of Ewart	2/23/2021 10:55 AM
14	City of Stanton	2/22/2021 2:52 PM
15	CITY OF TECUMSEH	2/22/2021 9:57 AM
16	City of Fremont	2/22/2021 9:38 AM
17	City of Chelsea	2/21/2021 4:31 PM
18	City of East Jordan	2/19/2021 2:47 PM
19	City of Mason	2/19/2021 2:31 PM
20	City of Kingsford	2/19/2021 12:37 PM
21	Gobles	2/19/2021 12:12 PM
22	City of Galesburg	2/19/2021 12:10 PM
23	City of Petersburg	2/19/2021 10:46 AM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

24	City of Jonesville	2/19/2021 10:02 AM
25	City of Gladstone	2/19/2021 9:35 AM
26	City of Hudsonville	2/19/2021 9:24 AM
27	City of Houghton	2/19/2021 8:42 AM
28	City of Holland	2/18/2021 5:58 PM
29	City of Charlotte	2/18/2021 5:21 PM
30	City of Petoskey	2/18/2021 4:27 PM
31	City of East Tawas	2/18/2021 4:19 PM
32	City of Otsego	2/18/2021 3:53 PM
33	City of Walker	2/18/2021 3:28 PM
34	City of Caro	2/18/2021 3:27 PM
35	City of HArrison	2/18/2021 3:21 PM
36	City of Wyandotte	2/18/2021 2:59 PM
37	City of Owosso	2/18/2021 2:30 PM
38	City of Portage	2/18/2021 1:55 PM
39	City of Albion	2/18/2021 1:46 PM
40	City of Bloomfield Hills	2/18/2021 1:43 PM
41	City of Big Rapids	2/18/2021 1:38 PM
42	City of Lapeer	2/18/2021 1:02 PM
43	City of Sylvan Lake	2/18/2021 12:55 PM
44	City of Crystal Falls	2/18/2021 12:52 PM
45	City of Farmington	2/18/2021 12:49 PM
46	City of Cedar Springs	2/18/2021 12:46 PM
47	City of West Branch	2/18/2021 12:32 PM
48	City of Gibraltar	2/18/2021 12:26 PM
49	City of DeWitt	2/18/2021 12:20 PM
50	Oak Park	2/18/2021 12:19 PM
51	City of Midland	2/18/2021 12:19 PM
52	Dearborn	2/18/2021 12:18 PM
53	City of Royal Oak	2/18/2021 12:14 PM
54	Westland	2/18/2021 12:10 PM
55	City of Wyoming	2/18/2021 12:05 PM
56	City of Brigman	2/18/2021 12:02 PM
57	City of Plainwell	2/18/2021 12:01 PM
58	CITY OF CHARLEVOIX	2/18/2021 11:59 AM
59	Harper Woods	2/18/2021 11:58 AM
60	City of Manistee	2/18/2021 11:57 AM
61	City of Ludington	2/18/2021 11:57 AM
62	City of Novi	2/18/2021 11:56 AM
63	City of St. Johns	2/18/2021 11:54 AM
64	City of Standish	2/18/2021 11:50 AM
#	ADDRESS	DATE
1	10 N Division St	6/7/2021 2:03 PM
2	300 Monroe Avenue, NW	3/8/2021 10:29 AM
3	410 Abbot Rd., Rm. 100	3/5/2021 3:57 PM
4	601 Avenue A	3/4/2021 1:23 PM
5	193 E Michigan Ave	3/3/2021 1:13 PM
6	301 E Huron St	3/1/2021 4:41 PM
7	900 Oak Ridge Rd	3/1/2021 11:57 AM
8	40555 Utica Rd.	2/26/2021 11:57 AM
9	100 E. Division Street	2/26/2021 9:56 AM
10	11111 Wayne Road	2/24/2021 6:09 PM
11	City Clerk 19 West Main St	2/24/2021 2:38 PM
12	100 McMorran Blvd.	2/24/2021 11:19 AM
13	6045 Fenton	2/23/2021 3:15 PM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

14	5814 100th Avenue	2/23/2021 10:55 AM
15	225 S Camburn St	2/22/2021 2:52 PM
16	309 E CHICAGO BLVD	2/22/2021 9:57 AM
17	101 East Main Street, Fremont, MI, USA	2/22/2021 9:38 AM
18	305 S. Main St. Ste. 100	2/21/2021 4:31 PM
19	100 N. HARRIS STREET	2/19/2021 4:31 PM
20	201 Main Street	2/19/2021 2:47 PM
21	201 W. Ash Street	2/19/2021 2:31 PM
22	305 S. Carpenter Avenue	2/19/2021 12:37 PM
23	105 E Main St	2/19/2021 12:12 PM
24	200 East Michigan Avenue	2/19/2021 12:10 PM
25	24 E Center Street	2/19/2021 10:46 AM
26	265 E. Chicago St.	2/19/2021 10:02 AM
27	1100 Delta Avenue	2/19/2021 9:35 AM
28	3275 Central Blvd.	2/19/2021 9:24 AM
29	PO Box 606	2/19/2021 8:42 AM
30	270 S. River Ave.	2/18/2021 5:58 PM
31	111 E. Lawrence Ave	2/18/2021 5:21 PM
32	101 E Lake St	2/18/2021 4:27 PM
33	760 Newman St	2/18/2021 4:19 PM
34	117 E Orleans Street	2/18/2021 3:53 PM
35	4243 Remembrance Rd NW	2/18/2021 3:28 PM
36	317 S. State St.	2/18/2021 3:27 PM
37	2105 Sullivan Dr	2/18/2021 3:21 PM
38	3200 Biddle Ave	2/18/2021 2:59 PM
39	301 W. Main Street	2/18/2021 2:30 PM
40	7900 South Westnedge Avenue	2/18/2021 1:55 PM
41	112 W. Cass Street	2/18/2021 1:46 PM
42	45 E. Long Lake Road	2/18/2021 1:43 PM
43	226 N. Michigan Avenue	2/18/2021 1:38 PM
44	576 Liberty Park	2/18/2021 1:02 PM
45	1820 Inverness	2/18/2021 12:55 PM
46	401 Superior Ave	2/18/2021 12:52 PM
47	23600 Liberty	2/18/2021 12:49 PM
48	66 S. Main PO BOX 310	2/18/2021 12:46 PM
49	121 N 4th St	2/18/2021 12:32 PM
50	29450 Munro Street	2/18/2021 12:26 PM
51	414 E. Main Street	2/18/2021 12:20 PM
52	14000 Oak Park Blvd.	2/18/2021 12:19 PM
53	333 W. Ellsworth	2/18/2021 12:19 PM
54	16901 Michigan Avenue, Suite 11	2/18/2021 12:18 PM
55	221 Jonesville Street	2/18/2021 12:18 PM
56	203 S Troy Street	2/18/2021 12:14 PM
57	14100 Civic Park Drive	2/18/2021 12:12 PM
58	1155 28th Street SW	2/18/2021 12:05 PM
59	9765 Maple St.	2/18/2021 12:02 PM
60	211 N Main St	2/18/2021 12:01 PM
61	210 STATE STREET	2/18/2021 11:59 AM
62	19617 Harper	2/18/2021 11:58 AM
63	70 Maple Street	2/18/2021 11:57 AM
64	400 S Harrison St	2/18/2021 11:57 AM
65	45175 W 10 Mile Rd	2/18/2021 11:56 AM
66	100 E. State Street, Suite #1100, PO Box 477	2/18/2021 11:54 AM
67	7 S Monroe St	2/18/2021 11:52 AM
68	399 E Beaver	2/18/2021 11:50 AM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

#	ADDRESS 2	DATE
1	P.O. Box 449	2/22/2021 2:52 PM
2	PO BOX 499	2/19/2021 2:47 PM
3	PO Box 38	2/19/2021 12:12 PM
4	Clerk's Office, Suite 100	2/18/2021 2:59 PM
5	P.O. Box 236	2/18/2021 12:18 PM
#	CITY/TOWN	DATE
1	Battle Creek	6/7/2021 2:03 PM
2	Grand Rapids	3/8/2021 10:29 AM
3	East Lansing	3/5/2021 3:57 PM
4	Springfield	3/4/2021 1:23 PM
5	Rogers City	3/3/2021 1:13 PM
6	Ann Arbor	3/1/2021 4:41 PM
7	Muskegon	3/1/2021 11:57 AM
8	Sterling Heights	2/26/2021 11:57 AM
9	Ishpeming	2/26/2021 9:56 AM
10	Romulus	2/24/2021 6:09 PM
11	Hartford	2/24/2021 2:38 PM
12	Port Huron	2/24/2021 11:19 AM
13	Dearborn Heights	2/23/2021 3:15 PM
14	Ewart	2/23/2021 10:55 AM
15	Stanton	2/22/2021 2:52 PM
16	Tecumseh	2/22/2021 9:57 AM
17	Fremont	2/22/2021 9:38 AM
18	Chelsea	2/21/2021 4:31 PM
19	SALINE	2/19/2021 4:31 PM
20	East Jordan	2/19/2021 2:47 PM
21	Mason	2/19/2021 2:31 PM
22	Kingsford	2/19/2021 12:37 PM
23	Gobles	2/19/2021 12:12 PM
24	Galesburg	2/19/2021 12:10 PM
25	Petersburg	2/19/2021 10:46 AM
26	Jonesville	2/19/2021 10:02 AM
27	Gladstone	2/19/2021 9:35 AM
28	Hudsonville	2/19/2021 9:24 AM
29	Houghton	2/19/2021 8:42 AM
30	Holland	2/18/2021 5:58 PM
31	Charlotte	2/18/2021 5:21 PM
32	Petoskey	2/18/2021 4:27 PM
33	EAST TAWAS	2/18/2021 4:19 PM
34	Otsego	2/18/2021 3:53 PM
35	Walker	2/18/2021 3:28 PM
36	Caro, MI 48723	2/18/2021 3:27 PM
37	Harrison	2/18/2021 3:21 PM
38	Wyandotte	2/18/2021 2:59 PM
39	Owosso	2/18/2021 2:30 PM
40	Portage	2/18/2021 1:55 PM
41	Albion	2/18/2021 1:46 PM
42	Bloomfield Hills	2/18/2021 1:43 PM
43	Big Rapids	2/18/2021 1:38 PM
44	Lapeer	2/18/2021 1:02 PM
45	Sylvan Lake	2/18/2021 12:55 PM
46	CRYSTAL FALLS, MI	2/18/2021 12:52 PM
47	Farmington	2/18/2021 12:49 PM
48	Cedar Springs	2/18/2021 12:46 PM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

49	West Branch	2/18/2021 12:32 PM
50	Gibraltar	2/18/2021 12:26 PM
51	DeWitt	2/18/2021 12:20 PM
52	Oak Park	2/18/2021 12:19 PM
53	Midland	2/18/2021 12:19 PM
54	Dearborn	2/18/2021 12:18 PM
55	Litchfield	2/18/2021 12:18 PM
56	Royal Oak	2/18/2021 12:14 PM
57	Riverview	2/18/2021 12:12 PM
58	Wyoming	2/18/2021 12:05 PM
59	Bridgman	2/18/2021 12:02 PM
60	Plainwell	2/18/2021 12:01 PM
61	CHARLEVOIX	2/18/2021 11:59 AM
62	Harper Woods	2/18/2021 11:58 AM
63	Manistee	2/18/2021 11:57 AM
64	Ludington	2/18/2021 11:57 AM
65	Novi	2/18/2021 11:56 AM
66	Saint Johns	2/18/2021 11:54 AM
67	Rockford	2/18/2021 11:52 AM
68	Standish	2/18/2021 11:50 AM
#	STATE/PROVINCE	DATE
There are no responses.		
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3	48823	3/5/2021 3:57 PM
4	49037	3/4/2021 1:23 PM
5	49779	3/3/2021 1:13 PM
6	48107	3/1/2021 4:41 PM
7	49441	3/1/2021 11:57 AM
8	48313	2/26/2021 11:57 AM
9	49849	2/26/2021 9:56 AM
10	48174	2/24/2021 6:09 PM
11	49057	2/24/2021 2:38 PM
12	48060	2/24/2021 11:19 AM
13	48127	2/23/2021 3:15 PM
14	49631	2/23/2021 10:55 AM
15	48888	2/22/2021 2:52 PM
16	49286	2/22/2021 9:57 AM
17	49412	2/22/2021 9:38 AM
18	48118	2/21/2021 4:31 PM
19	48176	2/19/2021 4:31 PM
20	49727	2/19/2021 2:47 PM
21	48854	2/19/2021 2:31 PM
22	MI 49802	2/19/2021 12:37 PM
23	49055	2/19/2021 12:12 PM
24	49048	2/19/2021 12:10 PM
25	49270	2/19/2021 10:46 AM
26	49250	2/19/2021 10:02 AM
27	49837	2/19/2021 9:35 AM
28	49426	2/19/2021 9:24 AM
29	49931	2/19/2021 8:42 AM
30	49423	2/18/2021 5:58 PM
31	48813	2/18/2021 5:21 PM
32	49740	2/18/2021 4:27 PM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

33	48730-0672	2/18/2021 4:19 PM
34	49078	2/18/2021 3:53 PM
35	49534	2/18/2021 3:28 PM
36	48723	2/18/2021 3:27 PM
37	48625	2/18/2021 3:21 PM
38	48192	2/18/2021 2:59 PM
39	48867	2/18/2021 2:30 PM
40	49002-5117	2/18/2021 1:55 PM
41	49224	2/18/2021 1:46 PM
42	48304	2/18/2021 1:43 PM
43	49307	2/18/2021 1:38 PM
44	48446	2/18/2021 1:02 PM
45	48320	2/18/2021 12:55 PM
46	49920	2/18/2021 12:52 PM
47	48335	2/18/2021 12:49 PM
48	49319	2/18/2021 12:46 PM
49	48661	2/18/2021 12:32 PM
50	48173	2/18/2021 12:26 PM
51	48820	2/18/2021 12:20 PM
52	48237	2/18/2021 12:19 PM
53	48640	2/18/2021 12:19 PM
54	48126	2/18/2021 12:18 PM
55	49252	2/18/2021 12:18 PM
56	48067	2/18/2021 12:14 PM
57	48193	2/18/2021 12:12 PM
58	48185	2/18/2021 12:10 PM
59	49509	2/18/2021 12:05 PM
60	49106	2/18/2021 12:02 PM
61	MI	2/18/2021 12:01 PM
62	49720	2/18/2021 11:59 AM
63	48225	2/18/2021 11:58 AM
64	49660	2/18/2021 11:57 AM
65	49431	2/18/2021 11:57 AM
66	48375	2/18/2021 11:56 AM
67	48879-0477	2/18/2021 11:54 AM
68	48658	2/18/2021 11:50 AM
#	COUNTY	DATE
1	Calhoun	6/7/2021 2:03 PM
2	MI	3/8/2021 10:29 AM
3	MI	3/5/2021 3:57 PM
4	Michigan	3/4/2021 1:23 PM
5	MI	3/3/2021 1:13 PM
6	Washtenaw	3/1/2021 4:41 PM
7	Michigan	3/1/2021 11:57 AM
8	MI	2/26/2021 11:57 AM
9	Wayne	2/24/2021 6:09 PM
10	MI	2/24/2021 2:38 PM
11	Michigan	2/24/2021 11:19 AM
12	Wayne	2/23/2021 3:15 PM
13	Michigan	2/23/2021 10:55 AM
14	Michigan	2/22/2021 2:52 PM
15	MI	2/22/2021 9:57 AM
16	MI	2/22/2021 9:38 AM
17	Washtenaw	2/21/2021 4:31 PM
18	MI	2/19/2021 4:31 PM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

19	Charlevoix	2/19/2021 2:47 PM
20	Ingham	2/19/2021 2:31 PM
21	Dickinson	2/19/2021 12:37 PM
22	MI	2/19/2021 12:12 PM
23	Kalamazoo	2/19/2021 12:10 PM
24	Monroe	2/19/2021 10:46 AM
25	Hillsdale	2/19/2021 10:02 AM
26	Delta	2/19/2021 9:35 AM
27	Ottawa	2/19/2021 9:24 AM
28	Houghton	2/19/2021 8:42 AM
29	Ottawa/Allegan	2/18/2021 5:58 PM
30	MI	2/18/2021 5:21 PM
31	Emmet	2/18/2021 4:27 PM
32	Michigan	2/18/2021 4:19 PM
33	Allegan	2/18/2021 3:53 PM
34	Michigan	2/18/2021 3:28 PM
35	Michigan	2/18/2021 3:27 PM
36	MI	2/18/2021 3:21 PM
37	Michigan	2/18/2021 2:59 PM
38	MI	2/18/2021 2:30 PM
39	Michigan	2/18/2021 1:55 PM
40	MI	2/18/2021 1:46 PM
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42	Mecosta	2/18/2021 1:38 PM
43	Lapeer	2/18/2021 1:02 PM
44	Oakland	2/18/2021 12:55 PM
45	MI	2/18/2021 12:52 PM
46	Oakland	2/18/2021 12:49 PM
47	MI	2/18/2021 12:46 PM
48	Ogemaw	2/18/2021 12:32 PM
49	Wayne	2/18/2021 12:26 PM
50	Clinton	2/18/2021 12:20 PM
51	Oakland	2/18/2021 12:19 PM
52	MI	2/18/2021 12:19 PM
53	Wayne	2/18/2021 12:18 PM
54	Michigan	2/18/2021 12:18 PM
55	Oakland	2/18/2021 12:14 PM
56	MI	2/18/2021 12:12 PM
57	Wayne	2/18/2021 12:10 PM
58	Kent	2/18/2021 12:05 PM
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60	49080	2/18/2021 12:01 PM
61	CHARLEVOIX	2/18/2021 11:59 AM
62	Wayne	2/18/2021 11:58 AM
63	Michigan	2/18/2021 11:57 AM
64	Mason	2/18/2021 11:57 AM
65	MI	2/18/2021 11:56 AM
66	MI	2/18/2021 11:54 AM
67	US	2/18/2021 11:52 AM
68	Arenac	2/18/2021 11:50 AM
#	EMAIL ADDRESS	DATE
1	vlhouser@battlecreekmi.gov	6/7/2021 2:03 PM
2	jhondorp@grcity.us	3/8/2021 10:29 AM
3	jshuster@cityofeastlansing.com	3/5/2021 3:57 PM
4	kvogel@springfieldmich.com	3/4/2021 1:23 PM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

5	tkoss@rogerscity.com	3/3/2021 1:13 PM
6	clehmkuhl@a2gov.org	3/1/2021 4:41 PM
7	CLERK@ROOSEVELTPARK.ORG	3/1/2021 11:57 AM
8	mryska@sterling-heights.net	2/26/2021 11:57 AM
9	cathysmith@ishpemingcity.org	2/26/2021 9:56 AM
10	Ebragg@romulusgov.com	2/24/2021 6:09 PM
11	cityclerk@cityofhartfordmi.org	2/24/2021 2:38 PM
12	jonseckc@porthuron.org	2/24/2021 11:19 AM
13	clerk@ci.dearborn-heights.mi.us	2/23/2021 3:15 PM
14	cityclerk@evart.org	2/23/2021 10:55 AM
15	clerktreasurer@stantononline.com	2/22/2021 2:52 PM
16	tmiller@tecumseh.mi.us	2/22/2021 9:57 AM
17	vterveer@cityoffremont.net	2/22/2021 9:38 AM
18	humanresources@city-chelsea.org	2/21/2021 4:31 PM
19	troyal@cityofsaline.org	2/19/2021 4:31 PM
20	cwilson@eastjordancity.org	2/19/2021 2:47 PM
21	sarahj@mason.mi.us	2/19/2021 2:31 PM
22	depclerk@cityofkingsford.com	2/19/2021 12:37 PM
23	clerksipes@gmail.com	2/19/2021 12:12 PM
24	agoodsell@galesburgcity.org	2/19/2021 12:10 PM
25	pburg@cass.net	2/19/2021 10:46 AM
26	clerk@jonesville.org	2/19/2021 10:02 AM
27	kberry@gladstonemi.org	2/19/2021 9:35 AM
28	dvanslyke@hudsonville.org	2/19/2021 9:24 AM
29	ann@cityofhoughton.com	2/19/2021 8:42 AM
30	k.grimm@cityofholland.com	2/18/2021 5:58 PM
31	ptidwell@charlottemi.org	2/18/2021 5:21 PM
32	aterry@petoskey.us	2/18/2021 4:27 PM
33	jpotts@easttawas.com	2/18/2021 4:19 PM
34	acronen@cityofotsego.org	2/18/2021 3:53 PM
35	sbales@walker.city	2/18/2021 3:28 PM
36	ashultz@carocity.net	2/18/2021 3:27 PM
37	tconnelly@cityofharrison-mi.gov	2/18/2021 3:21 PM
38	blekity@wyandottemi.gov	2/18/2021 2:59 PM
39	amy.kirkland@ci.owosso.mi.us	2/18/2021 2:30 PM
40	eklove@PORTAGEMI.GOV	2/18/2021 1:55 PM
41	jadomingo@cityofalbionmi.gov	2/18/2021 1:46 PM
42	aburton@bloomfieldhillsmi.net	2/18/2021 1:43 PM
43	tgillis@cityofbr.org	2/18/2021 1:38 PM
44	rsanchez@ci.lapeer.mi.us	2/18/2021 1:02 PM
45	clerk-treasurer@sylvanlake.org	2/18/2021 12:55 PM
46	tpeltoma@crystalfalls.org	2/18/2021 12:52 PM
47	mmullison@farmgov.com	2/18/2021 12:49 PM
48	clerk@cityofcedarsprings.org	2/18/2021 12:46 PM
49	clerk@westbranch.com	2/18/2021 12:32 PM
50	clehr@cityofgibraltar.net	2/18/2021 12:26 PM
51	lgrysen@dewittmi.org	2/18/2021 12:20 PM
52	enorris@oakparkmi.gov	2/18/2021 12:19 PM
53	eamstrong@midland-mi.org	2/18/2021 12:19 PM
54	gdarany@ci.dearborn.mi.us	2/18/2021 12:18 PM
55	clerk@cityoflitchfield.org	2/18/2021 12:18 PM
56	melanieh@romi.gov	2/18/2021 12:14 PM
57	chutchison@cityofriverview.com	2/18/2021 12:12 PM
58	clerk@cityofwestland.com	2/18/2021 12:10 PM
59	vandenbergk@wyomingmi.gov	2/18/2021 12:05 PM

2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

60	aholm@bridgman.org	2/18/2021 12:02 PM
61	bkelly@plainwell.org	2/18/2021 12:01 PM
62	CLERK@CHARLEVOIXMI.GOV	2/18/2021 11:59 AM
63	lfrank@harperwoods.net	2/18/2021 11:58 AM
64	hpfeley@manisteemi.gov	2/18/2021 11:57 AM
65	dlluskin@ci.ludington.mi.us	2/18/2021 11:57 AM
66	chanson@cityofnovi.org	2/18/2021 11:56 AM
67	mseavey@stjohnsmich.com	2/18/2021 11:54 AM
68	bedfordc@rockford.mi.us	2/18/2021 11:52 AM
69	bmason@cityofstandish.com	2/18/2021 11:50 AM
#	PHONE NUMBER	DATE
1	269-966-3348	6/7/2021 2:03 PM
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3	5173196914	3/5/2021 3:57 PM
4	2699652354	3/4/2021 1:23 PM
5	19897342191	3/3/2021 1:13 PM
6	231-755-3724	3/1/2021 11:57 AM
7	5864462421	2/26/2021 11:57 AM
8	906-485-1091 Ext. 203	2/26/2021 9:56 AM
9	7349554545	2/24/2021 6:09 PM
10	12696212477	2/24/2021 2:38 PM
11	8109849728	2/24/2021 11:19 AM
12	313-791-3430	2/23/2021 3:15 PM
13	231-250-1432	2/23/2021 10:55 AM
14	9898314440	2/22/2021 2:52 PM
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16	12319242101	2/22/2021 9:38 AM
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19	2315363381	2/19/2021 2:47 PM
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23	269-665-7000	2/19/2021 12:10 PM
24	734 279-1210	2/19/2021 10:46 AM
25	15178492104	2/19/2021 10:02 AM
26	906-428-2311	2/19/2021 9:35 AM
27	616-669-0200	2/19/2021 9:24 AM
28	906-483-4644	2/19/2021 8:42 AM
29	616.355.1302	2/18/2021 5:58 PM
30	5175438843	2/18/2021 5:21 PM
31	231/347-2500	2/18/2021 4:27 PM
32	9893626161	2/18/2021 4:19 PM
33	269-692-3391	2/18/2021 3:53 PM
34	6167916797	2/18/2021 3:28 PM
35	9896737671	2/18/2021 3:27 PM
36	9895397145	2/18/2021 3:21 PM
37	7343244562	2/18/2021 2:59 PM
38	989-725-0566	2/18/2021 2:30 PM
39	2693294511	2/18/2021 1:55 PM
40	15176297864	2/18/2021 1:46 PM
41	2485301403	2/18/2021 1:43 PM
42	231-592-4020	2/18/2021 1:38 PM
43	810-664-5231	2/18/2021 1:02 PM
44	248-682-1440	2/18/2021 12:55 PM

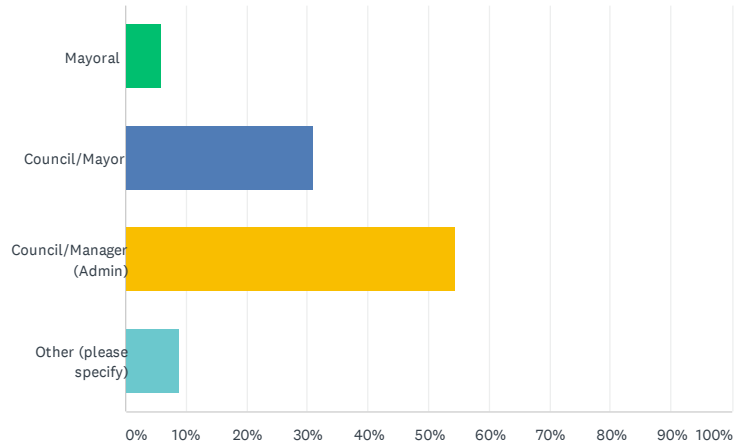
2021 Municipal Council/Commission/Board Members (Elected Officials)
Salary & Benefit Survey

SurveyMonkey

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46	2484745500	2/18/2021 12:49 PM
47	6166961330	2/18/2021 12:46 PM
48	9893450500	2/18/2021 12:32 PM
49	734-676-9034	2/18/2021 12:26 PM
50	517.669.2441	2/18/2021 12:20 PM
51	248-798-2581	2/18/2021 12:19 PM
52	9898373312	2/18/2021 12:19 PM
53	313 943-2010	2/18/2021 12:18 PM
54	5175422921	2/18/2021 12:18 PM
55	248-246-3050	2/18/2021 12:14 PM
56	7342814241	2/18/2021 12:12 PM
57	7344673185	2/18/2021 12:10 PM
58	6165307295	2/18/2021 12:05 PM
59	2694655144	2/18/2021 12:02 PM
60	2696856821	2/18/2021 12:01 PM
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62	313-343-2510	2/18/2021 11:58 AM
63	2313982803	2/18/2021 11:57 AM
64	231-845-6237	2/18/2021 11:57 AM
65	2483470456	2/18/2021 11:56 AM
66	9892248944	2/18/2021 11:54 AM
67	6168661537	2/18/2021 11:52 AM
68	989-846-9855	2/18/2021 11:50 AM

Q2 Form of Government

Answered: 68 Skipped: 1

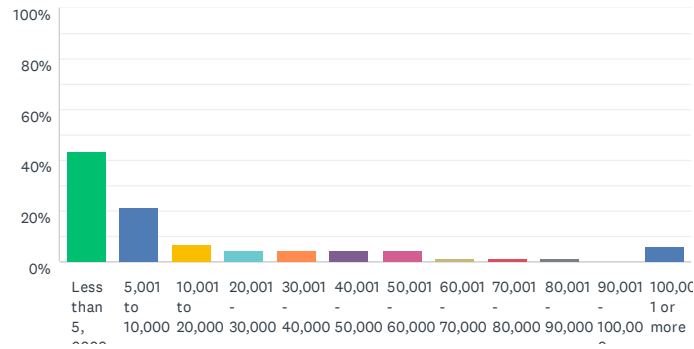


ANSWER CHOICES	RESPONSES	
Mayoral	5.88%	4
Council/Mayor	30.88%	21
Council/Manager (Admin)	54.41%	37
Other (please specify)	8.82%	6
TOTAL		68

#	OTHER (PLEASE SPECIFY)	DATE
1	City Clerk	3/1/2021 11:57 AM
2	Mayor/Council/Manager	2/24/2021 2:38 PM
3	Council/Mayor/Manager	2/18/2021 5:21 PM
4	City Commission/Manager	2/18/2021 3:53 PM
5	Mayro/Council with City Administrator	2/18/2021 12:26 PM
6	Mayor/council/city manager	2/18/2021 12:12 PM

Q3 Population

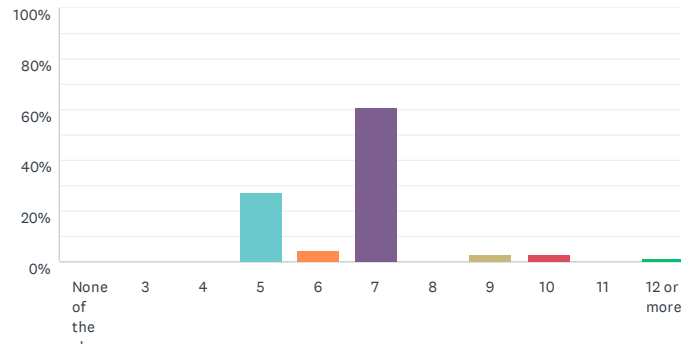
Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 5, 0000	43.48%	30
5,001 to 10,000	21.74%	15
10,001 to 20,000	7.25%	5
20,001 - 30,000	4.35%	3
30,001 - 40,000	4.35%	3
40,001 - 50,000	4.35%	3
50,001 - 60,000	4.35%	3
60,001 - 70,000	1.45%	1
70,001 - 80,000	1.45%	1
80,001 - 90,000	1.45%	1
90,001 - 100,000	0.00%	0
100,001 or more	5.80%	4
TOTAL		69

Q4 Number of Council/Commission/Board Members

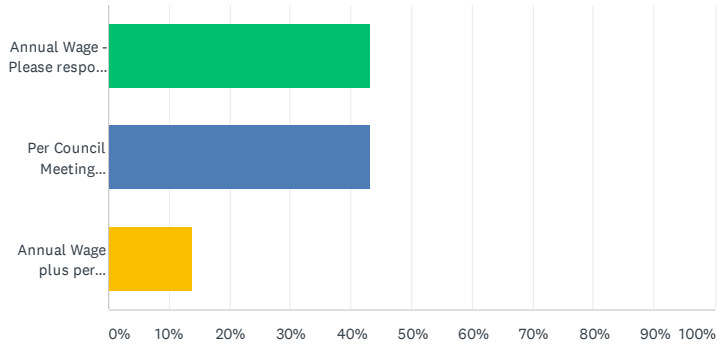
Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
None of the above	0.00%	0
3	0.00%	0
4	0.00%	0
5	27.54%	19
6	4.35%	3
7	60.87%	42
8	0.00%	0
9	2.90%	2
10	2.90%	2
11	0.00%	0
12 or more	1.45%	1
TOTAL		69

Q5 Are Council/Commission/Board Members paid an annual wage or a wage per Council meeting attended?

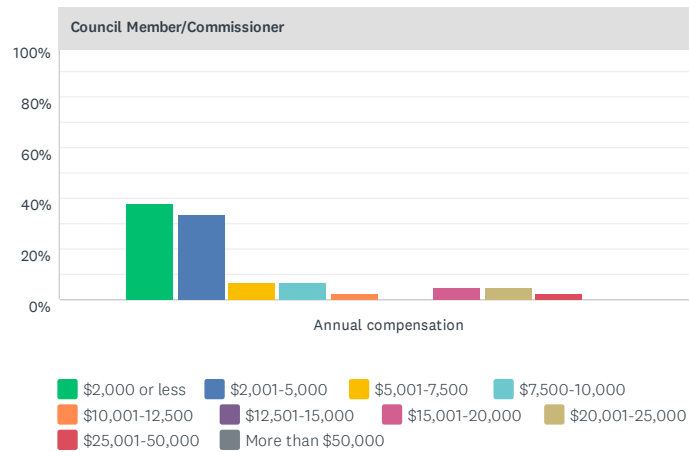
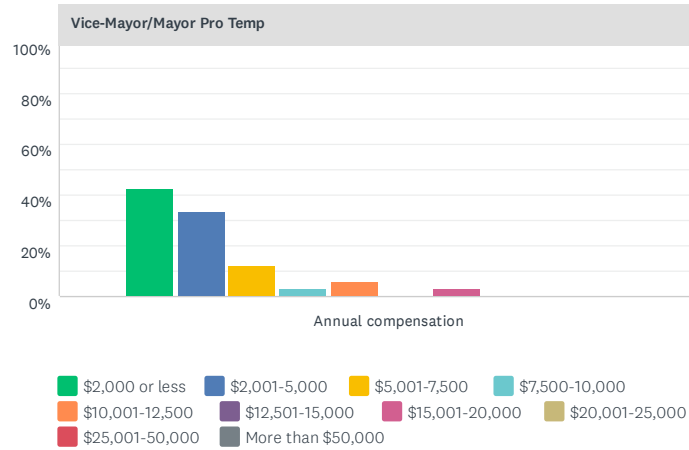
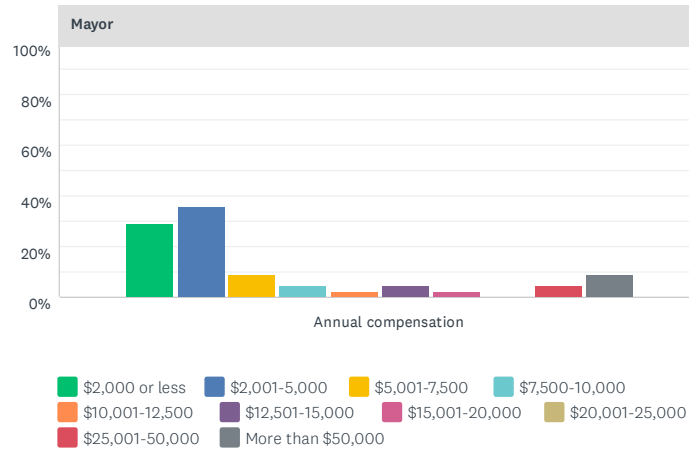
Answered: 65 Skipped: 4

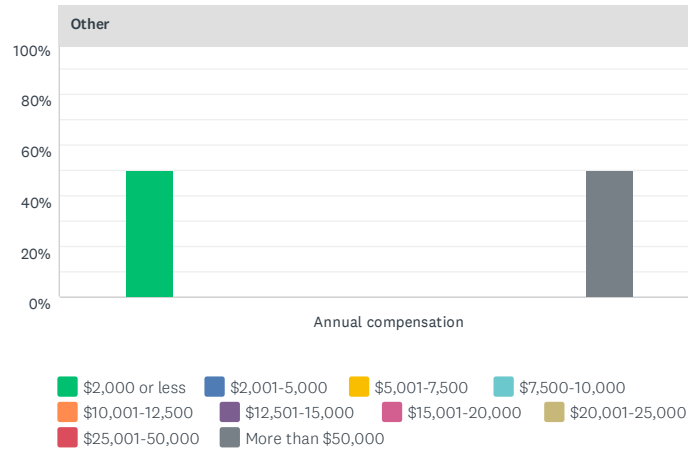


ANSWER CHOICES	RESPONSES	
Annual Wage - Please respond to Question 6	43.08%	28
Per Council Meeting Compensation - Please respond to Question 7	43.08%	28
Annual Wage plus per Council/Board Meeting Compensation - Please respond to Questions 6 & 7	13.85%	9
TOTAL		65

Q6 Current Annual Compensation for Council/Commission/Board Members

Answered: 45 Skipped: 24



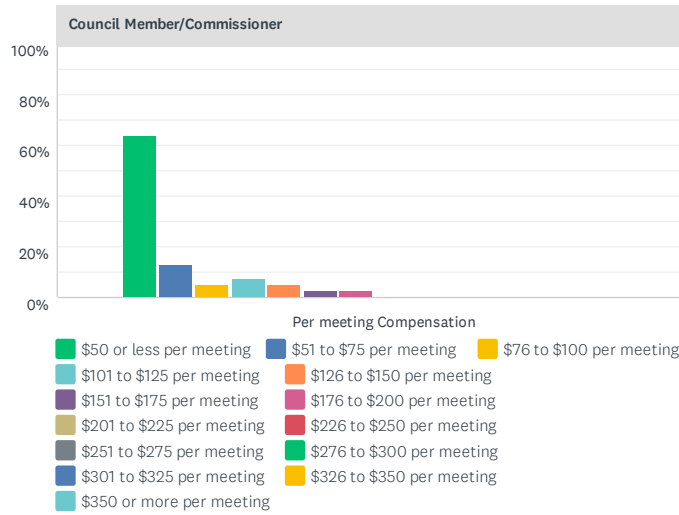
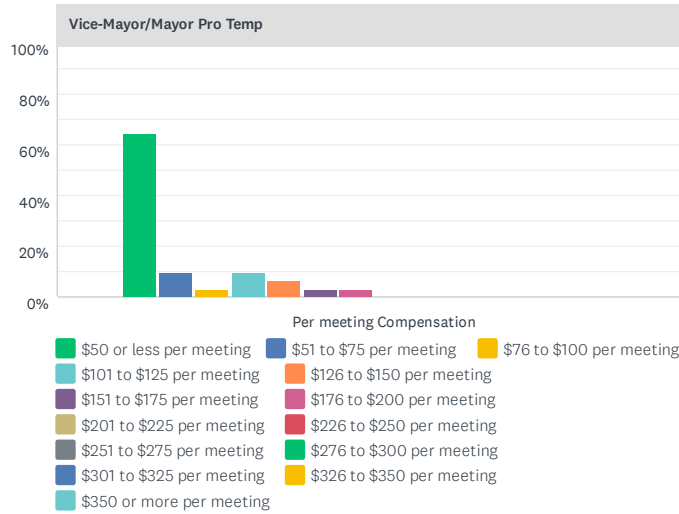
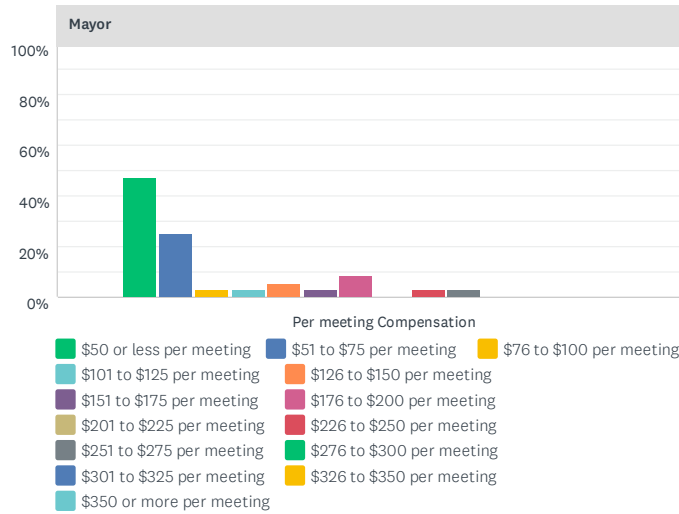


Mayor											
	\$2,000 OR LESS	\$2,001-5,000	\$5,001-7,500	\$7,500-10,000	\$10,001-12,500	\$12,501-15,000	\$15,001-20,000	\$20,001-25,000	\$25,001-50,000	MORE THAN \$50,000	TOTAL
Annual compensation	28.89% 13	35.56% 16	8.89% 4	4.44% 2	2.22% 1	4.44% 2	2.22% 1	0.00% 0	4.44% 2	8.89% 4	45
Vice-Mayor/Mayor Pro Temp											
	\$2,000 OR LESS	\$2,001-5,000	\$5,001-7,500	\$7,500-10,000	\$10,001-12,500	\$12,501-15,000	\$15,001-20,000	\$20,001-25,000	\$25,001-50,000	MORE THAN \$50,000	TOTAL
Annual compensation	42.42% 14	33.33% 11	12.12% 4	3.03% 1	6.06% 2	0.00% 0	3.03% 1	0.00% 0	0.00% 0	0.00% 0	33
Council Member/Commissioner											
	\$2,000 OR LESS	\$2,001-5,000	\$5,001-7,500	\$7,500-10,000	\$10,001-12,500	\$12,501-15,000	\$15,001-20,000	\$20,001-25,000	\$25,001-50,000	MORE THAN \$50,000	TOTAL
Annual compensation	38.10% 16	33.33% 14	7.14% 3	7.14% 3	2.38% 1	0.00% 0	4.76% 2	4.76% 2	2.38% 1	0.00% 0	42
Other											
	\$2,000 OR LESS	\$2,001-5,000	\$5,001-7,500	\$7,500-10,000	\$10,001-12,500	\$12,501-15,000	\$15,001-20,000	\$20,001-25,000	\$25,001-50,000	MORE THAN \$50,000	TOTAL
Annual compensation	50.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 2	4

#	IF COUNCIL MEMBER RECEIVES OVER \$50,000, PLEASE PROVIDE COUNCIL MEMBER AND AMOUNT OF COMPENSATION.	DATE
1	Mayor receives \$300/annually	3/4/2021 1:23 PM
2	Other - Elected City Clerk, annual salary \$71,145 for FY 2020/2021	2/18/2021 3:28 PM
3	Mayor receives an extra \$240.00 annual in addition to \$10/meeting.	2/18/2021 2:30 PM
4	Mayor \$1,300 Council & Mayor Pro Tem \$1,100	2/18/2021 12:46 PM
5	Council does not receive an annual stipend, the Mayor does	2/18/2021 12:20 PM
6	Council each received \$150 per month. Mayor receives additional \$1,000 stipend. For Fiscal 2020/2021, Council took a 6% pay cut, similar to all staff, so current year compensation is \$1,692 for Council and \$2,632 for Mayor	2/18/2021 12:01 PM

Q7 Current Per Meeting Compensation for Council/Commission/Board members.

Answered: 39 Skipped: 30

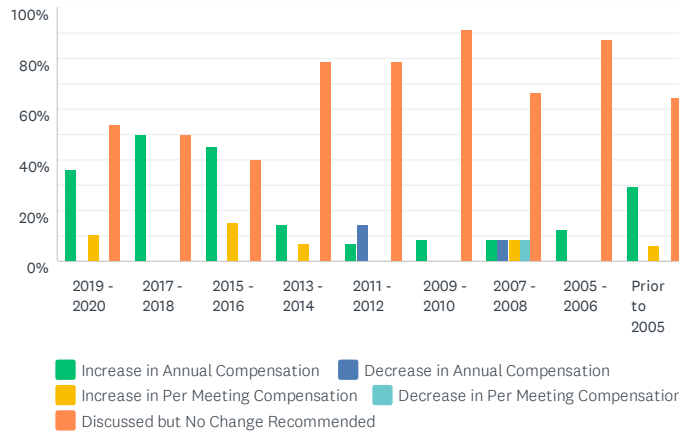


Mayor											
	\$50 OR LESS PER MEETING	\$51 TO \$75 PER MEETING	\$76 TO \$100 PER MEETING	\$101 TO \$125 PER MEETING	\$126 TO \$150 PER MEETING	\$151 TO \$175 PER MEETING	\$176 TO \$200 PER MEETING	\$201 TO \$225 PER MEETING	\$226 TO \$250 PER MEETING	\$251 TO \$275 PER MEETING	\$276 TO \$300 PER MEETING
Per meeting Compensation	47.22% 17	25.00% 9	2.78% 1	2.78% 1	5.56% 2	2.78% 1	8.33% 3	0.00% 0	2.78% 1	2.78% 1	0.00% 0
Vice-Mayor/Mayor Pro Temp											
	\$50 OR LESS PER MEETING	\$51 TO \$75 PER MEETING	\$76 TO \$100 PER MEETING	\$101 TO \$125 PER MEETING	\$126 TO \$150 PER MEETING	\$151 TO \$175 PER MEETING	\$176 TO \$200 PER MEETING	\$201 TO \$225 PER MEETING	\$226 TO \$250 PER MEETING	\$251 TO \$275 PER MEETING	\$276 TO \$300 PER MEETING
Per meeting Compensation	64.52% 20	9.68% 3	3.23% 1	9.68% 3	6.45% 2	3.23% 1	3.23% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Council Member/Commissioner											
	\$50 OR LESS PER MEETING	\$51 TO \$75 PER MEETING	\$76 TO \$100 PER MEETING	\$101 TO \$125 PER MEETING	\$126 TO \$150 PER MEETING	\$151 TO \$175 PER MEETING	\$176 TO \$200 PER MEETING	\$201 TO \$225 PER MEETING	\$226 TO \$250 PER MEETING	\$251 TO \$275 PER MEETING	\$276 TO \$300 PER MEETING
Per meeting Compensation	64.10% 25	12.82% 5	5.13% 2	7.69% 3	5.13% 2	2.56% 1	2.56% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0

#	IF MAYOR/VICE MAYOR/COUNCIL MEMBER RECEIVES MORE THAN \$350 PER MEETING COMPENSATION, PLEASE INDICATE THE AMOUNT AND COUNCIL MEMBER TITLE.	DATE
1	\$40/meeting	3/4/2021 1:23 PM
2	Mayor also receives a \$1000.00 yearly stipend. Mayoral pay not to exceed \$2,400.00 annually. Council member pay may not exceed \$1,400.00 annually.	2/23/2021 10:55 AM
3	\$40 per meeting with a max compensation at 30 meetings per year	2/18/2021 4:19 PM
4	Planning Secretary receives \$40.00 per meeting, Planning Members receive \$20.00 per meeting.	2/18/2021 3:27 PM
5	All members of Council receive \$10/meeting.	2/18/2021 2:30 PM
6	Mayor and all Commissioners receive \$60 / month.	2/18/2021 1:43 PM
7	Mayor \$25 annually, Mayor and all others \$5 per meeting.	2/18/2021 12:55 PM
8	Paid monthly, not by meeting	2/18/2021 12:52 PM
9	the Mayor receives an additional \$250/year as well.	2/18/2021 12:32 PM
10	Mayor \$40 per meeting limit 75 meetings Council \$30 per meeting limit 55 meetings	2/18/2021 12:26 PM
11	Mayor, per meeting \$70.00 Councilmembers, per meeting \$60.00	2/18/2021 12:18 PM

Q8 Please indicate when a change in compensation was last discussed and the result.

Answered: 57 Skipped: 12



	INCREASE IN ANNUAL COMPENSATION	DECREASE IN ANNUAL COMPENSATION	INCREASE IN PER MEETING COMPENSATION	DECREASE IN PER MEETING COMPENSATION	DISCUSSED BUT NO CHANGE RECOMMENDED	TOTAL	WEIGHTED AVERAGE
2019 - 2020	35.90% 14	0.00% 0	10.26% 4	0.00% 0	53.85% 21	39	3.36
2017 - 2018	50.00% 8	0.00% 0	0.00% 0	0.00% 0	50.00% 8	16	3.00
2015 - 2016	45.00% 9	0.00% 0	15.00% 3	0.00% 0	40.00% 8	20	2.90
2013 - 2014	14.29% 2	0.00% 0	7.14% 1	0.00% 0	78.57% 11	14	4.29
2011 - 2012	7.14% 1	14.29% 2	0.00% 0	0.00% 0	78.57% 11	14	4.29
2009 - 2010	8.33% 1	0.00% 0	0.00% 0	0.00% 0	91.67% 11	12	4.67
2007 - 2008	8.33% 1	8.33% 1	8.33% 1	8.33% 1	66.67% 8	12	4.17
2005 - 2006	12.50% 1	0.00% 0	0.00% 0	0.00% 0	87.50% 7	8	4.50
Prior to 2005	29.41% 5	0.00% 0	5.88% 1	0.00% 0	64.71% 11	17	3.71

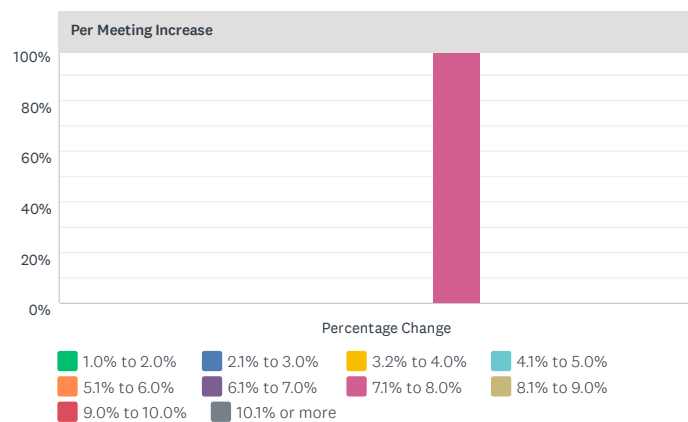
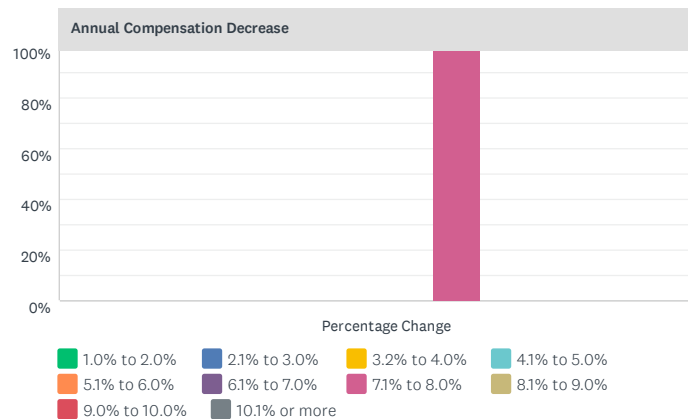
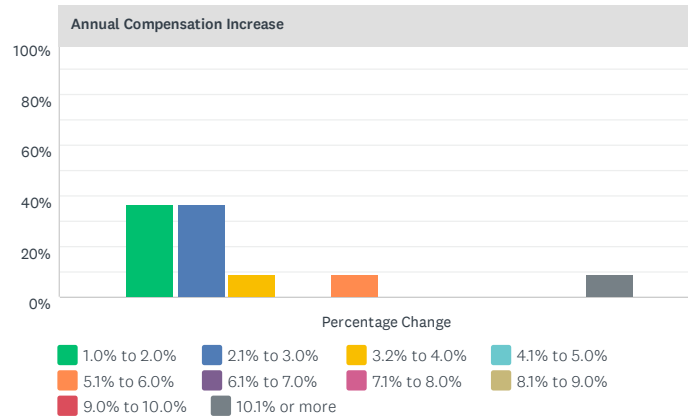
#	OTHER (PLEASE SPECIFY)	DATE
1	Per City Charter	2/24/2021 11:19 AM
2	I started in 2017 and we have never discussed it during my time with the City.	2/22/2021 2:52 PM
3	no changes have been recommended in city council pay structure	2/19/2021 12:37 PM
4	The last increase to the mayor and the commissioners was in the 1990's - A \$5.00 increase for commissioners and a \$15.00 increase for the mayor (per meeting)	2/19/2021 12:12 PM
5	The compensation rate is set by the City Charter. There are no discussions or changes in the rate	2/19/2021 12:10 PM
6	plus increase in amount per meeting	2/19/2021 9:24 AM
7	Never	2/18/2021 1:43 PM
8	Part of our Charter. Would need voter approval.	2/18/2021 12:55 PM
9	LOCC offered a small increase (\$100 annual increase) an the council declined it .	2/18/2021 12:46 PM
10	2021- 2% increase of salary for Mayor, Clerk and Councilmembers	2/18/2021 12:18 PM
11	The last increase was in 1955	2/18/2021 12:14 PM
12	In 2015, the LOCC adopted my recommendation to index elected officials compensation to a	2/18/2021 12:10 PM

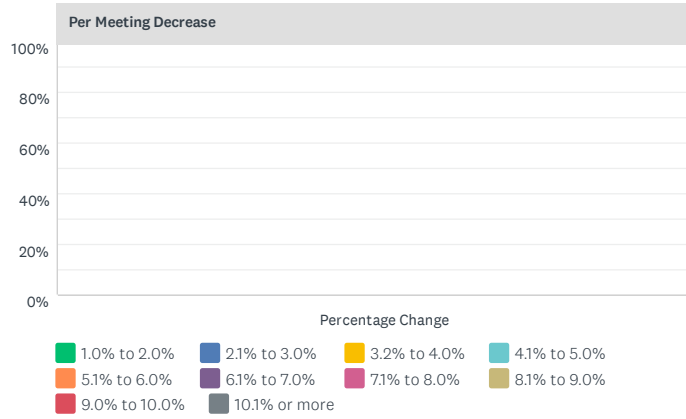
specific CBA. Wages for electeds are adjusted at the same time and at the same amount as the legislatively-approved CBA.

13	I am really not sure when. A long time ago I would guess.	2/18/2021 12:02 PM
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Q9 If there was an increase or decrease to council compensation based upon a percentage of current compensation, please indicate the percentage of increase or decrease. Please also indicate if the change was to annual compensation or per meeting compensation.

Answered: 13 Skipped: 56

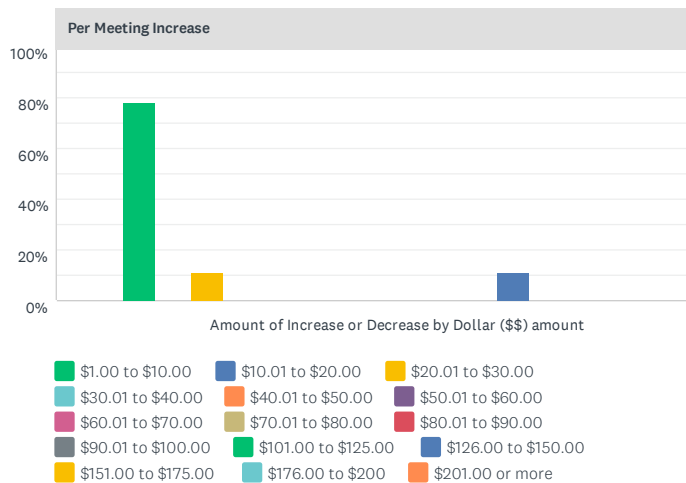
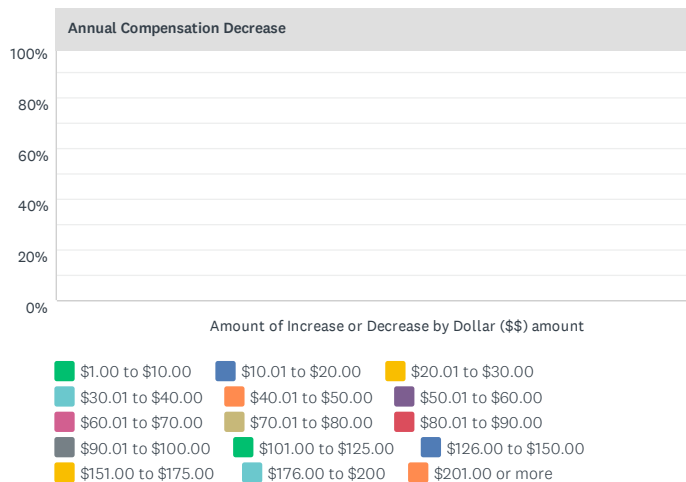
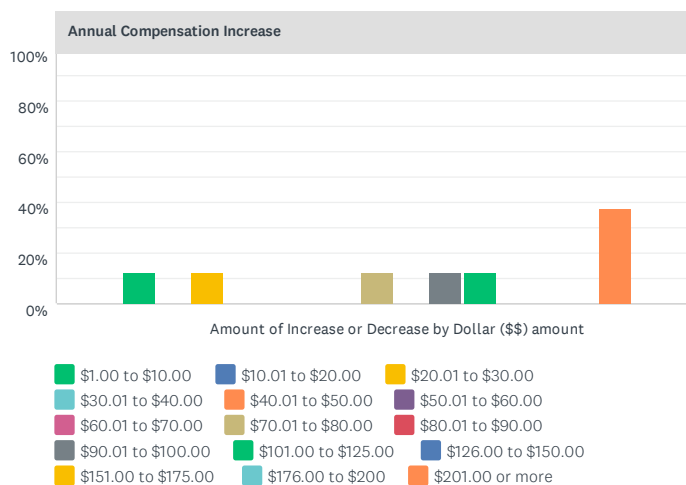


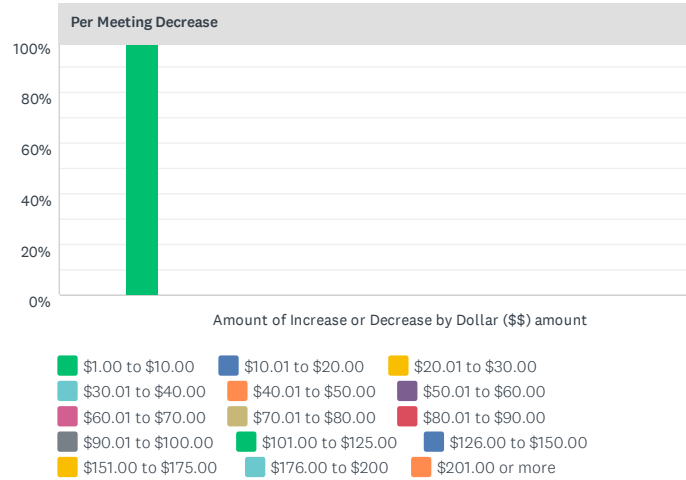


Annual Compensation Increase											
	1.0% TO 2.0%	2.1% TO 3.0%	3.2% TO 4.0%	4.1% TO 5.0%	5.1% TO 6.0%	6.1% TO 7.0%	7.1% TO 8.0%	8.1% TO 9.0%	9.0% TO 10.0%	10.1% OR MORE	TOTAL
Percentage Change	36.36%	36.36%	9.09%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	9.09%	11
	4	4	1	0	1	0	0	0	0	1	
Annual Compensation Decrease											
	1.0% TO 2.0%	2.1% TO 3.0%	3.2% TO 4.0%	4.1% TO 5.0%	5.1% TO 6.0%	6.1% TO 7.0%	7.1% TO 8.0%	8.1% TO 9.0%	9.0% TO 10.0%	10.1% OR MORE	TOTAL
Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	1
	0	0	0	0	0	0	1	0	0	0	
Per Meeting Increase											
	1.0% TO 2.0%	2.1% TO 3.0%	3.2% TO 4.0%	4.1% TO 5.0%	5.1% TO 6.0%	6.1% TO 7.0%	7.1% TO 8.0%	8.1% TO 9.0%	9.0% TO 10.0%	10.1% OR MORE	TOTAL
Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	1
	0	0	0	0	0	0	1	0	0	0	
Per Meeting Decrease											
	1.0% TO 2.0%	2.1% TO 3.0%	3.2% TO 4.0%	4.1% TO 5.0%	5.1% TO 6.0%	6.1% TO 7.0%	7.1% TO 8.0%	8.1% TO 9.0%	9.0% TO 10.0%	10.1% OR MORE	TOTAL
Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0
	0	0	0	0	0	0	0	0	0	0	

Q10 If there was an increase or decrease to council compensation based upon a dollar amount, please indicate the amount of the increase or decrease, per meeting or annually.

Answered: 17 Skipped: 52





Annual Compensation Increase															
	\$1.00 TO \$10.00	\$10.01 TO \$20.00	\$20.01 TO \$30.00	\$30.01 TO \$40.00	\$40.01 TO \$50.00	\$50.01 TO \$60.00	\$60.01 TO \$70.00	\$70.01 TO \$80.00	\$80.01 TO \$90.00	\$90.01 TO \$100.00	\$101.00 TO \$125.00	\$126.00 TO \$150.00	\$151.00 TO \$175.00	\$176.00 TO \$200	\$201.00 OR MORE
Amount of Increase or Decrease by Dollar (\$\$) amount	12.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	12.50%	12.50%	0.00%	0.00%	0.00%	37.50%
	1	0	1	0	0	0	0	1	0	1	1	0	0	0	0

Annual Compensation Decrease															
	\$1.00 TO \$10.00	\$10.01 TO \$20.00	\$20.01 TO \$30.00	\$30.01 TO \$40.00	\$40.01 TO \$50.00	\$50.01 TO \$60.00	\$60.01 TO \$70.00	\$70.01 TO \$80.00	\$80.01 TO \$90.00	\$90.01 TO \$100.00	\$101.00 TO \$125.00	\$126.00 TO \$150.00	\$151.00 TO \$175.00	\$176.00 TO \$200	\$201.00 OR MORE
Amount of Increase or Decrease by Dollar (\$\$) amount	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Per Meeting Increase															
	\$1.00 TO \$10.00	\$10.01 TO \$20.00	\$20.01 TO \$30.00	\$30.01 TO \$40.00	\$40.01 TO \$50.00	\$50.01 TO \$60.00	\$60.01 TO \$70.00	\$70.01 TO \$80.00	\$80.01 TO \$90.00	\$90.01 TO \$100.00	\$101.00 TO \$125.00	\$126.00 TO \$150.00	\$151.00 TO \$175.00	\$176.00 TO \$200	\$201.00 OR MORE
Amount of Increase or Decrease by Dollar (\$\$) amount	77.78%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%
	7	0	1	0	0	0	0	0	0	0	0	1	0	0	0

Per Meeting Decrease															
	\$1.00 TO \$10.00	\$10.01 TO \$20.00	\$20.01 TO \$30.00	\$30.01 TO \$40.00	\$40.01 TO \$50.00	\$50.01 TO \$60.00	\$60.01 TO \$70.00	\$70.01 TO \$80.00	\$80.01 TO \$90.00	\$90.01 TO \$100.00	\$101.00 TO \$125.00	\$126.00 TO \$150.00	\$151.00 TO \$175.00	\$176.00 TO \$200	\$201.00 OR MORE
Amount of Increase or Decrease by Dollar (\$\$) amount	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

#	IF MORE THAN \$201 INCREASE OR DECREASE PER MEETING COMPENSATION, PLEASE PROVIDE ADDITIONAL INFORMATION.	DATE
1	Mayor increased from \$575 to \$4,827 Council members increased from \$330 to \$3,605 First time with Compensation Committee. No change in 50 years	2/18/2021 4:27 PM
2	After discussion and deliberation on the subject for which the LOCC is charged, it is the determination of the commission that the compensation of City Councilmembers and the Mayor be increased by \$1,000 annually to \$7,000 and \$9,500 per year, respectively. It should be noted that the vote of the commission was five to one and members wanted to acknowledge the constructive comments of opposing member Summers, who highlighted that	2/18/2021 1:55 PM

the proposed raise, in combination with the annual Council device stipend, would create a total compensation package comparable to that of the Cities of Wyoming and Kalamazoo.

3	Mayor \$2500 to \$3250 Council \$1000 to \$1650	2/18/2021 12:26 PM
4	Went from \$20/meeting for Mayor to \$6,500 annual and \$15/meeting for Council Members to \$4,500 annual	2/18/2021 11:56 AM

Q11 If your municipality made changes to the elected officials' compensation since 2015, please share your municipality's reasoning for increasing or decreasing the compensation. Or if your municipality chose not to increase or decrease their compensation, please share some of the reasoning.

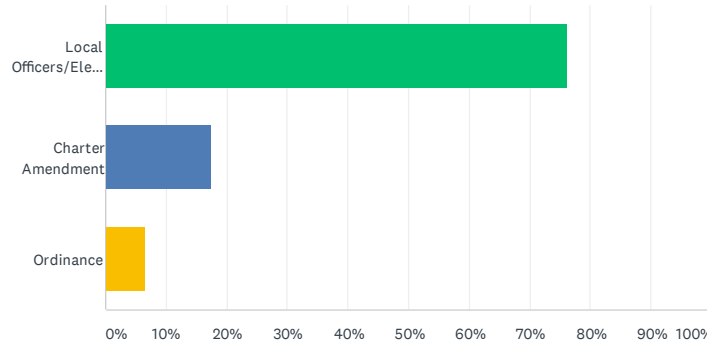
Answered: 33 Skipped: 36

#	RESPONSES	DATE
1	No changes since 2005, increased per meeting wage from \$100/meeting to \$200/meeting	6/7/2021 2:03 PM
2	Increase of 2% per year.	3/8/2021 10:29 AM
3	2019 - 1.5% annual increase	3/5/2021 3:57 PM
4	Resolution to increase council and mayor salaries passed	3/1/2021 4:41 PM
5	keeping up with other local municipalities	3/1/2021 11:57 AM
6	The role of Mayor and Council in the City of Sterling Heights has become increasingly more demanding. The Elected Officials Compensation Commission acknowledged these demands and voted to gradually increase salaries annually.	2/26/2021 11:57 AM
7	Matched with collective bargaining unit increases	2/24/2021 6:09 PM
8	Wage discussion had not been considered in over 10 years. The Mayor felt it was needed while several Commissioners did not.	2/24/2021 2:38 PM
9	City Charter increases the Mayor and Councilmember pay per meeting 5.00 every five years.	2/24/2021 11:19 AM
10	2018 increase after review	2/23/2021 3:15 PM
11	Our mayoral and council stipends have not changed as the pay commission has felt that the current compensation is adequate for a small town. We do not place a heavy demand upon our elected officials and try to keep special meetings to a minimum. We have a strong city manager/council system. Council sets policy and manager implements.	2/23/2021 10:55 AM
12	Opinion of the Local Officers Compensation	2/19/2021 4:31 PM
13	In 2017 they decided to increase the \$10.00 per meeting for both Mayor and Council. This change was primarily done because the LOCC voiced their concerns that every time they recommended an increase it was always voted down. In 2017 the council considered these concerns and decided to vote for the \$10.00 increase. In 2019 the LOCC did not recommend any increase.	2/19/2021 2:31 PM
14	I am not sure of the reason however city council compensation has not been addressed in some time.	2/19/2021 12:37 PM
15	Budget constraints prevented an increase in compensation.	2/19/2021 12:12 PM
16	I am not aware of the reasoning for the 2019 increase but I believe they looked at similar sized communities and what they pay elected officials.	2/19/2021 10:46 AM
17	The LOCC felt that the Mayor & City Commission were very active. Several members attended planning sessions, fundraisers, ribbon cuttings, etc. on several large city projects and deserved an increase.	2/19/2021 9:24 AM
18	The council felt it was time to increase their per meeting salary as it had not been increased in 20 years.	2/19/2021 8:42 AM
19	N/A	2/18/2021 3:53 PM
20	based on cost of living increases	2/18/2021 3:28 PM
21	The commission believed there existed a need to fairly compensate the Mayor and the City Councilmembers. The LOCC discussed the continued growth of the city in terms of population and development, the increased demand on personal time for official duties as compared with prior years, and how the compensation of Portage elected officials compares to equivalent cities. Members of the LOCC contrasted the competing needs to balance reasonable compensation with the fact that being an elected official is a public service and not part-time employment.	2/18/2021 1:55 PM
22	Are council member are considered employees and all other employees were given a 2.0 pay increase. Board felt that they should get 2.0 as well.	2/18/2021 1:38 PM
23	N/A	2/18/2021 1:02 PM
24	N/A.	2/18/2021 12:32 PM
25	The elected officials compensation commission makes the recommendations. Council either accepts or rejects the report.	2/18/2021 12:26 PM
26	keep up with the cost of inflation basically	2/18/2021 12:20 PM
27	In 2015 and 2017 salaries of employees increased therefore the commission passed on increases to elected officials.	2/18/2021 12:19 PM
28	In 2017, the annual compensation rate for Council members, not the Mayor, was increased by \$200. No particular reason was provided in the documentation, but they did review a similar survey.	2/18/2021 12:19 PM
29	No pay for the LOCC	2/18/2021 12:18 PM
30	We paid on a per mtg basis and put a cap on annual salary. Mtgs exceeded cap per mtg cost.	2/18/2021 12:12 PM

	Went back to pay an annual rate for Mayor and Council.	
31	As stated above, in 2015, the LOCC adopted my recommendation to index elected officials wage compensation to a specific CBA. Wages for electeds are adjusted at the same time and at the same amount as the legislatively-approved CBA.	2/18/2021 12:10 PM
32	In 2019, the compensation was reviewed on a per capita basis and increased 1-cent per capita. The 2021 (pending) recommendation is a 2% increase for the Mayor and Mayor Pro Tem and 1.5% increase for council members	2/18/2021 12:05 PM
33	No increases were made due to the city employees being on a wage freeze for several years	2/18/2021 11:58 AM

Q12 What method was utilized to change the amount of council compensation?

Answered: 46 Skipped: 23

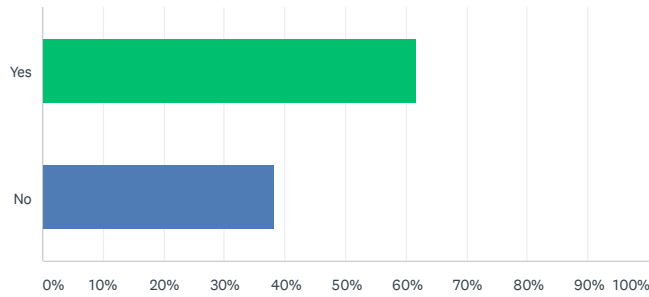


ANSWER CHOICES	RESPONSES
Local Officers/Election Officials Compensation Committee	76.09% 35
Charter Amendment	17.39% 8
Ordinance	6.52% 3
TOTAL	46

#	OTHER (PLEASE SPECIFY)	DATE
1	Payment was changed from \$25/meeting to \$40/meeting, but quite some time ago.	3/4/2021 1:23 PM
2	Motion by the Council	2/24/2021 2:38 PM
3	City Charter	2/24/2021 11:19 AM
4	In the City Council meeting a Resolution was put before the Council rejecting the \$10.00 increase this was voted down and the \$10.00 increase occurred.	2/19/2021 2:31 PM
5	Not increase since 1947	2/18/2021 12:55 PM
6	N/A	2/18/2021 12:32 PM

Q13 Does the mayor receive additional compensation that other elected officials do not receive?

Answered: 68 Skipped: 1



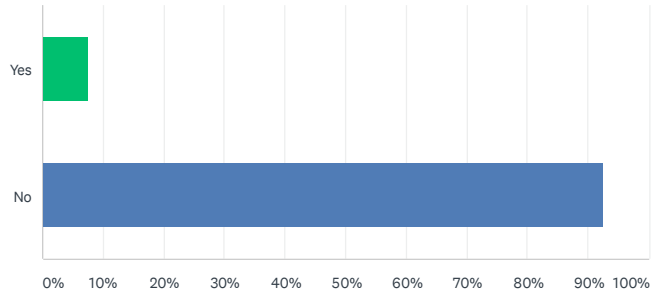
ANSWER CHOICES	RESPONSES
Yes	61.76% 42
No	38.24% 26
TOTAL	68

#	IF YES, PLEASE PROVIDE THE AMOUNT OF ADDITIONAL COMPENSATION AMOUNT. (PLEASE INDICATE AMOUNT PER MONTH OR ANNUALLY)	DATE
1	\$250/month	6/7/2021 2:03 PM
2	Higher annual wage	3/8/2021 10:29 AM
3	\$1,484 more annually	3/5/2021 3:57 PM
4	\$300/annually	3/4/2021 1:23 PM
5	\$300 more annually	3/3/2021 1:13 PM
6	\$25 per meeting plus \$500	3/1/2021 11:57 AM
7	\$4,533 more annually	2/26/2021 11:57 AM
8	The Mayor receives and additional \$400 per year.	2/26/2021 9:56 AM
9	\$10 more per meeting	2/24/2021 11:19 AM
10	\$1000.00 annual stipend	2/23/2021 10:55 AM
11	\$50 more per meeting	2/22/2021 9:57 AM
12	\$300 year additional	2/22/2021 9:38 AM
13	He sits on another Board per Charter to be compensated for per month	2/19/2021 2:47 PM
14	\$10.00 per meeting more	2/19/2021 2:31 PM
15	\$13 more per regular meeting, \$10 more per special meeting	2/19/2021 12:37 PM
16	\$120.00 annually	2/19/2021 9:35 AM
17	The Mayor's monthly and per meeting rate is higher than the commissioners.	2/19/2021 9:24 AM
18	\$2000 annually	2/18/2021 5:21 PM
19	\$187.50 per quarter	2/18/2021 4:19 PM
20	\$288.00 annually	2/18/2021 3:27 PM
21	An extra \$10.00 per meeting	2/18/2021 3:21 PM
22	The mayor receives \$240.00 in addition to \$10/meeting.	2/18/2021 2:30 PM
23	2500	2/18/2021 1:55 PM
24	\$25/annually	2/18/2021 12:55 PM
25	\$200 annually	2/18/2021 12:46 PM
26	\$250 additional per year.	2/18/2021 12:32 PM
27	\$1,050 annually	2/18/2021 12:20 PM
28	They Mayor has a higher rate annually. \$2200 more.	2/18/2021 12:19 PM
29	\$40 per meeting for Mayor \$20 per meeting for commissioners	2/18/2021 12:14 PM
30	Mayor is paid \$6,000 council \$5,000	2/18/2021 12:12 PM
31	Vehicle, and an expense account.	2/18/2021 12:10 PM
32	The Mayor recieves \$4,600 more than council members and \$3,400 more than the Mayor Pro Tem in annual compensation	2/18/2021 12:05 PM
33	Annual stipend paid in November	2/18/2021 12:01 PM

34	\$600 ANNUAL CAR ALLOWANCE	2/18/2021 11:59 AM
35	300.00 annually	2/18/2021 11:58 AM
36	100.00 more per month	2/18/2021 11:57 AM
37	\$6,500 annually	2/18/2021 11:56 AM
38	His annual amount is \$400 more than commissioners.	2/18/2021 11:54 AM
39	\$250	2/18/2021 11:50 AM

Q14 Does the vice mayor/mayor pro temp receive additional compensation that other elected officials do not receive?

Answered: 66 Skipped: 3

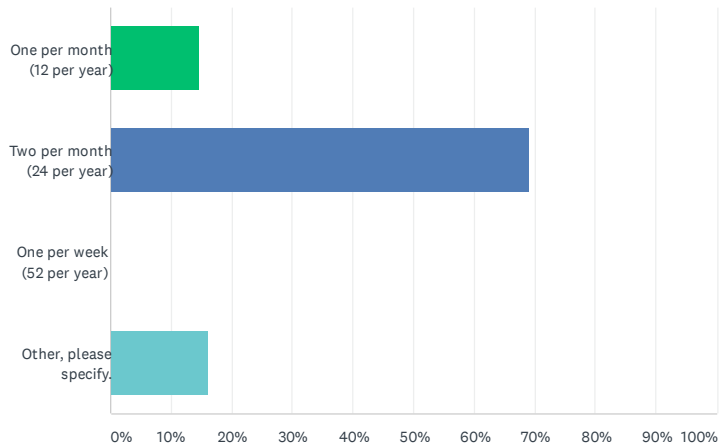


ANSWER CHOICES	RESPONSES	
Yes	7.58%	5
No	92.42%	61
TOTAL		66

#	IF YES, PLEASE PROVIDE THE AMOUNT OF ADDITIONAL COMPENSATION. (PLEASE INDICATE AMOUNT PER MONTH OR ANNUALLY)	DATE
1	\$75/month	6/7/2021 2:03 PM
2	Sits on another Board once per month to be compensated for	2/19/2021 2:47 PM
3	n/a	2/18/2021 12:18 PM
4	The city council president receives 10% more annual wage than council members.	2/18/2021 12:10 PM
5	The Mayor Pro Tem receives \$1200 more than council members in annual compensation	2/18/2021 12:05 PM

Q15 How many regular Council meetings are scheduled per year?

Answered: 68 Skipped: 1

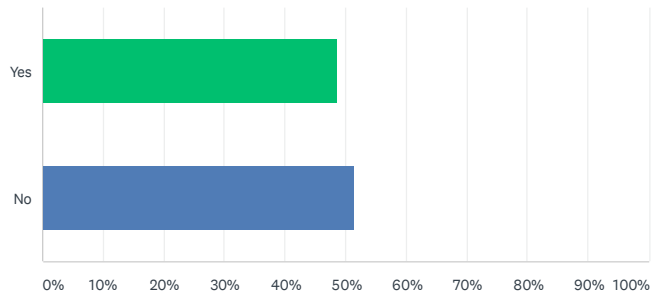


ANSWER CHOICES	RESPONSES	
One per month (12 per year)	14.71%	10
Two per month (24 per year)	69.12%	47
One per week (52 per year)	0.00%	0
Other, please specify.	16.18%	11
TOTAL		68

#	OTHER, PLEASE SPECIFY.	DATE
1	Two or three per month	3/5/2021 3:57 PM
2	24 per year; plus 3-4 special meetings for budget and strategic planning	2/26/2021 11:57 AM
3	Three meetings per month (1st, 2nd & 4th Mondays)	2/24/2021 6:09 PM
4	Once a month plus at least one special joint meeting with the township & fire board	2/24/2021 2:38 PM
5	Two per month, except in the months of July, August and December, only meet once	2/24/2021 11:19 AM
6	23 meetings per year -two per month except for December which is one	2/21/2021 4:31 PM
7	We have one regular meeting and then one work session per month	2/19/2021 9:24 AM
8	2 per month, plus additional special meetings and work sessions as needed.	2/18/2021 12:19 PM
9	two regular meetings and one study session	2/18/2021 12:12 PM
10	Two per month, except June, July and August only one meeting	2/18/2021 11:58 AM
11	3 per month - 2 regular meeting and 1 work session	2/18/2021 11:57 AM

Q16 Do you provide compensation for Special Meetings?

Answered: 68 Skipped: 1

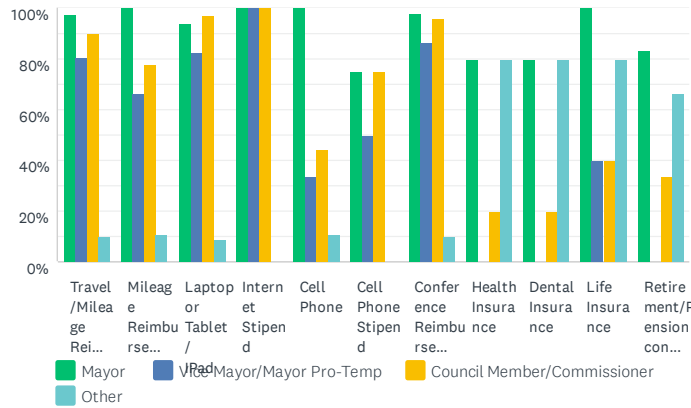


ANSWER CHOICES	RESPONSES	
Yes	48.53%	33
No	51.47%	35
TOTAL		68

#	IF YES, WHAT IS THE AMOUNT OF COMPENSATION?	DATE
1	\$200/meeting, same a regular commission meetings	6/7/2021 2:03 PM
2	\$40/meeting	3/4/2021 1:23 PM
3	\$25.00 per special meeting	3/3/2021 1:13 PM
4	no additional compensation	2/26/2021 11:57 AM
5	Same pay as a regular meeting	2/24/2021 11:19 AM
6	\$50 within the annual caps mentioned above.	2/23/2021 10:55 AM
7	\$30 per meeting	2/22/2021 9:38 AM
8	same as a regular meeting.	2/19/2021 2:47 PM
9	\$30 per meeting for council members, \$40 per meeting for Mayor	2/19/2021 12:37 PM
10	The same amount as a regular meeting	2/19/2021 12:12 PM
11	\$10 per meeting	2/19/2021 12:10 PM
12	same as regular meeting	2/19/2021 10:46 AM
13	\$50 per meeting	2/19/2021 9:24 AM
14	Same as a regular meeting.	2/19/2021 8:42 AM
15	\$50/\$55	2/18/2021 5:21 PM
16	the same as a regular meeting \$40	2/18/2021 4:19 PM
17	\$20.00 per meeting	2/18/2021 3:21 PM
18	\$50/meeting	2/18/2021 1:02 PM
19	\$5	2/18/2021 12:55 PM
20	It is the same compensation of \$50/meeting	2/18/2021 12:32 PM
21	normal per meeting rate	2/18/2021 12:20 PM
22	\$100/meeting	2/18/2021 12:18 PM
23	same as a regular meeting	2/18/2021 12:18 PM
24	Same as a regular commission meeting	2/18/2021 12:14 PM
25	\$50/MTG IF NOT HELD CONTIGUOUS TO A REGULAR MEETING	2/18/2021 11:59 AM
26	\$45 per special city commission meeting attended	2/18/2021 11:54 AM

Q17 Additional Benefits to Council/Commission/Board Members

Answered: 59 Skipped: 10

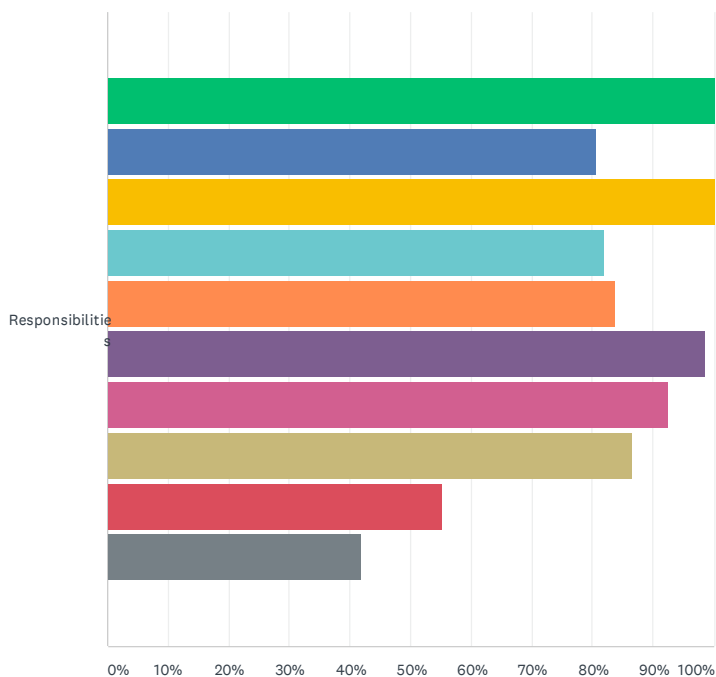


	MAYOR	VICE MAYOR/MAYOR PRO-TEMP	COUNCIL MEMBER/COMMISSIONER	OTHER	TOTAL RESPONDENTS
Travel/Mileage Reimbursement as relates to municipal business outside of municipality	97.56% 40	80.49% 33	90.24% 37	9.76% 4	41
Mileage Reimbursement as relates to municipal business within the city	100.00% 9	66.67% 6	77.78% 7	11.11% 1	9
Laptop or Tablet/ IPad	94.12% 32	82.35% 28	97.06% 33	8.82% 3	34
Internet Stipend	100.00% 2	100.00% 2	100.00% 2	0.00% 0	2
Cell Phone	100.00% 9	33.33% 3	44.44% 4	11.11% 1	9
Cell Phone Stipend	75.00% 3	50.00% 2	75.00% 3	0.00% 0	4
Conference Reimbursement (as relates to municipal business)	98.04% 50	86.27% 44	96.08% 49	9.80% 5	51
Health Insurance	80.00% 4	0.00% 0	20.00% 1	80.00% 4	5
Dental Insurance	80.00% 4	0.00% 0	20.00% 1	80.00% 4	5
Life Insurance	100.00% 5	40.00% 2	40.00% 2	80.00% 4	5
Retirement/Pension contribution	83.33% 5	0.00% 0	33.33% 2	66.67% 4	6

#	OTHER (PLEASE SPECIFY)	DATE
1	Clerk and Treasurer	2/24/2021 6:09 PM
2	None except MML or related training	2/18/2021 4:27 PM
3	elected city clerk is expected to work full-time hours	2/18/2021 3:28 PM
4	Other is for the City Clerk	2/18/2021 12:18 PM
5	"Other," in all instances, is the elected city clerk (me).	2/18/2021 12:10 PM

Q18 Duties of your Council/Commission/Board Members (check all that apply)

Answered: 67 Skipped: 2



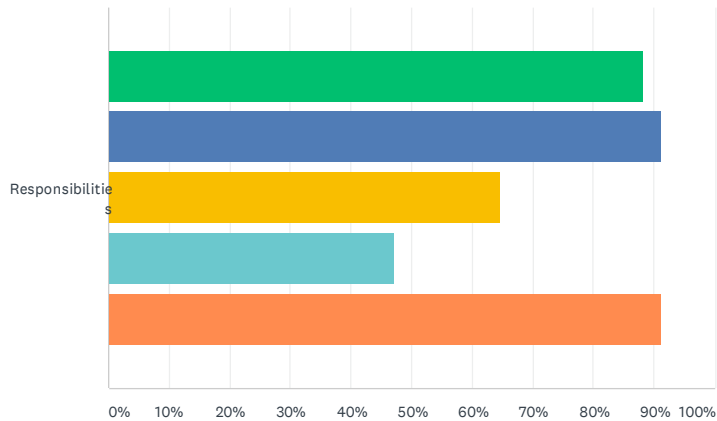
- Adopt/Amend City Laws & Ordinances
- Determine City Policies & Standards
- Authorize the Annual City Budget
- Determine City Tax Millage Rates
- Determine City Utility Rates
- Approve City Contracts or Agreements
- Appoint the City Manager
- Appoint the City Attorney
- Appoint the City Clerk
- Appoint the Comptroller (Finance Director)

	ADOPT/AMEND CITY LAWS & ORDINANCES	DETERMINE CITY POLICIES & STANDARDS	AUTHORIZE THE ANNUAL CITY BUDGET	DETERMINE CITY TAX MILLAGE RATES	DETERMINE CITY UTILITY RATES	APPROVE CITY CONTRACTS OR AGREEMENTS	APPOINT THE CITY MANAGER	APPOINT THE CITY ATTORNEY	APPOINT THE CITY CLERK
Responsibilities	100.00%	80.60%	100.00%	82.09%	83.58%	98.51%	92.54%	86.57%	55.22%
	67	54	67	55	56	66	62	58	37

#	PLEASE LIST ANY OTHER DUTIES OF YOUR ELECTED OFFICIALS.	DATE
1	Clerk and Treasurer are both elected	2/24/2021 6:09 PM
2	Council approves policies, standards and rates, but the are determined and presented from a Dept Head level.	2/22/2021 9:57 AM
3	They have duties and responsibilities as the Board of Review and Zoning Commission Board of Appeals.	2/19/2021 12:37 PM
4	"Finance Director" is Treasurer	2/19/2021 12:10 PM
5	Appoint the City Treasurer	2/18/2021 4:19 PM
6	City Clerk and City Treasurer are both elected.	2/18/2021 12:26 PM

Q19 Duties of the Mayor (check all that apply)

Answered: 68 Skipped: 1



- Official Head of the City for Ceremonial Purposes
- Presiding Officer of the Council
- Appoints all members of boards, commissions, committees and authorities
- Possess Emergency Powers
- Represent the City at various government functions on a local, state and national basis

	OFFICIAL HEAD OF THE CITY FOR CEREMONIAL PURPOSES	PRESIDING OFFICER OF THE COUNCIL	APPOINTS ALL MEMBERS OF BOARDS, COMMISSIONS, COMMITTEES AND AUTHORITIES	POSSESS EMERGENCY POWERS	REPRESENT THE CITY AT VARIOUS GOVERNMENT FUNCTIONS ON A LOCAL, STATE AND NATIONAL BASIS	TOTAL RESPONDENTS
Responsibilities	88.24%	91.18%	64.71%	47.06%	91.18%	68
	60	62	44	32	62	

#	PLEASE LIST ANY OTHER DUTIES OF THE MAYOR.	DATE
1	Appointment of board/committee members needs approval of the commission	6/7/2021 2:03 PM
2	Mayor - Appoints some members to boards and commissions as outlined in the Charter others have to be appointed Council Wide.	2/19/2021 2:31 PM
3	Appoints Some boards & commission members.	2/18/2021 1:02 PM
4	We do not allow national travel, just within the state	2/18/2021 12:26 PM
5	Mayor recommends appointments and Council must approve them	2/18/2021 12:20 PM
6	Mayor has specific appointments (Library Board, Planning Commission, Commission for the Arts) that he brings forward for approval from the commission. The rest of the boards and committee appointments are approved by vote of the full commission.	2/18/2021 12:14 PM
7	We are a strong-mayor community.	2/18/2021 12:10 PM

Q20 If there is any additional information you would like to share, or have considered in future surveys, please provide the information below.

Answered: 7 Skipped: 62

#	RESPONSES	DATE
1	This survey has proven to be valuable as our Council had gone nearly 20 years without a change in compensation. This provided a solid starting point for us.	2/22/2021 9:57 AM
2	Please forward me a copy of the final survey results. Thank you.	2/18/2021 3:53 PM
3	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.	2/18/2021 12:46 PM
4	I wish the clerks salary and benefits were in the survey. Good Luck	2/18/2021 12:26 PM
5	I would like a copy of the results of this survey sent to gdarany@ci.dearborn.mi.us Thank you. George T. Darany Dearborn City Clerk 313 943-2010	2/18/2021 12:18 PM
6	I'll respond if you ask.	2/18/2021 12:10 PM
7	The City of Rockford's Council and any other boards and commissions are not paid. They never have been. What is nice is we have a waiting list of people interested in being on a board or commission.	2/18/2021 11:52 AM

CITY COUNCIL
CITY OF CEDAR SPRINGS
Kent County, Michigan

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

RESOLUTION NO. 2021-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 21, 2021; 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 2021-XX DECLARED ADOPTED.

Rebecca Johnson, 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 11, 2021** and that public notice of that meeting was given pursuant to Act 267 of the Public Acts of Michigan of 1976, as amended.

Dated: _____, 2021

Rebecca Johnson, 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** (\$_____) and the Mayor shall receive a flat rate of **one thousand three hundred dollars** (\$_____) 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.**