

City of St. Clair Shores

Mayor
Kip C. Walby
Mayor Pro-Tem
Candice B. Rusie
City Manager
Dustin L. Lent

27600 Jefferson Avenue, St. Clair Shores, MI 48081-2075
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Council Members:
Linda C. Bertges
John D. Caron
Ronald J. Frederick
David J. Rubello
Chris M. Vitale



December 5, 2023

NOTICE OF MEETING

A meeting of the Compensation Commission has been scheduled for Tuesday, December 5, 2023 at 2:30 p.m. in the Jefferson Conference Room, 27600 Jefferson Avenue, St. Clair Shores, Michigan 48081.

The agenda is as follows:

1. Call to Order – Selection of Officers
2. Approval of the minutes of the December 7, 2021 meeting
3. Review of Salaries of Mayor & City Council
4. Public Comment
5. Adjournment

Abrial J. Barrett
City Clerk

If you are unable to attend this meeting, please contact Kendra Kroll at (586) 447-3304, krollk@scsmi.net or Abrial J. Barrett at (586) 447-3307, barretta@scsmi.net.

INDIVIDUALS WITH DISABILITIES OR IMPAIRMENTS WHO PLAN TO ATTEND THIS MEETING NEED TO CONTACT THE CITY CLERK'S OFFICE AT (586) 447-3303 OR (586) 447-3388 (TDD) IF AUXILIARY AIDES OR SERVICES ARE NEEDED. A REQUEST FOR SERVICE FORM IS AVAILABLE AT ALL CITY DEPARTMENTS; TEN (10) BUSINESS DAYS ADVANCE NOTICE IS REQUIRED.

c: Compensation Commission
City Manager
Mayor & Council
City Attorney

**PROPOSED MINUTES
CITY OF ST. CLAIR SHORES
COMPENSATION COMMISSION
DECEMBER 7, 2021**

MEMBERS

PRESENT: Joseph Tabbi, Kathryn Hanson, Marge Bowman and Lawanda Turner

ABSENT &

EXCUSED: Cheryl Furdos and Gerrit J. Ketelhut, Jr.

ALSO PRESENT: City Clerk Mary A. Kotowski, City Attorney Robert Ihrle and Recording Secretary Tina Hirzel

1. CALL TO ORDER

Ms. Kotowski called the meeting to order at 3:05 p.m. with a quorum present. Ms. Kotowski asked for nominations for the Compensation Commission Chair and Secretary.

Motion by Hanson, seconded by Bowman to nominate Joseph Tabbi as Chair.

Ayes: All – 4
Absent: Furdos, Ketelhut

Motion by Tabbi, seconded by Bowman to nominate Kathy Hanson as Secretary.

Ayes: All – 4
Absent: Furdos, Ketelhut

Ms. Kotowski noted that Cheryl Furdos and Gerrit Ketelhut asked to be excused from today's meeting.

Motion by Hanson, seconded by Turner to excuse Cheryl Furdos and Gerrit Ketelhut.

Ayes: All – 4
Absent: Furdos, Ketelhut

2. APPROVAL OF THE MINUTES OF THE DECEMBER 5, 2019 MEETING

Motion by Hanson, supported by Bowman to approve the December 5, 2019 minutes as submitted.

Ayes: All – 4
Absent: Furdos, Ketelhut

3. REVIEW OF SALARIES OF MAYOR AND CITY COUNCIL

In advance of this meeting, the City Clerk provided the committee members with compensation information for municipalities of similar size throughout Michigan.

Mr. Tabbi noted that in 2011 Mayor and Council took a 5% decrease in salary. He would like to recommend an increase of at least 2% which he feels still does not bring them up to where they should be after taking that 5% decrease.

Ms. Hanson stated Mayor and Council are technically part time, but she feels they make themselves available 24/7 for residents, and they often donate their time and finances. She recommends a 2% raise which all combined is a total increase of \$1,200 for a year. Their current salaries are: Mayor \$10,477.63 and City Council \$8,255.35.

They attend many other City meetings outside regular City Council meetings. They do not get health care or life insurance.

Ms. Kotowski asked when they would like the increase to be effective. Ms. Hanson expects the recommendation letter will be submitted on Thursday, December 9, 2021 for inclusion on the January 3, 2022 City Council meeting agenda.

Motion by Ms. Hanson, seconded by Ms. Bowman, be it resolved that the Compensation Commission recommends a 2% salary increase for the Elected City Officials, the Mayor and City Council, effective January 8, 2022, in compliance with City Ordinance Chapter 12.110, Section 3-10 (b) which states "The decisions of the commission shall be effective thirty (30) days following their filing with the City Clerk unless rejected by the council." (Current salaries are Mayor - \$10,477.63 and Council - \$8,255.35).

Ayes: All – 4
Absent: Furdos, Ketelhut

4. PUBLIC COMMENT

Erin Stahl, St. Clair Shores resident, spoke about why she is videotaping this meeting and expressed her opinion on the increases for Mayor and Council. Noting she felt they should make as much as a fulltime City department director.

5. ADJOURNMENT

Motion by Hanson, supported by Bowman to adjourn the meeting at 3:25 p.m.

Ayes: All – 4
Absent: Furdos, Ketelhut

Prepared by:
Tina Hirzel
Recording Secretary

Reviewed by:
Mary A. Kotowski
City Clerk

DRAFT

MML - Mayor by County - Macomb, Oakland, Wayne
 * from 23/24 MML Wage & Salary Survey

municipality	county	population	position	How_Does_Position_Compare	status	standard_hours_per_week	number_of_ees_in_this_position	min	max	actual	basis	amount_of_extra_pay	per	region	govtype	taxablevalue	budgetedexpenses	budgetedrevenues
Center Line	Macomb	8,552	Mayor or Village Presi	EPT			1			170	Meeting		Meeting	1	HRC	181506590	5549308	6545088
Eastpointe	Macomb	34,318	Mayor or Village Presi	EPT			1			4431	Year	51.00 (max	Meeting	1	HRC	611,182,174	57,948,776	61,261,003
Fraser	Macomb	14,726	Mayor or Village Presi	EPT			1			4531	Year	75	Meeting	1	HRC	548102221	17441500	16250859
Memphis	Macomb	1,084	Mayor or Village Presi	EPT			1			1200	Year			1	HRC	31,722,337.00	979,365.00	1,018,348.00
New Baltimore	Macomb	12,117	Mayor or Village Presi	EFT		40	1			57395.52	Year			1	HRC	\$509,700,786	\$8,498,460	\$8,787,918
Roseville	Macomb	47,710	Mayor or Village Presi	EPT			1			10669	Year			1	HRC	1,137,214,086	40,416,900	40,416,900
Saint Clair Shores	Macomb	58,874	Mayor or Village Presi	EPT		na	1			10687	Year		Year	1	HRC	1,998,572,645	44,928,623	44,925,754
Warren	Macomb	139,387	Mayor or Village Presi	EFT		37.5	1			125642	Year			1	HRC	4,284,147,376.00	151,942,922.00	136,448,583.00
Auburn Hills	Oakland	24,360	Mayor or Village Presi	EPT			1			10300	Year			1	HRC	0	0	0
Farmington Hills	Oakland	83,986	Mayor or Village Presi	EPT			1			11692.32	Year			1	HRC	4,238,124,340	\$76,100,000	\$71,600,000
Ferndale	Oakland	19,190	Mayor or Village Presi	EPT		N/A	1			11155.68	Year	N/A		1	HRC	877,530	26,003,621.00	26,003,621.00
Hazel Park	Oakland	14,983	Mayor or Village Presi	EPT			1			700	Month	120	Month	1	HRC	325665230	18887660	18887660
Independence Twp	Oakland	36,686	Mayor or Village Presi	EFT		40	1			90666.59	Year			1	CT	2094218431	14273601	12927398
Lake Angelus	Oakland	287	Mayor or Village Presi	P			1			0	Year			1	HRC	1101050	1932442	1932442
Madison Heights	Oakland	28,468	Mayor or Village Presi	P			1			9497	Year			1	HRC	1030 million	38,860,020	38,849,863
Milford	Oakland	6,520	Mayor or Village Presi	EPT			1			7.5	Meeting			1	HRV	355.4	2295550	2295550
Novi	Oakland	66,243	Mayor or Village Presi	EPT			1	6500	6500	6500	Year			1	HRC	4666314516	42024747	41211977
Oak Park	Oakland	29,560	Mayor or Village Presi	EFT			1			6283	Year			1	HRC	649,466,759	38,664,933	36,951,353
Pontiac	Oakland	61,606	Mayor or Village Presi	EFT		40+	1			113000	Year			1	HRC	1,000,000	16,000,000	15,000,000
Royal Oak	Oakland	58,211	Mayor or Village Presi	EPT			1			40	Meeting			1	HRC	3,677,748,220	47,683,870	47,683,870
South Lyon	Oakland	11,746	Mayor or Village Presi	EPT			1			220	Month			1	HRC	496201910	9178513	9290867
Southfield	Oakland	76,618	Mayor or Village Presi	EPT			1			54337	Year	338	Month	1	HRC	2,981,023,940	97,304,672	97,304,672
Sylvan Lake	Oakland	1,723	Mayor or Village Presi	EPT		0	1	5	5.01	5	Meeting	25	Year	1	HRC	121,192,450	2,532,905	2,532,905
Troy	Oakland	87,294	Mayor or Village Presi	EPT			1			175	Month			1	HRC	\$5,754,238,160	\$69.8 million	\$66.7 million
Wolverine Lake	Oakland	4,544	Mayor or Village Presi	P			1			5	Meeting			1	HRV	\$222,863,520	\$3,696,368	\$3,696,368
Allen Park	Wayne	28,638	Mayor or Village Presi	EPT			1			13200	Year			1	HRC	\$939,288,914.00	\$25,437,030.00	\$25,437,030.00
Dearborn	Wayne	109,976	Mayor or Village Presi	EFT		40	1			163535	Year			1	HRC	\$4,762,932,275	\$140,000,000	\$140,000,000
Detroit	Wayne	639,111	Mayor or Village Presi	EFT		40	1			209641	Year			1	HRC	8,088,324,570	1,319,487,321	1,319,487,321
Ecorse	Wayne	9,305	Mayor or Village Presi	EPT			1			1610	Month			1	HRC	102691548	19276683	17882148
Flat Rock	Wayne	10,541	Mayor or Village President							2500				1	HRC	346,987,534	11,334,570	11,338,985
Gibraltar	Wayne	4,997	Mayor or Village Presi	EPT			1	1260		2460	Meeting			1	HRC	164133627	4445111.89	4445111.89
Grosse Pointe Farms	Wayne	10,148	Mayor or Village Presi	EPT			1			900	Year			1	HRC	949,056,800	\$18,895,140	\$18,895,140
Grosse Pointe Woods	Wayne	16,487	Mayor or Village Presi	EPT		10	1			6000	Month			1	HRC	861,276,936	16,706,761	15,717,817
Harper Woods	Wayne	15,492	Mayor or Village Presi	EPT		2	1			241.66	Month			1	HRC	\$259,606,120	\$12,751,751	\$12,979,593
Lincoln Park	Wayne	40,245	Mayor or Village Presi	EPT			1			11600	Year			1	HRC	692,311,756	26,708,284	26,708,284
Livonia	Wayne	95,535	Mayor or Village Presi	EFT		40	1			137300	Year			1	HRC	5004586300	67117072	67118544
Melvindale	Wayne	12,851	Mayor or Village Presi	EPT			1			14000	Year			1	HRC	314,647,856.00	12,087,543.00	12,639,452.00
Northville	Wayne	6,119	Mayor or Village President				1			600	Year			1	HRC	\$511,196,708	\$9,214,762	\$9,214,762
Plymouth	Wayne	9,370	Mayor or Village Presi	EPT			1			20	Meeting	600	Year	1	HRC	729117396	11,566,770	11,556,770
Riverview	Wayne	12,490	Mayor or Village Presi	EPT		4	1			6000	Year			1	HRC	377978249	12664562	12669281
Romulus	Wayne	25,178	Mayor or Village Presi	EFT		40	1			108041	Year			1	HRC	\$1,267,966,359.00	\$25,194,655.00	\$21,842,451.00
Southgate	Wayne	30,014	Mayor or Village Presi	EPT		30	1			13750	Year			1	HRC	832,393,978	28,336,970	28,351,056
Trenton	Wayne	18,544	Mayor or Village Presi	EPT		1	1			75	Meeting			1	HRC	678674515	23924397	23924397
Wayne	Wayne	17,713	Mayor or Village Presi	P		2	1			3352	Year			1	HRC	422,058,073	20,855,417	20,855,417
Westland	Wayne	85,420	Mayor or Village Presi	EFT		70	1			136309	Year			1	HRC	2,149,769,674	78,738,190	78,756,312
Wyandotte	Wayne	25,058	Mayor or Village Presi	EPT			1			5000	Year			1	HRC	682638875	25896129	23383843

MAYOR - POPULATION OVER 40,000 MICHIGAN
 * from 23/24 MML Wage & Salary Survey

municipality	county	population	position	How_Does_Position_Compare	status	standard hours per week	# in this position	min	max	actual	basis	amount_of_extra_pay	per	region	govtype	taxablevalue	budgetedexpenses	budgetedrevenues
Lincoln Park	Wayne	40,245	Mayor or Village President		EPT		1			11600	Year			1	HRC	692,311,756	26,708,284	26,708,284
Midland	Midland	42,547	Mayor or Village President		EPT		1			6700	Year			4	HRC	2,198,173,946	57,414,742	51,953,106
Meridian Twp.	Ingham	43,916	Mayor or Village President		EPT		1			25429	Year			2	CT	2,006,503,581	27,179,291	25,585,700
Roseville	Macomb	47,710	Mayor or Village President		EPT		1			10669	Year			1	HRC	1,137,214,086	40,416,900	40,416,900
Portage	Kalamazoo	48,891	Mayor or Village President		EPT	n/a	1			11000	Quarter	125	Month	2	HRC	\$2,443,656,405	\$31,054,460	\$31,054,460
Battle Creek	Calhoun	52,721	Mayor or Village President		EPT		1			200	Meeting	250	Month	2	HRC	1,442,893,110	56,169,938	55,555,998
Kentwood	Kent	54,304	Mayor or Village President	Very Similar	EFT	40	1	125000	150000	150000	Year			3	HRC	2420776387	41986700	42033300
Royal Oak	Oakland	58,211	Mayor or Village President	Very Similar	EPT		1			40	Meeting			1	HRC	3,677,748,220	47,683,870	47,683,870
Saint Clair Shores	Macomb	58,874	Mayor or Village President	Very Similar	EPT	na	1			10687	Year		Year	1	HRC	1,998,572,645	44,928,623	44,925,754
Pontiac	Oakland	61,606	Mayor or Village President	Very Similar	EFT	40+	1			113000	Year			1	HRC	1,000,000	16,000,000	15,000,000
Novi	Oakland	66,243	Mayor or Village President		EPT		1	6500	6500	6500	Year			1	HRC	4666314516	42024747	41211977
Kalamazoo	Kalamazoo	73,598	Mayor or Village President		EPT	1.6	1			10900	Year			2	HRC	1,955,979,532	76,634,006	75,009,294
Wyoming	Kent	76,501	Mayor or Village President		EPT	>25	1			14684.04	Year			3	HRC	14,728,471	\$40,680,396	40,779,444
Southfield	Oakland	76,618	Mayor or Village President		EPT		1			54337	Year	338	Month	1	HRC	2,981,023,940	97,304,672	97,304,672
Farmington Hills	Oakland	83,986	Mayor or Village President		EPT		1			11692.32	Year			1	HRC	4,238,124,340	\$76,100,000	\$71,600,000
Westland	Wayne	85,420	Mayor or Village President		EFT	70	1			136309	Year			1	HRC	2,149,769,674	78,738,190	78,756,312
Troy	Oakland	87,294	Mayor or Village President		EPT		1			175	Month			1	HRC	\$5,754,238,160	\$69.8 million	\$66.7 million
Livonia	Wayne	95,535	Mayor or Village President		EFT	40	1			137300	Year			1	HRC	5004586300	67117072	67118544
Dearborn	Wayne	109,976	Mayor or Village President		EFT	40	1			163535	Year			1	HRC	\$4,762,932,275	\$140,000,000	\$140,000,000
Warren	Macomb	139,387	Mayor or Village President		EFT	37.5	1			125642	Year			1	HRC	4,284,147,376.00	151,942,922.00	136,448,583.00
Grand Rapids	Kent	198,917	Mayor or Village President		EPT	20	1			63000	Year			3	HRC	6,714,879,177	178,677,522	179,054,965
Detroit	Wayne	639,111	Mayor or Village President		EFT	40	1			209641	Year			1	HRC	8,088,324,570	1,319,487,321	1,319,487,321

MML - COUNCIL BY COUNTY - MACOMB, OAKLAND, WAYNE

* from 23/24 MML Wage & Salary Survey

municipality	county	population	position	status	Standard hours week	# of Positions	min	max	actual	basis	amount_of _extra_pay	per	region	govtype	taxablevalue	budgetedexpense s	budgetedrevenue s
Center Line	Macomb	8,552	Council or Commission Men	EPT		4			145	Meeting			1	HRC	181,506,590	5,549,308	6,545,088
Eastpointe	Macomb	34,318	Council or Commission Men	EPT		4			3,705	Year	51.00 (max	Meeting	1	HRC	611,182,174	57,948,776	61,261,003
Fraser	Macomb	14,726	Council or Commission Men	EPT		6			3,835	Year	75	Meeting	1	HRC	548,102,221	17,441,500	16,250,859
Memphis	Macomb	1,084	Council or Commission Men	EPT		6			1,000	Year			1	HRC	31,722,337	979,365	1,018,348
New Baltimore	Macomb	12,117	Council or Commission Men	EPT		6			166	Meeting	82.78	Meeting	1	HRC	509,700,786	8,498,460	8,787,918
Roseville	Macomb	47,710	Council or Commission Men	EPT		6			8,704	Year			1	HRC	1,137,214,086	40,416,900	40,416,900
Saint Clair Shores	Macomb	58,874	Council or Commission Men	EPT	na	6			8,421	Year			1	HRC	1,998,572,645	44,928,623	44,925,754
Warren	Macomb	139,387	Council or Commission Men	EPT		7			31,412	Year			1	HRC	4,284,147,376	151,942,922	136,448,583
Auburn Hills	Oakland	24,360	Council or Commission Men	EPT		6			7,730	Year			1	HRC	0	0	0
Birmingham	Oakland	21,813	Council or Commission Men	P		7			5	Meeting			1	HRC	2,763,363,580	46,266,870	46,562,630
Clawson	Oakland	11,389	Council or Commission Men	EPT	1.25	5			1,400	Year	0		1	HRC	473,651,000	10,754,283	10,276,360
Farmington Hills	Oakland	83,986	Council or Commission Men	EPT		6			7,794	Year			1	HRC	4,238,124,340	76,100,000	71,600,000
Ferndale	Oakland	19,190	Council or Commission Men	EPT		4			5,000	Year			1	HRC	877,530	26,003,621	26,003,621
Hazel Park	Oakland	14,983	Council or Commission Men	EPT		4	400	530		Month	120	Month	1	HRC	325,665,230	18,887,660	18,887,660
Independence Twp	Oakland	36,686	Council or Commission Men	EPT		2			300	Meeting		Meeting	1	CT	2,094,218,431	14,273,601	12,927,398
Lake Angelus	Oakland	287	Council or Commission Men	P		4			0	Year			1	HRC	1,101,050	1,932,442	1,932,442
Lake Orion	Oakland	2,876	Council or Commission Men	EPT		7			10	Meeting	10	Meeting	1	HRV	1,282,734	2,112,827	2,183,737.00
Madison Heights	Oakland	28,468	Council or Commission Men	P		5			6,653	Year			1	HRC	1030 million	38,860,020	38,849,863
Milford	Oakland	6,520	Council or Commission Men	EPT		6			8	Meeting			1	HRV	355	2,295,550	2,295,550
Novi	Oakland	66,243	Council or Commission Men	EPT		6	4500	4500	4,500	Year			1	HRC	4,666,314,516	42,024,747	41,211,977
Oak Park	Oakland	29,560	Council or Commission Men	EFT		5			4,887	Year			1	HRC	649,466,759	38,664,933	36,951,353
Pontiac	Oakland	61,606	Council or Commission Men	EPT	20	7			16,500	Year			1	HRC	1,000,000	16,000,000	15,000,000
Royal Oak	Oakland	58,211	Council or Commission Men	EPT		6			20	Meeting			1	HRC	3,677,748,220	47,683,870	47,683,870
South Lyon	Oakland	11,746	Council or Commission Men	EPT		6			180	Month			1	HRC	496,201,910	9,178,513	9,290,867
Southfield	Oakland	76,618	Council or Commission Men	EPT		7	20700	23391		Year			1	HRC	2,981,023,940	97,304,672	97,304,672
Sylvan Lake	Oakland	1,723	Council or Commission Men	EPT	0	4	5	5.01	5	Meeting			1	HRC	121,192,450	2,532,905	2,532,905
Troy	Oakland	87,294	Council or Commission Men	EPT		6			175	Month			1	HRC	5,754,238,160	\$69.8 million	\$66.7 million
Wolverine Lake	Oakland	4,544	Council or Commission Men	P		6			5	Meeting			1	HRV	222,863,520	3,696,368	3,696,368
Allen Park	Wayne	28,638	Council or Commission Men	EPT		6			5,500	Year			1	HRC	939,288,914	25,437,030	25,437,030
Dearborn	Wayne	109,976	Council or Commission Men	P		6			155,826	Year	100	Meeting	1	HRC	4,762,932,275	140,000,000	140,000,000
Detroit	Wayne	639,111	Council or Commission Men	EFT	40	8			99,169	Year			1	HRC	8,088,324,570	1,319,487,321	1,319,487,321
Ecorse	Wayne	9,305	Council or Commission Men	EPT		6			350	Month			1	HRC	102,691,548	19,276,683	17,882,148
Flat Rock	Wayne	10,541	Council or Commission Men	EPT	0	6			1,250	Year			1	HRC	346,987,534	11,334,570	11,338,985
Gibraltar	Wayne	4,997	Council or Commission Men	EPT		6	750		1,380	Meeting			1	HRC	164,133,627	4,445,112	4,445,112
Grosse Pointe Farms	Wayne	10,148	Council or Commission Men	EPT		6			600				1	HRC	949,056,800	18,895,140	18,895,140
Grosse Pointe Woods	Wayne	16,487	Council or Commission Men	EPT	5	5			3,750	Month			1	HRC	861,276,936	16,706,761	15,717,817
Harper Woods	Wayne	15,492	Council or Commission Men	EPT	2	7			217	Month			1	HRC	259,606,120	12,751,751	12,979,593
Lincoln Park	Wayne	40,245	Council or Commission Men	EPT		6			6,400	Year			1	HRC	692,311,756	26,708,284	26,708,284
Livonia	Wayne	95,535	Council or Commission Men	EPT		7			18,144	Year			1	HRC	5,004,586,300	67,117,072	67,118,544

Melvindale	Wayne	12,851	Council or Commission Men	EPT		6	2500	3000		Year			1	HRC	314,647,856.00	12,087,543	12,639,452
Northville	Wayne	6,119	Council or Commission Member			4			500	Year			1	HRC	511,196,708	9,214,762	9,214,762
Plymouth	Wayne	9,370	Council or Commission Men	EPT		6			20	Meeting			1	HRC	729,117,396	11,566,770	11,556,770
Riverview	Wayne	12,490	Council or Commission Men	EPT	4	6			5,000	Year			1	HRC	377,978,249	12,664,562	12,669,281
Romulus	Wayne	25,178	Council or Commission Men	EPT		7			11,123	Year	No		1	HRC	1,267,966,359	25,194,655	21,842,451
Southgate	Wayne	30,014	Council or Commission Men	EPT	20	7	6250	6750		Year			1	HRC	832,393,978	28,336,970	28,351,056
Trenton	Wayne	18,544	Council or Commission Men	EPT	1	7			50	Meeting			1	HRC	678,674,515	23,924,397	23,924,397
Wayne	Wayne	17,713	Council or Commission Men	P		2			2,993	Year			1	HRC	422,058,073	20,855,417	20,855,417
Westland	Wayne	85,420	Council or Commission Men	EPT	2	7	18400	19473		Year			1	HRC	2,149,769,674	78,738,190	78,756,312
Wyandotte	Wayne	25,058	Council or Commission Men	EPT		6			2,500	Year			1	HRC	682,638,875	25,896,129	23,383,843

COUNCIL - POPULATION OVER 40,000 MICHIGAN
*** from 23/24 MML Wage & Salary Survey**

municipality	county	population	position	status	standard_h ours_per_ week	number_of ees_in_th is_position	min	max	actual	basis	amount_ of_extra_ pay	per	region	govtype	taxablevalue	budgetedexpens es	budgetedrevenu es
Lincoln Park	Wayne	40,245	Council or Commi	EPT		6			6,400	Year				1 HRC	692,311,756	26,708,284	26,708,284
Midland	Midland	42,547	Council or Commi	EPT		4			4,400	Year				4 HRC	2,198,173,946	57,414,742	51,953,106
Meridian Twp	Ingham	43,916	Council or Commi	EPT		4			13,086	Year				2 CT	2,006,503,581	27,179,291	25,585,700
Roseville	Macomb	47,710	Council or Commi	EPT		6			8,704	Year				1 HRC	1,137,214,086	40,416,900	40,416,900
Portage	Kalamazoo	48,891	Council or Commi	EPT	n/a	6			8,500	Quarter	125	Month		2 HRC	\$2,443,656,405	\$31,054,460	\$31,054,460
Battle Creek	Calhoun	52,721	Council or Commi	EPT		8			200	Meeting				2 HRC	1,442,893,110	56,169,938	55,555,998
Kentwood	Kent	54,304	Council or Commi	EPT		6	11000	13000	12,000	Year				3 HRC	2420776387	41986700	42033300
Royal Oak	Oakland	58,211	Council or Commi	EPT		6			20	Meeting				1 HRC	3,677,748,220	47,683,870	47,683,870
Saint Clair Shores	Macomb	58,874	Council or Commi	EPT	na	6			8,421	Year				1 HRC	1,998,572,645	44,928,623	44,925,754
Pontiac	Oakland	61,606	Council or Commi	EPT		7			16,500	Year				1 HRC	1,000,000	16,000,000	15,000,000
Novi	Oakland	66,243	Council or Commi	EPT		6	4500	4500	4,500	Year				1 HRC	4666314516	42024747	41211977
Kalamazoo	Kalamazoo	73,598	Council or Commi	EPT		6			8,050	Year				2 HRC	1,955,979,532	76,634,006	75,009,294
Wyoming	Kent	76,501	Council or Commi	EPT		6			9,953	Year				3 HRC	14,728,471	\$40,680,396	40,779,444
Southfield	Oakland	76,618	Council or Commi	EPT		7	20700	23391		Year				1 HRC	2,981,023,940	97,304,672	97,304,672
Farmington Hills	Oakland	83,986	Council or Commi	EPT		6			7,794	Year				1 HRC	4,238,124,340	\$76,100,000	\$71,600,000
Westland	Wayne	85,420	Council or Commi	EPT		7	18400	19473		Year				1 HRC	2,149,769,674	78,738,190	78,756,312
Troy	Oakland	87,294	Council or Commi	EPT		6			175	Month				1 HRC	\$5,754,238,160	\$69.8 million	\$66.7 million
Livonia	Wayne	95,535	Council or Commi	EPT		7			18,144	Year				1 HRC	5004586300	67117072	67118544
Dearborn	Wayne	109,976	Council or Commi	P		6			155,826	Year	100	Meeting		1 HRC	\$4,762,932,275	\$140,000,000	\$140,000,000
Warren	Macomb	139,387	Council or Commi	EPT		7			31,412	Year				1 HRC	4,284,147,376.00	151,942,922.00	136,448,583.00
Grand Rapids	Kent	198,917	Council or Commi	EPT		6			32,550	Year				3 HRC	6,714,879,177	178,677,522	179,054,965
Detroit	Wayne	639,111	Council or Commi	EFT	40	8			99,169	Year				1 HRC	8,088,324,570	1,319,487,321	1,319,487,321

ST. CLAIR SHORES COMPENSATION COMMISSION
SALARY RECAP Meet in Odd Years Only

YEAR	COMP. RAISE %		SALARY MAYOR	SALARY COUNCIL	COUNCIL MEETING RESULTS
	MAYOR	COUNCIL			
2021	2%	2%	10,687.00	8421.50	2022 Council vote to reject failed raises took effect.
2019	2%	2%	10,477.63	8255.35	2020 Council vote to reject failed raises took effect.
2017	2% (\$201,4154)	2% (\$158,697)	\$10,272.185	\$8,093.547	2018 Council vote to reject failed raises took effect
2015	0%	0%	\$10,070.77	\$7,934.85	Comp. recommended 2% raise for 2016 rejected by Council 1/4/2016
2013	0%	0%	\$10,070.77	\$7,934.85	Comp. recommended 1.5% raise for 2014- rejected by Council at 1/6 Meeting
2011	(5% decrease)	(5% decrease)	\$10,070.77	\$7,934.85	City-wide concessions were made decrease per council request
2009	0%	0%	\$10,600.81	\$8,352.47	Comp. no changes
2007	0%	0%	\$10,600.81	\$8,352.47	Comp. recommended 2% raise for 2008 rejected by Council at 12/3 Meeting
2005	2.5% (258.56)	2.5% (\$203.72)	\$10,600.81	\$8,352.47	Comp. no increases
2003	0%	0%	\$10,090.00	\$7,950.00	Comp. recommended 2.5% raise for 2004 & 2005
2001	0%	0%	\$10,090.00	\$7,950.00	Comp. recommended 2.5% increase 2002 & 2003- Council Rejected
2000	12%(1 time) (\$1081.08)	12% (1 time) (\$954.00)	\$10,090.00	\$7,950.00	No Meeting
1999	0%	0%	\$9,009.00	\$7,098.00	Comp. 12% raise for 2000. No raise since 1995.
1997	0%	0%	\$9,009.00	\$7,098.00	Comp. No Increase
1995			\$9,009.00	\$7,098.00	Comp. No Increase

Sec. 2-73. - Compensation Commission.

There is hereby created a Compensation Commission to consist of seven registered electors of the City appointed by the mayor with the consent of the City Council. Their terms of office, meetings and duties shall be, in addition to provisions contained in any other applicable ordinance or Charter provision, as follows:

- (1) *Terms; appointment; vacancies; qualifications.* The terms of office of the members shall be seven years. All first members shall be appointed within 30 days after the effective date of this ordinance. Thereafter, members shall be appointed before October 1, of the year of appointment. Vacancies shall be filled for the remainder of the unexpired term. No member or employee of the legislative, judicial, or executive branch of any level of government or any members of the immediate family of such member or employee shall be eligible to be a member of the commission.
- (2) *Determination of salaries, expenses; rejection by Council.* The commission shall determine the salaries of local, elected officials which shall be final unless two-thirds of the members of the City Council adopt a resolution rejecting them. The decisions of the commission shall be effective 30 days following their filing with the City Clerk unless rejected by the Council. In case of rejection, the existing salaries shall prevail. Any expense allowance or reimbursement paid to elected officials in addition to salary shall be expenses incurred in the course of City business and accounted for to the City.
- (3) *Meetings; quorum time of determination; compensation of members.* The commission shall meet for no more than 15 days in 1973 and every odd year thereafter and shall make its determinations within 45 days of its first meeting. A majority of the members of the commission constitute a quorum for conducting the business of the commission. Only a meeting with a quorum will be considered one of the 15 days. The commission shall take no action or make determinations without a concurrence of a majority of the members appointed and serving on the commission. The commission shall elect a chairman from among its members. The members of the commission shall receive no compensation, but shall be entitled to their actual and necessary expenses incurred in the performance of their duties.
- (4) *Implementation by resolution; change of procedure, time and method.* The Council shall implement this provision by resolution. After one 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.
- (5) *Referendum or other petition; signatures of electors; conduct of election; effectiveness of determination.* Within 60 days after the effective date of the ordinance, a petition for a referendum on the ordinance may be filed in accordance with the procedure provided in the Charter or otherwise by filing a petition with the City Clerk containing the signatures of at

least five percent of the registered electors of such City on the effective date of the ordinance in which case the election shall be conducted in the same manner as an election on a Charter amendment. If a petition for a referendum is filed, any determination of the commission shall not be effective until the ordinance has been approved by the electors.

(Comp. Ords. 1988, § 12.110; originally chap. 61 eff. Feb. 6, 1973; amend. eff. Feb. 9, 1988; further amend. eff. Jan. 31, 2014)