



## **ELECTED OFFICIALS COMPENSATION COMMISSION MEETING**

July 28, 2025, 6:00 PM

Council Conference Room,

1827 N. Squirrel Road, Auburn Hills MI 48326

### **AGENDA**

---

- 1. Call to Order**
- 2. Roll Call**
- 3. Election of Chairperson**
  - a. Open the Call for Nominations
  - b. Close the Call for Nominations
  - c. Call for Vote
  - d. Declaration of Election
- 4. Approval of Minutes**
  - a. MOTION: To approve the Elected Officials Compensation Commission meeting minutes of August 15, 2023 as submitted.
- 5. Review of Statutory Role and Responsibility of Commission**
  - a. Review of Home Rule City Act and City Ordinance
- 6. Informational Material from City Manager**
  - a. Memo on Elected Official Wages
  - b. Wage Comparisons of Mayors
  - c. Wage Comparisons of Council Members
  - d. Wage Comparisons of Comparable Communities
- 7. Discussion on Next Steps**
  - a. Motion on Wages
  - b. Motion on Benefits
- 8. Adjournment**

Meeting minutes are on file in the City Clerk's Office. NOTE: Anyone planning to attend the meeting who has need of special assistance under the Americans with Disabilities Act (ADA) is asked to contact the City Clerk's Office at 248.370.9402 at least 48 hours prior to the meeting.



OFFICE OF THE CITY CLERK

1827 N. SQUIRREL ROAD  
AUBURN HILLS, MI 48326  
248.370.9402  
WWW.AUBURNHILLS.ORG

---

**MEMORANDUM**

Date: July 24, 2025  
To: Elected Officials Compensation Commission  
From: Laura M. Pierce, City Clerk  
Subject: Election of Chairperson

Section 117.5c (c) of the Home Rule City Act requires the Commission to elect a chairperson from among its members.

The Clerk will open the Call for Nominations. You may nominate yourself or someone else. The Clerk will then close the Call for Nominations and call for the vote. The majority vote prevails and the election of the chairperson will be declared.

The newly elected chairperson will then preside over the remainder of the meeting.



## ELECTED OFFICIALS COMPENSATION COMMISSION MEETING

August 15, 2023, 6:00 PM  
Council Conference Room,  
1827 N. Squirrel Road, Auburn Hills MI 48326

### MINUTES

---

#### 1. Call to Order

Clerk Pierce called the meeting to order at 6:05 PM.

#### 2. Roll Call

Present: Mr. Casey, Mr. Klemanski, Mr. Moniz, Mr. Walker

Absent: Mr. Westover

Staff Present: City Manager Tanghe, Assistant City Manager Skopek, City Clerk Pierce, Management Assistant Hagge

Mr. Tanghe led a moment of silence in memory of EOCC Member Barry Thornton.

#### 3. Election of Chairperson

a. Open the Call for Nominations

Mr. Klemanski nominated Mr. Moniz.

b. Close the Call for Nominations

Nominations were closed.

c. Call for Vote

**Vote on Nomination of Mr. Moniz.**

**VOTE: Yes: Casey, Klemanski, Moniz, Walker**

**No: None**

**MOTION CARRIED (4 – 0)**

d. Declaration of Election

Mr. Moniz was elected as Chairperson. Clerk Pierce turned the meeting over to Chairperson Moniz.

#### 4. Approval of Minutes

MOTION: To approve the Elected Officials Compensation Commission meeting minutes of July 28, 2021 as submitted.

**Moved by Walker, seconded by Klemanski.**

**RESOLVED: To approve the Elected Officials Compensation Commission meeting minutes of July 28, 2021 as submitted.**

**VOTE: Yes: Casey, Klemanski, Moniz, Walker**

**No: None**

**MOTION CARRIED (4 – 0)**

#### 5. Review of Statutory Role and Responsibility of Commission

Review of Home Rule City Act and City Ordinance

Ms. Pierce explained that the duty of the Elected Officials Compensation Commission (EOCC) is to set the salary and benefits of City Council members. The governing documents include the Michigan Home Rule City Act and the City Ordinance.

She explained that once the EOCC has made its determination, staff will present it to City Council. Unless it is rejected by City Council, the determination will be effective 30 days after filing with the Clerk. If Council rejects it, the existing salary and benefits prevail.

**6. Informational Material from City Manager**

a. Memo on Elected Official Wages

Mr. Tanghe and Mr. Hagge presented the data on wage comparisons with other communities. It was noted that the Commission could make no change to the existing wages, adjust the wage based on the shared average of increases between all union groups, or make its own determination on the wages.

**7. Discussion on Next Steps**

Discussion ensued regarding inflation, the daytime population versus the evening population and the amount of time Council members put in each month, including committees and ribbon cuttings. It was noted that the focus should be on the position, not the individual holding the position. There were no changes to the existing benefits resolution.

**Moved by Klemanski, seconded by Casey.**

**RESOLVED: To adopt the 2023 Salary Resolution to increase the wages by the shared average of percentage of increase between all union groups. (Attachment A)**

**VOTE: Yes: Casey, Klemanski, Moniz, Walker**

**No: None**

**MOTION CARRIED (4 – 0)**

**Moved by Walker, seconded by Casey.**

**RESOLVED: To adopt the 2023 Benefits Resolution. (Attachment B)**

**VOTE: Yes: Casey, Klemanski, Moniz, Walker**

**No: None**

**MOTION CARRIED (4 – 0)**

**8. Adjournment**

The meeting was adjourned at 6:52 PM.

Laura M. Pierce, City Clerk

## APPENDIX A

### **2023 SALARY RESOLUTION FOR ELECTED OFFICIALS Auburn Hills Elected Officials Compensation Commission**

At a duly called meeting of the Elected Officials Compensation Commission of the City of Auburn Hills, Oakland County, Michigan, held in the Council Conference Room at 1827 North Squirrel Road, Auburn Hills, Michigan 48326 on August 15, 2023 at 6:00 PM,

The following resolution was offered by Commission Member Klemanski and seconded by Commission Member Casey:

**WHEREAS**, the Auburn Hills Elected Officials Compensation Commission has reviewed the salary of the Mayor, the Mayor Pro Tem and the City Council Members of the City of Auburn Hills as established by this Commission in 2005 and continued in 2007, 2009, 2011, 2013, 2015, 2017, 2019 and 2021;

**WHEREAS**, upon said review of the existing salaries and comparable data for local elected officials in Oakland County, the Auburn Hills Elected Officials Compensation Commission hereby determines that the salaries of officials elected to, re-elected to or continuing to serve in office following the November 2021 Election, shall be changed, effective following that date:

**THEREFORE, IT IS HEREBY RESOLVED, that:**

- The Mayor of the City of Auburn Hills, so sworn following the November 2023 Election, shall receive an annual salary of \$10,800.
- The Mayor Pro Tem and City Council Members of the City of Auburn Hills, so sworn following the November 2023 Election, shall receive an annual salary of \$8,105.

The Commission's determination of salary for Elected Officials of the City of Auburn Hills shall be effective as stated herein, unless rejected by a two-thirds vote of City Council within thirty (30) days from the date this resolution is filed with the City Clerk.

**THEREFORE, IT IS HEREBY RESOLVED**, that the Commission's determination of benefits for Elected Officials of the City of Auburn Hills shall be as stated above.

AYES: 4 (Casey, Klemanski, Moniz, Walker)

NAYES: None

ABSENT: 1 (Westover)

## **APPENDIX B**

### **2023 BENEFITS RESOLUTION FOR ELECTED OFFICIALS Auburn Hills Elected Officials Compensation Commission**

At a duly called meeting of the Elected Officials Compensation Commission of the City of Auburn Hills, Oakland County, Michigan, held in the Council Conference Room at 1827 North Squirrel Road, Auburn Hills, Michigan 48326 on August 15, 2023 at 6:00 PM, the Auburn Hills Elected Officials Compensation Commission reviewed the benefits of the Mayor, Mayor Pro Tem and the City Council Members of the City of Auburn Hills.

The following resolution was offered by Commission Member Walker and seconded by Commission Member Casey:

**WHEREAS**, the Auburn Hills Elected Officials Compensation Commission has discussed the existing benefits of the Elected Officials of Auburn Hills, and upon completion of such discussion, the Commission has hereby determined that benefits of prior elected officials, officials elected, re-elected or continuing to serve in office following the November, 2023 Election shall continue to be modified per the resolution in July, 2015.

- Effective November 3, 2015, for Officials elected on or after November 2, 1999 and who elect to purchase health care, such benefits shall be equal to those levels of the Non-Union employees of the City and shall be modified at the same time as they are modified for Non-Union employees without action by the Compensation Commission.
- Effective November 3, 2015, any current serving Official not receiving medical benefits for which they are eligible and who wishes to elect them may do so at current benefit levels of the Non-Union employees and shall continue to receive them equal to those levels of the Non-Union employees of the City and shall be modified at the same time as they are modified for Non-Union employees without action by the Compensation Commission.
- Effective November 3, 2015, retired Officials elected prior to November 2, 1999 and receiving medical benefits for which they are eligible, shall continue to receive them equal to those levels of the Non-Union employees of the City and shall be modified at the same time as they are modified for Non-Union employees without action by the Compensation Commission.
- Effective November 5, 2019, Elected Officials elected prior to November 3, 2015 and who continue to serve and are eligible for the employee 401K contribution, may elect to have that contribution redirected to a 457 deferred compensation plan.

**THEREFORE, IT IS HEREBY RESOLVED**, that the Commission's determination of benefits for Elected Officials of the City of Auburn Hills shall be as stated above.

AYES: 4 (Casey, Klemanski, Moniz, Walker)  
NAYES: None  
ABSENT: 1 (Westover)

## DIVISION 4. - ELECTED OFFICIALS COMPENSATION COMMISSION

## Sec. 2-161. - Creation; membership; terms; vacancies.

An elected officials compensation commission is hereby created for the city pursuant to section 4.10(b) of the City Charter of the city and section 5c of Act No. 279 of the Public Acts of Michigan of 1909 (MCL 117.1 et seq.), as amended, the Home Rule Cities Act. The elected officials compensation commission shall determine the salaries and benefits of each elected official of the city. The commission shall consist of seven members who shall be registered electors of the city, appointed by the mayor, subject to confirmation by a majority of the members elected and serving on the city council. The terms of office shall be seven years, except that of the members first appointed, one each shall be appointed for terms of one, two, three, four and five years. Members other than the first members shall be appointed before October 1 of the year of appointment. Vacancies shall be filled for the remainder of the unexpired term. A member or employee of the city council or the city administration or a member of the immediate family of a member of the city council or city administration shall not be a member of the commission.

(Ord. No. 456, § 1, 2-20-89; Ord. No. 14-863, § 1, 11-10-14)

## Sec. 2-162. - Determination of salaries and benefits; expense allowances or reimbursement.

The elected officials compensation commission shall determine the salary and benefits of each elected official. The determination shall be the salary and benefits unless the city council, by resolution adopted by two-thirds of the members elected to and serving on the city council, rejects it. The determination of the commission shall be effective 30 days following its filing with the city clerk unless rejected by the city council. If the determination is rejected, the existing salary and benefits shall prevail. The expense allowance or reimbursement paid to elected officials, in addition to salary and benefits, shall be for expenses incurred in the course of city business and accounted for to the city.

(Ord. No. 456, § 2, 2-20-89)

## Sec. 2-163. - Meetings; quorum; concurrence of majority; chairperson; session days; compensation.

The elected officials compensation 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, the expression "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.

(Ord. No. 456, § 3, 2-20-89)

#### Sec. 2-164. - Open meetings.

The business which the elected officials compensation 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 Michigan of 1976 (MCL 15.261 et seq.), as amended. 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 Michigan of 1976.

(Ord. No. 456, § 4, 2-20-89)

#### Sec. 2-165. - Freedom of information.

A writing prepared, owned, used, in the possession of, or retained by the elected officials compensation 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 Michigan of 1976 (MCL 15.231 et seq.), as amended.

(Ord. No. 456, § 5, 2-20-89)

#### Secs. 2-166—2-185. - Reserved.



**THE HOME RULE CITY ACT (EXCERPT)**  
**Act 279 of 1909**

**117.5c Local officers compensation commission; creation; purpose; appointment, qualifications, and terms of members; vacancies; determination of salaries; expenses; meetings; quorum; concurrence of majority required; election of chairperson; compensation of members; conducting business at public meeting; notice of meeting; availability of certain writings to public; resolution; changing procedure; petition for referendum.**

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:

(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 before 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.

(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 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.

(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.

(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.

(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.

(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.

(g) Not more than 60 days after the effective date of the ordinance, a petition for a referendum on the ordinance may be filed pursuant to the procedure provided in the charter or otherwise by filing a petition with the city clerk containing the signatures of at least 5% of the registered electors of the city on the effective date of the ordinance. The election shall be conducted in the same manner as an election on a charter amendment. If a petition for referendum is filed, a determination of the commission shall not be effective until the ordinance has been approved by the electors.

**History:** Add. 1972, Act 8, Imd. Eff. Feb. 17, 1972;—Am. 1977, Act 204, Imd. Eff. Nov. 17, 1977;—Am. 1978, Act 106, Imd. Eff.

TO: Members of the Elected Officials Compensation Commission (EOCC)

FROM: Andrew Hagge, Assistant to the City Manager; Thomas A. Tanghe, City Manager

DATE: July 28, 2025

SUBJECT: City Manager's Office Report on Elected Officials' Wages

---

Every other year (odd years), the EOCC meets to set the wages of our local elected officials. The wage determination made by the Commission will be applicable to all those City Councilmembers, both current and newly elected, who are seated on or after the November 4, 2025 election.

The current wages were set during the EOCC's last meeting held in 2023. Wages for elected officials in Auburn Hills remain strong and among the highest of those reporting. There are three attached charts that identify the two positions of Mayor and City Councilmember. The first chart is the role of Mayor or President (labeled Attachment A), the second chart identifies the role of City Councilmember or Commission member (labeled Attachment B), and the third chart contains both (labeled Attachment C). Each of the first two charts displays the community that has reported data, their population, wage rate, annual wage assumption, and the date showing how current the wage information is.

On the first two attachments, we use a list of Oakland County communities of all sizes whose data is reported in a Michigan Municipal League survey. The wages for elected officials tend to remain relatively constant, so using this data is still useful even if the last reporting year is earlier than 2024/25. We have provided you with comparisons based on all communities reporting in Oakland County, but also a more comparable group consisting of Novi, Madison Heights, Ferndale, Birmingham, and Troy. These are some of the communities we use for comparison when looking at our full-time employee wages and benefits. While these five communities provide a higher average than that of the average of all communities reporting in Oakland County, you will see that Auburn Hills remains higher.

In 2021, we used an additional set of comparable communities (Attachment C), so it makes sense to continue to compare ourselves to this additional group to best track how our wages are keeping pace with other communities in Michigan. This third group, as a reminder, was selected to provide the Commission with additional information to better understand the wages of Mayors and Councilmembers in the region. Additionally, Attachment C contains wage adjustment data for several labor groups within the City of Auburn Hills. The increase seen in Attachment C in both 2024 and 2025 for our different labor groups was necessary to make the wage rates for each of those positions within the different labor groups more competitive when compared against our group of comparable communities. As it currently stands, our elected officials, both Mayor and Councilmember, are already paid above our comparable communities.

As noted above, the wages of the Mayor and City Councilmembers increased during the last meeting in 2023, after a period from 2005 to 2021 where wages remained unchanged. Staff is

providing three potential options, and while the Commission may take its own direction, we have shared some options below. First, the Commission may, after a review of the enclosed data, keep the wages of Mayor and City Council the same. Second, the Commission may take into account an adjustment based on the average wage adjustment of the city's full-time labor groups (Patrol, Command, Detectives, AFSCME, Fire, and Non-Union). The data for the city's full-time labor groups can be found on Attachment C. The average of the two previous years of wage adjustments could be considered for the wage adjustment of elected officials, if that is the Commission's desire. The average wage adjustment among the city's labor groups was 3.00% in 2024 and 3.71% in 2025. Keep in mind that these wage increase averages were unusually high to allow us to compete in both attraction and retention of full-time staff. The effect of that is below in the recommendations section of this memo. The third option is for the Commission to implement its own solution which must be agreed upon by at least four members of the Commission.

Taking in all of the available information, the Commission will need to determine how they want to proceed and then adopt the appropriate resolution.

**Option 1:**

Based on the data provided, the Commission may choose to leave the annual salaries of the Mayor (\$10,800) and City Councilmembers (\$8,105) unchanged and to continue to provide no increase.

**Option 2:**

The Commission may adjust the wages of Mayor and City Councilmembers by the average wage increase that each of the city's labor groups experienced over the last two years, 3.00% (2024) and 3.71% (2025), making the salaries for each position rounded to \$11,537 for Mayor and \$8,658 for City Councilmembers.

**Option 3:**

The Commission may adjust the wages of Mayor and City Councilmembers however the Commission sees fit, so long as the wage adjustment is agreed upon by at least four members of the Elected Officials Compensation Commission.

The City Clerk's office will prepare resolutions for your meeting based on the decision you elect above as well as the appropriate motions to be made and voted upon. Two actions will be required of the EOCC when it meets on July 28, 2025; a resolution for wages and a resolution for ongoing benefits for those who remain eligible to receive them. Should the EOCC wish to take alternative action on wages other than those provided above, we will address such actions that evening, and such an alternative may then require an additional meeting for staff to produce additional documents.

## ATTACHMENT A: OAKLAND COUNTY COMMUNITIES

### Wages for Mayor or President

| COMMUNITY           |  | POPULATION    |  | WAGE RATE / METHOD |  | ANNUAL ASSUMPTION  | DATA YEAR      |
|---------------------|--|---------------|--|--------------------|--|--------------------|----------------|
| Troy                |  | 87,294        |  | 175/month          |  | \$2,100.00         | 2024/25        |
| Farmington Hills    |  | 83,986        |  | 11,692.32/year     |  | \$11,692.32        | 2024/25        |
| Royal Oak           |  | 58,211        |  | 40/meeting         |  | \$960.00           | 2024/25        |
| Novi                |  | 66,243        |  | 6,500/year         |  | \$6,500.00         | 2024/25        |
| Madison Heights     |  | 28,468        |  | 9,877/year         |  | \$9,877.00         | 2024/25        |
| Oak Park            |  | 29,560        |  | 6,283/year         |  | \$6,283.00         | 2024/25        |
| <b>Auburn Hills</b> |  | <b>26,000</b> |  | <b>10,800/year</b> |  | <b>\$10,800.00</b> | <b>2024/25</b> |
| Birmingham          |  | 20,103        |  | 5/meeting          |  | \$120.00           | 2009           |
| Ferndale            |  | 19,190        |  | 11,155.68/year     |  | \$11,155.68        | 2024/25        |
| Hazel Park          |  | 14,983        |  | 700/month          |  | \$8,400.00         | 2024/25        |
| Berkley             |  | 15,194        |  | 40/meeting         |  | \$960.00           | 2024/25        |
| Wixom               |  | 17,193        |  | 1800/year          |  | \$1,800.00         | 2024/25        |
| Clawson             |  | 11,825        |  | 875/year           |  | \$875.00           | 2014           |
| Fenton              |  | 12,050        |  | 87/meeting         |  | \$2,088.00         | 2024/25        |
| South Lyon          |  | 11,746        |  | 220/month          |  | \$2,640.00         | 2024/25        |
| Holly               |  | 6,086         |  | 900/year           |  | \$900.00           | 2022/23        |
| Milford             |  | 6,520         |  | 50/meeting         |  | \$1,200.00         | 2024/25        |
| Northville          |  | 6,119         |  | 600/year           |  | \$600.00           | 2024/25        |
| Lathrup Village     |  | 4,088         |  | unpaid             |  | \$0.00             | 2024/25        |
| Bloomfield Hills    |  | 3,892         |  | 60/year            |  | \$60.00            | 2009           |
| Oxford              |  | 3,436         |  | 470/year           |  | \$470.00           | 2018/19        |
| Ortonville          |  | 1,442         |  | 75/meeting         |  | \$1,800.00         | 2018/19        |

|  |                 |
|--|-----------------|
| Average annual pay for a Mayor or President.....                     | \$3,356         |
| Auburn Hills annual pay for Mayor.....                               | <b>\$10,800</b> |
| Comparable Group Average.....  | \$5,951         |
| Novi, Madison Heights, Ferndale, Birmingham, Troy                    |                 |
| Average annual pay for communities sharing up-to-date wage data..... | \$4,417.07      |

**Assumptions used:** Annual pay calculated assuming that each community meets 2x per month

ATTACHMENT B: OAKLAND COUNTY COMMUNITIES  
Wages for Council or Commission Member

| COMMUNITY           |  | POPULATION   |  | WAGE RATE / METHOD |  | ANNUAL ASSUMPTION | DATA YEAR      |
|---------------------|--|--------------|--|--------------------|--|-------------------|----------------|
| Troy                |  | 87,294       |  | 175/month          |  | \$2,100.00        | 2024/25        |
| Farmington Hills    |  | 83,986       |  | 7,794.48/year      |  | \$7,794.48        | 2024/25        |
| Southfield          |  | 76,618       |  | 24,209/year        |  | \$24,209.00       | 2024/25        |
| Rochester Hills     |  | 70,995       |  | 6,577/year         |  | \$6,577.00        | 2018/19        |
| Pontiac             |  | 59,515       |  | 15000/year         |  | \$15,000.00       | 2018/19        |
| Royal Oak           |  | 58,211       |  | 20/meeting         |  | \$480.00          | 2024/25        |
| Novi                |  | 66,243       |  | 4,500/year         |  | \$4,500.00        | 2024/25        |
| Madison Heights     |  | 28,468       |  | 6,919/year         |  | \$6,919.00        | 2024/25        |
| <b>Auburn Hills</b> |  | <b>2,600</b> |  | <b>8,105/year</b>  |  | <b>\$8,105.00</b> | <b>2024/25</b> |
| Birmingham          |  | 21,813       |  | 5/meeting          |  | \$120.00          | 2024/25        |
| Ferndale            |  | 19,190       |  | 5,000/year         |  | \$5,000.00        | 2024/25        |
| Hazel Park          |  | 14,983       |  | 530/month          |  | \$6,360.00        | 2024/25        |
| Berkley             |  | 15,194       |  | 30/meeting         |  | \$720.00          | 2024/25        |
| Wixom               |  | 17,193       |  | 1,500/year         |  | \$1,500.00        | 2024/25        |
| Rochester           |  | 12,711       |  | 60/meeting         |  | \$1,440.00        | 2022/23        |
| Clawson             |  | 11,389       |  | 1,400/year         |  | \$1,400.00        | 2024/25        |
| Fenton              |  | 15,050       |  | 87/meeting         |  | \$2,088.00        | 2024/25        |
| South Lyon          |  | 11,746       |  | 180/month          |  | \$2,160.00        | 2024/25        |
| Farmington          |  | 10,372       |  | 1,800/year         |  | \$1,800.00        | 2009           |
| Milford             |  | 6,520        |  | 50/meeting         |  | \$1,200.00        | 2024/25        |
| Holly               |  | 6,086        |  | 900/year           |  | \$900.00          | 2022/23        |
| Northville          |  | 6,119        |  | 500/year           |  | \$500.00          | 2024/25        |
| Lathrup Village     |  | 4,088        |  | unpaid             |  | \$0.00            | 2024/25        |
| Bloomfield Hills    |  | 3,892        |  | 60/year            |  | \$60.00           | 2009           |
| Oxford              |  | 3,436        |  | 270/year           |  | \$270.00          | 2018/19        |
| Lake Orion          |  | 2,876        |  | 10/meeting         |  | \$240.00          | 2024/25        |
| Keego Harbor        |  | 2,764        |  | 100/quarter        |  | \$400.00          | 2024/25        |
| Sylvan Lake         |  | 1,723        |  | 5/meeting          |  | \$120.00          | 2024/25        |
| Ortonville          |  | 1,442        |  | 55/meeting         |  | \$1,320.00        | 2018/19        |
| Lake Angelus        |  | 287          |  | unpaid             |  | \$0.00            | 2024/25        |

|  |                |
|--|----------------|
| Average annual pay for a City Council or Commission Member.....      | \$3,282        |
| Auburn Hills annual pay for a City Council Member.....               | <b>\$8,105</b> |
| Comparable Group Average.....  | \$3,728        |
| Novi, Madison Heights, Ferndale, Birmingham, Troy                    |                |
| Average annual pay for communities sharing up-to-date wage data..... | \$3,229        |

**Assumptions used:** Annual pay calculated assuming that each community meets 2x per month



## **ELECTED OFFICIAL COMPENSATION COMMISSION**

### **2025 SALARY RESOLUTION FOR ELECTED OFFICIALS Auburn Hills Elected Officials Compensation Commission**

At a duly called meeting of the Elected Officials Compensation Commission of the City of Auburn Hills, Oakland County, Michigan, held in the Administrative Conference Room at 1827 North Squirrel Road, Auburn Hills, Michigan 48326 on July 28, 2025 at 6:00 PM,

The following resolution was offered by Commission Member \_\_\_\_\_ and seconded by Commission Member \_\_\_\_\_:

**WHEREAS**, the Auburn Hills Elected Officials Compensation Commission has reviewed the salary of the Mayor, the Mayor Pro Tem and the City Council Members of the City of Auburn Hills as established by this Commission in 2005 and continued in 2007, 2009, 2011, 2013, 2015, 2017, 2019, 2021 and 2023;

**WHEREAS**, upon said review of the existing salaries and comparable data for local elected officials in Oakland County, the Auburn Hills Elected Officials Compensation Commission hereby determines that the salaries of officials elected to, re-elected to or continuing to serve in office following the November 2025 Election, shall be unchanged, effective following that date:

**THEREFORE, IT IS HEREBY RESOLVED, that:**

- The Mayor of the City of Auburn Hills, so sworn following the November 2025 Election, shall receive an annual salary of \$10,800.
- The Mayor Pro Tem and City Council Members of the City of Auburn Hills, so sworn following the November 2025 Election, shall receive an annual salary of \$8,105.

The Commission's determination of salary for Elected Officials of the City of Auburn Hills shall be effective as stated herein, unless rejected by a two-thirds vote of City Council within thirty (30) days from the date this resolution is filed with the City Clerk.

**THEREFORE, IT IS HEREBY RESOLVED**, that the Commission's determination of salary for Elected Officials of the City of Auburn Hills shall be as stated above.

AYES:

NAYES:

ABSENT:

**COMPENSATION COMMISSION MEMBERS**

---

Patrick Casey

---

Jeffrey Walker

---

John Klemanski

---

Ron Moniz

---

Clinton Westover

---

Sonya Thomas



## **ELECTED OFFICIAL COMPENSATION COMMISSION**

### **2025 SALARY RESOLUTION FOR ELECTED OFFICIALS Auburn Hills Elected Officials Compensation Commission**

At a duly called meeting of the Elected Officials Compensation Commission of the City of Auburn Hills, Oakland County, Michigan, held in the Administrative Conference Room at 1827 North Squirrel Road, Auburn Hills, Michigan 48326 on July 28, 2025 at 6:00 PM,

The following resolution was offered by Commission Member \_\_\_\_\_ and seconded by Commission Member \_\_\_\_\_:

**WHEREAS**, the Auburn Hills Elected Officials Compensation Commission has reviewed the salary of the Mayor, the Mayor Pro Tem and the City Council Members of the City of Auburn Hills as established by this Commission in 2005 and continued in 2007, 2009, 2011, 2013, 2015, 2017, 2019, 2021 and 2023;

**WHEREAS**, upon said review of the existing salaries and comparable data for local elected officials in Oakland County, the Auburn Hills Elected Officials Compensation Commission hereby determines that the salaries of officials elected to, re-elected to or continuing to serve in office following the November 2025 Election, shall be changed, effective following that date:

**THEREFORE, IT IS HEREBY RESOLVED, that:**

- The Mayor of the City of Auburn Hills, so sworn following the November 2025 Election, shall receive an annual salary of \$\_\_\_\_\_.
- The Mayor Pro Tem and City Council Members of the City of Auburn Hills, so sworn following the November 2025 Election, shall receive an annual salary of \$\_\_\_\_\_.

The Commission's determination of salary for Elected Officials of the City of Auburn Hills shall be effective as stated herein, unless rejected by a two-thirds vote of City Council within thirty (30) days from the date this resolution is filed with the City Clerk.

**THEREFORE, IT IS HEREBY RESOLVED**, that the Commission's determination of salary for Elected Officials of the City of Auburn Hills shall be as stated above.

AYES:

NAYES:

ABSENT:



**COMPENSATION COMMISSION MEMBERS**

---

Patrick Casey

---

Jeffrey Walker

---

John Klemanski

---

Ron Moniz

---

Clinton Westover

---

Sonya Thomas



## **ELECTED OFFICIALS COMPENSATION COMMISSION**

### **2025 BENEFITS RESOLUTION FOR ELECTED OFFICIALS Auburn Hills Elected Officials Compensation Commission**

At a duly called meeting of the Elected Officials Compensation Commission of the City of Auburn Hills, Oakland County, Michigan, held in the Administrative Conference Room at 1827 North Squirrel Road, Auburn Hills, Michigan 48326 on July 28, 2025 at 6:00 PM, the Auburn Hills Elected Officials Compensation Commission reviewed the benefits of the Mayor, Mayor Pro Tem and the City Council Members of the City of Auburn Hills.

The following resolution was offered by Commission Member \_\_\_\_\_ and seconded by Commission Member \_\_\_\_\_:

**WHEREAS**, the Auburn Hills Elected Officials Compensation Commission has discussed the existing benefits of the Elected Officials of Auburn Hills, and upon completion of such discussion, the Commission has hereby determined that benefits of prior elected officials, officials elected, re-elected or continuing to serve in office following the November, 2025 Election shall continue to be modified per the resolution in July, 2015.

- Effective November 3, 2015, for Officials elected on or after November 2, 1999 and who elect to purchase health care, such benefits shall be equal to those levels of the Non-Union employees of the City and shall be modified at the same time as they are modified for Non-Union employees without action by the Compensation Commission.
- Effective November 3, 2015, any current serving Official not receiving medical benefits for which they are eligible and who wishes to elect them may do so at current benefit levels of the Non-Union employees and shall continue to receive them equal to those levels of the Non-Union employees of the City and shall be modified at the same time as they are modified for Non-Union employees without action by the Compensation Commission.
- Effective November 3, 2015, retired Officials elected prior to November 2, 1999 and receiving medical benefits for which they are eligible, shall continue to receive them equal to those levels of the Non-Union employees of the City and shall be modified at the same time as they are modified for Non-Union employees without action by the Compensation Commission.
- Effective November 5, 2019, Elected Officials elected prior to November 3, 2015 and who continue to serve and are eligible for the employee 401K contribution, may elect to have that contribution redirected to a 457 deferred compensation plan.

**THEREFORE, IT IS HEREBY RESOLVED,** that the Commission's determination of benefits for Elected Officials of the City of Auburn Hills shall be as stated above.

AYES:

NAYES:

ABSENT:

**COMPENSATION COMMISSION MEMBERS**

---

Patrick Casey

---

Jeffrey Walker

---

John Klemanski

---

Ron Moniz

---

Clinton Westover

---

Sonya Thomas