



CITY OF MADISON HEIGHTS

**CITY HALL - LINDELL ROSS EXECUTIVE CONFERENCE ROOM,
300 W. 13 MILE RD.**

**ELECTED OFFICIALS COMPENSATION COMMISSION MEETING
AGENDA**

NOVEMBER 24, 2025 AT 4:00 PM

CALL TO ORDER

ROLL CALL

ELECTION OF OFFICERS

1. Chair
2. Vice-Chair
3. Secretary

APPROVAL OF MINUTES

- [4.](#) Meeting Minutes of December 4, 2023

MEETING OPEN TO THE PUBLIC

NEW BUSINESS

- [5.](#) Discussion of Salary for Mayor and City Council

ADJOURNMENT

NOTICE: Persons with disabilities needing accommodations for effective participation through electronic means in this meeting should contact the City Clerk at (248) 583-0826 or by email: clerks@madison-heights.org at least two working days in advance of the meeting. An attempt will be made to make reasonable accommodations.

Elected Officials Compensation Commission Meeting
 Madison Heights, Michigan
 December 04, 2023

A Elected Officials Compensation Commission Meeting was held on Monday, December 04, 2023 at 4:00 PM at City Hall - Madison Conference Room, 300 W. 13 Mile Rd.

PRESENT

Marie Bessler
 Angie Brunke
 Laurie Geraldts
 Margarette Marentette
 Kevin Wright

ABSENT

Salisa Fortune-Heiligh

OTHERS PRESENT

City Manager Melissa Marsh
 City Clerk Cheryl Rottmann

City Manager Melissa Marsh called the Elected Officials Compensation Committee meeting to order, noting the first order of business would be to appoint the Chair, Vice-Chair and Secretary.

EOCC-23-01. Appointment of Chair.

Motion to appoint Laurie Geraldts as Chair of the Elected Officials Compensation Commission.

Motion made by Marentette, Seconded by Brunke.

Voting Yea: Bessler, Brunke, Geraldts, Marentette, Wright
 Absent: Fortune-Heiligh

Motion carried.

EEOC-23-02. Appointment of Vice-Chair.

Motion to appoint Marie Bessler as Vice-Chair to the Elected Officials Compensation Commission.

Motion made by Marentette, Seconded by Wright.

Voting Yea: Bessler, Brunke, Geraldts, Marentette, Wright
 Absent: Fortune-Heiligh

Motion carried.

EEOC-23-03. Appointment of Secretary.

Motion to appoint Peg Marentette as Secretary to the Elected Officials Compensation Commission.

Motion made by Wright, Seconded by Brunke.

Voting Yea: Bessler, Brunke, Geraldts, Marentette, Wright

Absent: Fortune-Heiligh

Motion carried.

EEOC-23-04. Meeting Minutes of November 17, 2021.

Motion to approve the Elected Officials Compensation Commission meeting minutes of November 17, 2021, as printed.

Motion made by Brunke, Seconded by Bessler.

Voting Yea: Bessler, Brunke, Geraldts, Marentette, Wright

Absent: Fortune-Heiligh

Motion carried.

MEETING OPEN TO THE PUBLIC

There were no members of the public wishing to speak.

EEOC-23-05 Salary Order for Mayor and City Council.

City Manager Marsh reviewed the documents in the agenda packet, including the Wage and Salary Surveys for Mayor and Council from the Michigan Municipal League, the history of the Elected Officials Compensation Commission Salary Orders, the Financial Impact Analysis on the City from any change in compensation, and the Bureau of Labor Statistics Price Index over the past fifteen years. The Commission discussed the history of compensation and raises for the Council and employees, noting no raise was recommended for City Council in 2021. Discussion was also held on the difference between raises for full-time and part-time employees versus a raise for the City Council and the current benefits the City Council receives.

Motion to approve the following Order of Elected Officials Compensation Commission:

Motion made by Wright, Seconded by Brunke.

ORDER OF THE ELECTED OFFICIALS COMPENSATION COMMISSION

WHEREAS, the Elected Officials Compensation Commission met on Monday, December 4, 2023, at 4:00 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972 consisting of six members.

WHEREAS, Ordinance No. 454 of 1972, Section 2-214 provides as follows:

“The Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by 2/3rds of the members elected to and serving shall reject them. The determinations of the Commission shall be effective 30 days following the filing with the City Clerk of such determination unless rejected by the legislative body. In case of rejection, the existing salary shall prevail.”

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended decision of the Commission is as follows:

RESOLVED, IT IS ORDERED, that the salary of the Mayor shall be increased 4% from the current sum of \$9,498 per annum to \$9,877 per annum effective January 2024; and increased 2% from \$9,877 per annum to \$10,075 per annum effective January 2025; and,

IT IS FURTHER RESOLVED, that the salary of the Mayor Pro Tem shall be increased 4% from the current sum of \$7,321 per annum to \$7,613 per annum effective January 2024; and increased 2% from \$7,613 per annum to \$7,766 per annum effective January 2025; and,

IT IS FURTHER RESOLVED, that the salary of the City Council members shall be increased by 4% from the current sum of \$6,653 per annum to \$6,919 per annum effective January 2024; and increased 2% from \$6,919 per annum to \$7,057 per annum effective January 2025.

Voting Yea: Bessler, Brunke, Geraldts, Marentette, Wright

Absent: Fortune-Heiligh

Motion carried.

ADJOURNMENT

Having no further business, Chair Geraldts adjourned the meeting at 5:07 p.m.



City of Madison Heights, Michigan

Item 5.

City Hall Municipal Offices
300 W. Thirteen Mile Road
Madison Heights, MI 48071

Department of Public Services
300 W. Thirteen Mile Road
Madison Heights, MI 48071

Fire Department
31313 Brush Street
Madison Heights, MI 48071

Police Department
280 W. Thirteen Mile Road
Madison Heights, MI 48071

www.madison-heights.org

November 10, 2025

Re: Elected Officials Compensation Commission (EOCC) Meeting - Monday, November 24, 2025

Dear Commissioner:

As you know, the Commission is scheduled to hold a meeting on Monday, November 24, 2025 at 4:00 p.m. in the Executive Conference Room at City Hall. The purpose of this letter is to provide background information that has been requested by the Commission in the past.

Elected Officials Compensation Commission's Authority

Attached is a copy of Ordinance 454 that established the Commission's authority and responsibilities. As you can see, the Commission's authority is limited to the salary order only and does not extend to benefits or expenses.

Current Compensation Levels

Position	Annual Gross Compensation	Became Effective
Mayor	\$10,075	January 1, 2025
Mayor Pro Tem	\$7,766	January 1, 2025
Councilmember	\$7,057	January 1, 2025

Historical Information

On December 5, 2001, the Commission proposed a two-step increase of two percent (2%) on January 4, 2002, and two percent (2%) on January 4, 2003. As a result, the Mayor's annual compensation would have increased from \$8,687 to \$8,861 in 2002 and to \$9,038 in 2003; the Mayor Pro Tem's compensation would have increased from \$6,696 to \$6,830 in 2002 and to \$6,967 in 2003; and Council's compensation would have risen from \$6,086 to \$6,208 in 2002 and to \$6,332 in 2003. City Council rejected the Commission's Order on December 17, 2001.

On November 13, 2003, November 16, 2005, and November 14, 2007, the Commission voted to leave compensation unchanged.

On November 24, 2009, the Commission voted to decrease the annual compensation of Mayor and Council by ten percent (10%) as follows: Mayor – from \$8,687 to \$7,818; Mayor Pro Tem – from \$6,696 to \$6,026; and Councilmembers – from \$6,086 to \$5,477. On December 14, 2009, Council voted to reject the Commission's Order by a vote of five to two.

Area Code (248)

Assessing..... 858-0776
City Clerk..... 583-0826
City Manager..... 583-0829
Community Development..... 583-0831
Department of Public Services..... 589-2294
Finance..... 583-0846

Fire Department..... 588-3605
43rd District Court..... 583-1800
Human Resources..... 583-0828
Library..... 588-7763
Mayor & City Council..... 583-0829
Nature Center..... 585-0100

Police Department..... 585-2100
Purchasing..... 837-2602
Recreation..... 589-2294
Senior Citizen Center..... 545
Water & Treasurer..... 583

On January 14, 2010, Mayor Swanson authorized a voluntary ten percent (10%) deduction from his paycheck. In April of 2010, as the City Council was considering the FY 2010-11 Budget, a request was made of staff to facilitate a voluntary five percent (5%) deduction from City Councilmembers' paychecks for calendar year 2010 and 2011.

On June 27, 2011, the City Council formally adopted the attached resolution recommending that the Mayor and each member of Council voluntarily donate ten-percent (10%) of their gross annual salary, until cancellation by subsequent City Council action, to the City's General Fund or in the name of a City Departments such as the Library, the Senior Center, the Parks and Recreation Department or another City Department.

On November 29, 2011, and December 17, 2013, the Commission voted to leave compensation unchanged. On December 12, 2011, and January 13, 2014, City Council voted to receive and file the Commission's respective orders, leaving compensation unchanged.

On December 1, 2015, the Commission voted to increase the annual compensation of Mayor and Council by two percent (2%) effective January 14, 2016, and one percent (1%) effective January 16, 2017. The resulting wage increases are as follows: Mayor – from \$8,687 to \$8,861, and from \$8,861 to \$8,950; Mayor Pro Tem – from \$6,696 to \$6,830 and from \$6,830 to \$6,898; and Councilmembers – from \$6,086 to \$6,208 and from \$6,208 to \$6,270. On December 14, 2015, Council first voted on a substitute motion to reject the salary order and then voted on an original motion to receive and file the salary order (which would have resulted in the salary order becoming effective). The substitute motion failed as the four to three votes in favor was insufficient to achieve the needed two-thirds supermajority of five votes. The original motion failed with three votes in favor and four against. Because both motions failed, no Council action was taken and the salary order became effective after thirty days. Attached are the 2015 Commission order and pertinent 2015 Council Meeting Minutes.

On November 28, 2017, the Commission voted to increase the annual compensation of Mayor, Mayor Pro Tem and Council by 2% effective January 8, 2018. The resulting wages increases are as follows: Mayor – from \$8,950 to \$9,129; Mayor Pro Tem from \$6,898 to \$7,036; and Councilmembers from \$6,270 to \$6,395.

On December 2, 2019, the Commission voted to increase the annual compensation of Mayor, Mayor Pro Tem and Council by 2% effective January 13, 2020, with an additional increase of 2% effective January 1, 2021. The resulting wage increases are as follows: Mayor from \$9,129 to \$9,498; Mayor Pro Tem from \$7,036 to \$7,321; and Councilmembers from \$6,395 to \$6,653.

On November 17, 2021, the Commission voted to freeze the annual compensation of Mayor, Mayor Pro Tem and Council at the January 2021 rates of Mayor \$9,498, Mayor Pro Tem at \$7,321 and City Council at \$6,653.

On December 4, 2023, the Commission voted to increase the annual compensation of Mayor, Mayor Pro Tem and Council by 4% effective January 1, 2024, with an additional increase of 2% effective January 1, 2025. The resulting wage increases are as follows: Mayor from \$9,877 to \$10,075; Mayor Pro Tem from \$7,613 to \$7,766; and Councilmembers from \$6,919 to \$7,057.

City Employees Wages/Benefits

During this period, the City employees have accepted a three-year contract with extension through June 30, 2026, as follows:

1. Wages

- Effective July 1, 2022 – 3.00% wage increase
- Effective July 1, 2023 – 2.50% wage increase
- Effective July 1, 2024 – 2.25% wage increase
- Effective July 1, 2025 – 3.00% wage increase

Survey Information

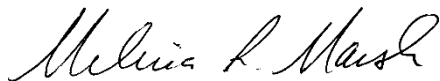
Attached is a spreadsheet of the 2024-25 Michigan Municipal League (MML) Salaries and Wages Report, representing the most recent MML survey data for Mayor and Council compensation.

Cost Information

At prior meetings, the Commission has requested the financial impact of any proposed salary change. Based on the current wages, each 1% increase or decrease in City Council (Mayor, Mayor Pro Tem and Councilmember) salary is attached. Also attached is information on inflation rates that has been requested in the past.

I hope you find this information helpful. Please call me if you have any questions.

Sincerely,



Melissa Marsh
City Manager

attachments

c: City Clerk

ARTICLE VII. COMPENSATION COMMISSION¹

Sec. 2-93. Creation; appointment and confirmation of members.

There is hereby created a commission to be known as the "compensation commission" to establish compensation for elected officials of the city. The commission shall consist of seven members who are registered electors of the city and shall be appointed by the mayor, subject to confirmation by a majority of the members elected and serving as the city council.

(Code 1958, § 2-211; Ord. No. 454, § 1, 4-24-72)

Sec. 2-94. Members' terms of office.

The term of office of each of the members of the compensation commission shall be for seven years except that of the members first appointed, one each shall be appointed for terms of 1, 2, 3, 4, 5, 6 and 7 years. Members shall be appointed before October first of the year of appointment.

(Code 1958, § 2-212; Ord. No. 454, § 1, 4-24-72)

Sec. 2-95. Vacancies; eligibility.

Vacancies on the compensation commission shall be filled for the remainder of the unexpired term. Any member or employee of the legislative, judicial or executive branch of the city or members of the immediate family of such member or employee shall be ineligible to be a member of the commission.

(Code 1958, § 2-213; Ord. No. 454, § 1, 4-24-72)

Sec. 2-96. Session days; quorum; action; compensation of members.

The compensation commission shall meet for not more than 15 session days in every odd numbered year and shall make its determination within 45 calendar days of its first meeting. The majority of the members of the commission shall constitute a quorum for conducting the business of the commission. The commission shall take no action or make no determination without a concurrence of the majority of members appointed and serving on the commission. The commission shall elect a chairman from among its members. "Session day" means any calendar day which the commission meets and a quorum is present. 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.

(Code 1958, § 2-215; Ord. No. 454, § 1, 4-24-72)

¹State law reference(s)—Authority to adopt ordinance similar to that from which this article is derived, in lieu of Charter provisions concerning salaries for elected officials, MSA 5.2084(3).

Sec. 2-97. Determination of salaries of elected officials.

The compensation commission shall determine the salaries of elected officials in the city which determination shall be the salaries unless the mayor and council by resolution adopted by two-thirds of the members elected to and serving shall reject them. The determinations of the commission shall be effective 30 days following the filing with the city clerk of such determination unless rejected by the city council. In case of rejection the existing salary shall prevail. Any expense allowance or reimbursement paid to elected officials in addition to salary shall be for expenses, incurred in the course of city business and shall be accounted for to the city.

(Code 1958, § 2-214; Ord. No. 454, § 1, 4-24-72)

Secs. 2-98—2-108. Reserved.

Michigan Municipal League - 2025/26 Wage and Salary Survey - Mayor or Village President
In Order by Population

<u>Municipality</u>	<u>County</u>	<u>Population</u>	<u>Position</u> <u>Type</u>	<u>Annual Pay</u>			<u>Extra Pay</u>	
				<u>Minimum</u>	<u>Maximum</u>	<u>Actual</u>	<u>Amount</u>	<u>Per</u>
Grand Rapids	Kent	198,917	Part-time w/CM			64,890		
Troy	Oakland	87,294	Part-time w/CM			2,100		
Farmington Hills	Oakland	83,986	Part-time w/CM			12,834		
Southfield	Oakland	76,618	Part-time w/CM			54,337	338 Month	
Wyoming	Kent	76,501	Part-time w/CM			15,727		
Novi	Oakland	66,243	Part-time w/CM	6,500	6,500	6,500		
Saint Clair Shores	Macomb	58,874	Part-time w/CM			10,687	*	
Royal Oak	Oakland	58,211	Part-time w/CM			16,000		
Roseville	Macomb	47,710	Part-time w/CM			10,669	*	
Meridian Charter Township	Ingham	43,916	Part-time w/CM			27,000		
Midland	Midland	42,547	Part-time w/CM			7,000		
Lincoln Park	Wayne	40,245	Part-time w/CM			11,600	*	
Muskegon	Muskegon	38,347	Part-time w/CM			9,200		
Holland	Ottawa	34,378	Part-time w/CM			12,891	*	
Delta Charter Township	Eaton	33,119	Part-time w/CM			31,496		
Southgate	Wayne	30,014	Part-time w/CM			13,750		
Oak Park	Oakland	29,560	Full-time w/CM			6,283	*	
Allen Park	Wayne	28,638	Part-time w/CM			13,200		
							per yr internet stipend; In yr. of election \$500 computer stipend	
Madison Heights	Oakland	28,468	Part-time w/CM			10,075	515	
Walker	Kent	25,132	Part-time w/CM			13,910	15 Meeting	
Wyandotte	Wayne	25,058	Part-time w/CM			5,000		
Norton Shores	Muskegon	25,030	Part-time w/CM	2,400		2,400		
Auburn Hills	Oakland	24,360	Part-time w/CM			10,800		
Marquette	Marquette	20,629	Part-time w/CM			11,000		
Monroe	Monroe	20,479	Part-time w/CM			17,000		
Wayne	Wayne	17,713	Part-time w/CM			5,000		
Grandville	Kent	16,083	Part-time w/CM			14,000		
Hazel Park	Oakland	14,983	Part-time w/CM			8,400	*	120 Month
Melvindale	Wayne	12,851	Part-time w/CM			18,000		
Riverview	Wayne	12,490	Part-time w/CM			6,000		
Sturgis	Saint Joseph	11,082	Part-time w/CM			3,400		
Grand Haven	Ottawa	11,011	Part-time w/CM			5,063		
Cadillac	Wexford	10,371	Part-time w/CM			5,000		

Michigan Municipal League - 2025/26 Wage and Salary Survey - City Council

In Order by Descending Population

<u>Municipality</u>	<u>County</u>	<u>Population</u>	<u>Position Type</u>	<u>Minimum</u>	<u>Annual Pay Maximum</u>	<u>Actual</u>	<u>Extra Pay Amount</u>	<u>Per</u>
Grand Rapids	Kent	198,917	Part-time w/CM			33,527		
Troy	Oakland	87,294	Part-time w/CM			2,100		
Farmington Hills	Oakland	83,986	Part-time w/CM			8,556		
Southfield	Oakland	76,618	Part-time w/CM			23,391		
Wyoming	Kent	76,501	Part-time w/CM			10,152		
Novi	Oakland	66,243	Part-time w/CM	4,500	4,500	4,500		
Saint Clair Shores	Macomb	58,874	Part-time w/CM			8,421	*	
Royal Oak	Oakland	58,211	Part-time w/CM			12,000		
Portage	Kalamazoo	48,891	Part-time w/CM			8,500	125	Month
Roseville	Macomb	47,710	Part-time w/CM			8,704	*	
Meridian Charter Town	Ingham	43,916	Part-time w/CM			13,900		
Midland	Midland	42,547	Part-time w/CM			4,600		
Lincoln Park	Wayne	40,245	Part-time w/CM			6,400	*	
Muskegon	Muskegon	38,347	Part-time w/CM			7,500		
Holland	Ottawa	34,378	Part-time w/CM			6,446	*	Meeting
Delta Charter Townsh	Eaton	33,119	Part-time w/CM			15		
Bay City	Bay	32,661	Part-time w/CM			8,000		
Oak Park	Oakland	29,560	Part-time w/CM			4,887	*	
Allen Park	Wayne	28,638	Part-time w/CM			5,500		
Madison Heights	Oakland	28,468	Part-time w/CM			7,057		
Walker	Kent	25,132	Part-time w/CM			6,956	15	Meeting
Wyandotte	Wayne	25,058	Part-time w/CM			2,500		
Auburn Hills	Oakland	24,360	Part-time w/CM			8,105		
Marquette	Marquette	20,629	Part-time w/CM			7,900		
Monroe	Monroe	20,479	Part-time w/CM			8,500		
Wayne	Wayne	17,713	Part-time w/CM			3,500		
Grandville	Kent	16,083	Part-time w/CM			7,400		
Hazel Park	Oakland	14,983	Part-time w/CM			6,360	*	120 Month
Melvindale	Wayne	12,851	Part-time w/CM			7,200		
Sturgis	Saint Josep	11,082	Part-time w/CM			2,750		
Grand Haven	Ottawa	11,011	Part-time w/CM			4,219	-	
Flat Rock	Wayne	10,541	Part-time w/CM			1,250		
Cadillac	Wexford	10,371	Part-time w/CM			3,500		

DATE: November 10, 2025

TO: Election Compensation Commission

FROM: Melissa R. Marsh, City Manager

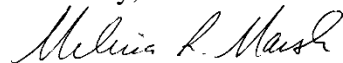
SUBJECT: Elected Officials Compensation Commission Information

For your information, the following are figures obtained from the Bureau of Labor Statistics for the Detroit Area Consumers Price Index for Urban Wage Earners and Clerical Workers (CPI-W – All Items) over the last fifteen years:

Month	Index	% Change
August 2011	210.377	Base Year
August 2012	215.060	2.23%
August 2013	217.115	0.96%
August 2014	219.091	0.91%
August 2015	216.237	-1.30%
August 2016	218.893	1.23%
August 2017	221.213	1.06%
August 2018	228.340	3.22%
August 2019	231.707	1.47%
August 2020	236.123	1.91%
August 2021	247.153	4.67%
August 2022	268.942	8.82%
August 2023	280.612	4.34%
August 2024	291.483	3.87%
August 2025	293.650	0.74%

If you need further information, please let me know.

Sincerely,



Melissa R. Marsh

City Manager

cc: Cheryl Rottmann, City Clerk

(users\marilyn\cityclerk\boards\compensation\25CPI)

ORDER OF THE ELECTED OFFICIALS COMPENSATION COMMISSION

WHEREAS, the Elected Officials Compensation Commission met on Monday, December 4, 2023, at 4:00 p.m. in the Madison Heights Municipal Building, pursuant to Ordinance 454 of 1972 consisting of six members.

Commissioners present: Bessler, Brunke, Geraldts, Marentette, Wright

Commissioners absent: Fortune-Heiligh

WHEREAS, Ordinance No. 454 of 1972, Section 2-214 provides as follows:

"The Commission shall determine the salaries of elected officials in the City; which determination shall be the salaries unless the Mayor and Council by resolution adopted by 2/3rds of the members elected to and serving shall reject them. The determinations of the Commission shall be effective 30 days following the filing with the City Clerk of such determination unless rejected by the legislative body. In case of rejection, the existing salary shall prevail."

WHEREAS, after due consideration by the members of said Board, having been furnished with current salary statistics and after full and complete discussion of all pertinent matters, the recommended decision of the Commission is as follows:

RESOLVED, IT IS ORDERED, that the salary of the Mayor shall be increased 4% from the current sum of \$9,498 per annum to \$9,877 per annum effective January 2024; and increased 2% from \$9,877 per annum to \$10,075 per annum effective January 2025; and,

IT IS FURTHER RESOLVED, that the salary of the Mayor Pro Tem shall be increased 4% from the current sum of \$7,321 per annum to \$7,613 per annum effective January 2024; and increased 2% from \$7,613 per annum to \$7,766 per annum effective January 2025; and,

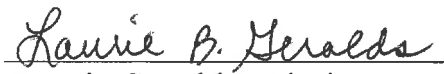
IT IS FURTHER RESOLVED, that the salary of the City Council members shall be increased by 4% from the current sum of \$6,653 per annum to \$6,919 per annum effective January 2024; and increased 2% from \$6,919 per annum to \$7,057 per annum effective January 2025.


Yeas: Bessler, Brunke, Geraldts, Marentette, Wright

Nays: None

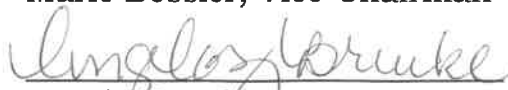
Absent: Fortune-Heiligh

Motion carried.


Laurie Geraldts, Chairman


Marie Bessler, Vice-Chairman


Margaret Marentette


Angela Brunke


Kevin Wright