



Pittsfield Charter Township
Mandy Grewal, Supervisor

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Pittsfield Charter Township Compensation Commission
Meeting Agenda

October 15, 2015
9:00 am

1. Meeting Called to Order (Simon, Chair)
 2. Pledge of Allegiance (Simon, Chair)
 3. Public Comment
 4. Establish Quorum (Simon, Chair)
 5. Approve Minutes of October 1, 2015 Meeting (Simon, Chair)
 6. Review / Discuss Draft Resolutions (Simon, Chair)
 7. Other Business (Simon, Chair)
 8. Public Comment
 9. Close Meeting (Simon, Chair)
-



REGULAR MEETING

October 1, 2015

1:30 PM

PITTSFIELD TOWNSHIP COMPENSATION COMMISSION MINUTES

Members Present: Chris Fairman, Vineet Katial, Stu Simon, Tom McDole, Edward Shaffran.

Members Absent: None.

Others Present: Ernest Milligan III (Recording Clerk), Director Patricia Denig, Attorney James Fink, Christina Lirones.

1. Call Meeting to Order at 1:30 p.m.

Commissioner Simon called the meeting to order at 1:38 p.m.

2. Pledge of Allegiance.

Commissioner Simon led the Pledge of Allegiance.

3. Public Comment.

None.

4. Establish Quorum.

A quorum was present.

5. Approval of the Minutes.

5.1 Approve Minutes of the Compensation Commission held on September 17, 2015.

Motion by Commissioner Shaffran, supported by Commissioner McDole, to approve the minutes, with amendments, of the Compensation Commission meeting held on September 17, 2015.

Commissioner Simon requested further clarification be included on item 8, to reiterate that no "across the board" wage increases for employees had been made since 2010, and that any wage increases had been promotion or performance based.

MOTION CARRIED.

6. Review / Discuss Data Received to Date.

Commissioner Simon opened discussions regarding the annual salary of Trustees. Commissioners discussed the comparable data for the compensation of Trustees in different jurisdictions.

Commissioner Simon provided clarification on the Board's actions to retain the per diem compensation, despite the Compensation Commission recommendation for its abolition.

Commissioner Simon commented that according to the Bureau of Labor Statistic's Fourth Quarter Covered Employment and Wages of 2014 Report, there was a 4.2% wage increase in Washtenaw County. (See Attachment 1)

Commissioner Shaffran commented that the Bureau of Labor Statistics indicated that the Midwest All Urban CPI (Consumer Price Index) from January 2008 to August 2015 showed a 12.115% increase. Commissioner Simon commented on the CPI Detroit, Ann Arbor, and Flint area data. Commissioners discussed the data matrix provided. (See Attachment 2)

Commissioner Simon presented his calculations for determining the salary for the position of Supervisor, based on his theory of salary determined based on the budget of the municipality. (See Attachment 3)

Commissioner Fairman noted that some of the comparable data varied in the salary increases and that certain municipalities did not make "across the board" increases. He inquired if some of these increases were based on performance. Commissioners speculated on the data provided and determined that their reasoning should not be performance based, since it was up to the voters to evaluate the elected officials' performance.

Commissioner Katial inquired whether the Supervisor, Clerk or Treasure had commented on their position for a salary increase. Commissioner Simon clarified that the three elected officials had not made a request since 2011, at which time they requested no increase due to the economic recession.

Commissioners discussed if they could render a determination based on the compiled data. Commissioners inquired when the determination would go into effect. Director Denig clarified that the determination would go into effect within 30 days of the Board of Trustees' approval or rejection of the Commission's determination.

Commissioners discussed a 3%-4% increase for the positions of Supervisor, Clerk and Treasurer based on an increased cost of living.

Moved by Commissioner McDole, supported by Commissioner Shaffran, to make a determination of 4% increase in salary for the positions of Supervisor, Clerk and Treasurer.

MOTION CARRIED.

Commissioner McDole requested clarification on what the salary would be with the 4% increase. Commissioner Shaffran clarified that the Supervisor salary would be \$84,101.68, and Clerk and Treasurer would be \$79,895.92.

Commissioners discussed the determination on the salary for the Township's Trustees. Commissioners expressed their disapproval of the retention of the per diem in addition to the salary. Commissioners discussed the attendance of Trustees and if the per diem compensation encourages attendance.

Commissioner Simon stated his disappointment in comments made by the Supervisor regarding the Trustees salary during the 11-13-2013 Board of Trustees meeting, when the resolutions were adopted.

Moved by Commissioner Shaffran, supported by Commissioner Katial, to make a determination of no increase in salary for the Trustees.

Commissioners discussed making recommendations to eliminate or limit the Trustees per diem compensation. Commissioner McDole inquired if the commission would be in favor of making a determination for a salary amount equal to what they make currently with the combined salary and per diem compensation, and further reiterate their request for the elimination of the per diem.

Moved by Commissioner Shaffran, supported by Commissioner Katial, to withdraw the motion for determination.

MOTION CARRIED.

Commissioner Fairman inquired whether the Board understood the Commission's intention to eliminate the per diem compensation.

Moved by Commissioner Katial, supported by Commissioner McDole, to make a determination of \$5,000 (no increase in salary) for the Trustees and recommend that there be no increase in the per diem compensation.

MOTION CARRIED.

Moved by Commissioner Shaffran, supported by Commissioner Fairman, to make a determination of zero salary for the Pittsfield Charter Township Parks Commission and recommended maintaining the \$100 per diem compensation.

MOTION CARRIED.

7. Other Business

Commissioners requested resolutions be drafted based on their determinations and be presented for adoption at the commission's next meeting for adoption.

8. Public Comment.

Christina Lirones requested that the Commission reiterate their 2013 stance for the elimination of the per diem compensation, and commented on the Trustees and Park Commission.

Commissioners thanked Ms. Lirones for her comments.

9. Adjournment

Motion by Commissioner McDole, supported by Commissioner Shaffran, to adjourn.

MOTION CARRIED.

Commissioners adjourned the meeting at 2:40 p.m.

Ernest Milligan III, Recording Clerk

Date

Christopher Fairman, Compensation Commission Secretary, concur **Date**



NEWS RELEASE



For Release: Monday, July 20, 2015

15-1226-CHI

MIDWEST INFORMATION OFFICE: Chicago, Ill.

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County Employment and Wages in Michigan — Fourth Quarter 2014

Eight of the 10 large counties in Michigan reported employment gains from December 2013 to December 2014, the U.S. Bureau of Labor Statistics (BLS) reported today. (Large counties are defined as those with employment of 75,000 or more as measured by 2013 annual average employment.) Regional Commissioner Charlene Peiffer noted that Ottawa County had the largest increase, up 4.1 percent, followed by the counties of Kent (3.1 percent) and Wayne (2.2 percent). (See [table 1.](#))

Nationally, employment advanced 2.2 percent from December 2013 to December 2014 as 319 of the 339 largest U.S. counties registered increases. Weld, Colo., and Midland, Texas, had the largest percentage increases, with gains of 8.0 percent each over the year. Atlantic, N.J., had the largest over-the-year percentage decrease in employment, with a loss of 5.0 percent.

Among the 10 largest counties in Michigan, employment was highest in Wayne County (706,500) and Oakland County (704,800) in December 2014. Two other counties, Kent (371,300) and Macomb (312,700) had employment levels of more than 300,000. Together, the 10 largest Michigan counties accounted for 69.8 percent of total employment within the state. Nationwide, the 339 largest counties made up 72.1 percent of total U.S. employment.

From the fourth quarter of 2013 to the fourth quarter of 2014, Ottawa County recorded the fastest rate of increase in average weekly wages among the 10 large counties in Michigan, registering a gain of 4.7 percent. (See [table 1.](#)) Oakland County recorded the highest average weekly wage among these large counties at \$1,164 per week, followed by Wayne County at \$1,119. Nationally, the average weekly wage was \$1,035, up 3.5 percent from a year ago.

Employment and wage levels (but not over-the-year changes) are also available for the 73 counties in Michigan with employment levels below 75,000. Wage levels in all of these smaller counties were below the national average in the fourth quarter of 2014. (See [table 2.](#))

Large county wage changes

Ottawa County's 4.7-percent rise in average weekly wages from the fourth quarter of 2013 to the fourth quarter of 2014 ranked 60th among the nation's 339 largest counties. (See [table 1.](#)) Recording similar increases over the year were Washtenaw (4.2 percent, 99th) and Oakland County (4.0 percent, 113th). Of the 10 large counties in Michigan, MaComb County had the lowest wage increase at 1.5 percent.

Nationally, 332 of the 339 largest counties registered over-the-year increases in average weekly wages. Benton, Ark., had the largest wage gain, up 9.9 percent from the fourth quarter of 2013. Washington, Pa., was second with a wage increase of 9.2 percent, followed by the counties of Midland, Texas (9.0 percent), Brazoria, Texas (8.9 percent), and Douglas, Colo. (8.8 percent).

Of the 339 largest U.S. counties, 7 experienced over-the-year decreases in average weekly wages. San Mateo, Calif., had the largest percentage decrease in average weekly wages, with a loss of 20.4 percent from the fourth quarter 2013. Olmsted, Minn., had the second largest percentage decrease in average weekly wages with a loss of 5.5 percent, followed by Morris, N.J. (-2.9 percent); Rockland, N.Y. (-1.3 percent); and Camden, N.J., and Butler, Pa. (-0.8 percent each).

Large county average weekly wages

As noted, Oakland County (\$1,164) had the highest average weekly wage in the state and ranked 53rd among the 339 largest U.S. counties. Wayne (\$1,119, 63rd) and Washtenaw (\$1,069, 79th) Counties also reported average weekly wages above the national average of \$1,035. Saginaw (\$818) reported the lowest average weekly wage among the state's large counties and ranked 286th nationwide.

Nationally, 95 large counties registered average weekly wages above the U.S. average of \$1,035 in the fourth quarter of 2014. San Mateo, Calif., held the top position with an average weekly wage of \$2,166. New York, N.Y., was second at \$2,138, followed by Santa Clara, Calif. (\$2,114), Suffolk Mass. (\$1,856), and San Francisco, Calif. (\$1,850).

Seventy-two percent of the largest U.S. counties (244) reported weekly wages below the national average. Horry County, S.C., reported the lowest wage (\$610), followed by the Texas counties of Cameron (\$621) and Hidalgo (\$641), and the Florida counties of Osceola (\$687) and Lake (\$691).

Average weekly wages in Michigan's smaller counties

All 73 counties in Michigan with employment below 75,000 had average weekly wages below the national average of \$1,035. Among these smaller counties, Midland had the highest average weekly wage at \$1,024, while Keweenaw had the lowest at \$489. (See [table 2](#).)

When the 83 counties in Michigan were considered, all but 3 had wages below the national average. Three reported average weekly wages less than \$600, 18 had wages from \$600 to \$699, 32 reported wages from \$700 to \$799, 19 had wages from \$800 to \$899, and 11 had wages of \$900 or more. (See [chart 1](#).)

Additional statistics and other information

QCEW data for states have been included in this release in table 3. For additional information about quarterly employment and wages data, please read the [Technical Note](#) or visit www.bls.gov/cew.

Employment and Wages Annual Averages Online features comprehensive information by detailed industry on establishments, employment, and wages for the nation and all states. The 2013 edition of this publication contains selected data produced by Business Employment Dynamics (BED) on job gains and losses, as well as selected data from the first quarter 2014 version of the national news release. Tables and additional content from Employment and Wages Annual Averages 2013 are now available online at www.bls.gov/cew/cewbultn13.htm. The 2014 edition of Employment and Wages Annual Averages Online will be available in September 2015.

The County Employment and Wages release for first quarter 2015 is scheduled to be released on Thursday, September 17, 2015.

Technical Note

Average weekly wage data by county are compiled under the Quarterly Census of Employment and Wages (QCEW) program, also known as the ES-202 program. The data are derived from summaries of employment and total pay of workers covered by state and federal unemployment insurance (UI) legislation and provided by State Workforce Agencies (SWAs). The 9.5 million employer reports cover 139.2 million full- and part-time workers. The average weekly wage values are calculated by dividing quarterly total wages by the average of the three monthly employment levels of those covered by UI programs. The result is then divided by 13, the number of weeks in a quarter. It is to be noted, therefore, that over-the-year wage changes for geographic areas may reflect shifts in the composition of employment by industry, occupation, and such other factors as hours of work. Thus, wages may vary among counties, metropolitan areas, or states for reasons other than changes in the average wage level. Data for all states, Metropolitan Statistical Areas (MSAs), counties, and the nation are available on the BLS Web site at www.bls.gov/cew; however, data in QCEW press releases have been revised and may not match the data contained on the Bureau's Web site.

QCEW data are not designed as a time series. QCEW data are simply the sums of individual establishment records reflecting the number of establishments that exist in a county or industry at a point in time. Establishments can move in or out of a county or industry for a number of reasons—some reflecting economic events, others reflecting administrative changes.

The preliminary QCEW data presented in this release may differ from data released by the individual states as well as from the data presented on the BLS Web site. These potential differences result from the states' continuing receipt, review and editing of UI data over time. On the other hand, differences between data in this release and the data found on the BLS Web site are the result of adjustments made to improve over-the-year comparisons. Specifically, these adjustments account for administrative (noneconomic) changes such as a correction to a previously reported location or industry classification. Adjusting for these administrative changes allows users to more accurately assess changes of an economic nature (such as a firm moving from one county to another or changing its primary economic activity) over a 12-month period. Currently, adjusted data are available only from BLS press releases.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; Federal Relay Service: 1-800-877-8339.

PITTSFIELD CHARTER TOWNSHIP
 Compensation Commission
 Held October 17, 2013
 Attachment 1

Table 1. Covered employment and wages in the United States and the 10 largest counties in Michigan, fourth quarter 2014

Area	Employment			Average weekly wage ⁽¹⁾			
	December 2014 (thousands)	Percent change, December 2013-14 ⁽²⁾	National ranking by percent change ⁽³⁾	Average weekly wage	National ranking by level ⁽³⁾	Percent change, fourth quarter 2013-14 ⁽²⁾	National ranking by percent change ⁽³⁾
United States ⁽⁴⁾	139,204.8	2.2	--	\$1,035	--	3.5	--
Michigan	4,158.9	2.1	--	984	20	3.3	37
Genesee, Mich.	135.8	0.9	259	837	270	3.1	208
Ingham, Mich.	151.4	-0.3	325	966	153	3.3	191
Kalamazoo, Mich.	114.6	1.4	214	934	179	3.7	143
Kent, Mich.	371.3	3.1	84	909	202	3.4	179
Macomb, Mich.	312.7	2.1	151	1,025	107	1.5	306
Oakland, Mich.	704.8	1.6	197	1,164	53	4.0	113
Ottawa, Mich.	116.7	4.1	36	914	197	4.7	60
Saginaw, Mich.	84.8	-0.1	323	818	286	3.0	220
Washtenaw, Mich.	203.9	1.9	162	1,069	79	4.2	99
Wayne, Mich.	706.5	2.2	140	1,119	63	3.0	220

⁽¹⁾ Average weekly wages were calculated using unrounded data.

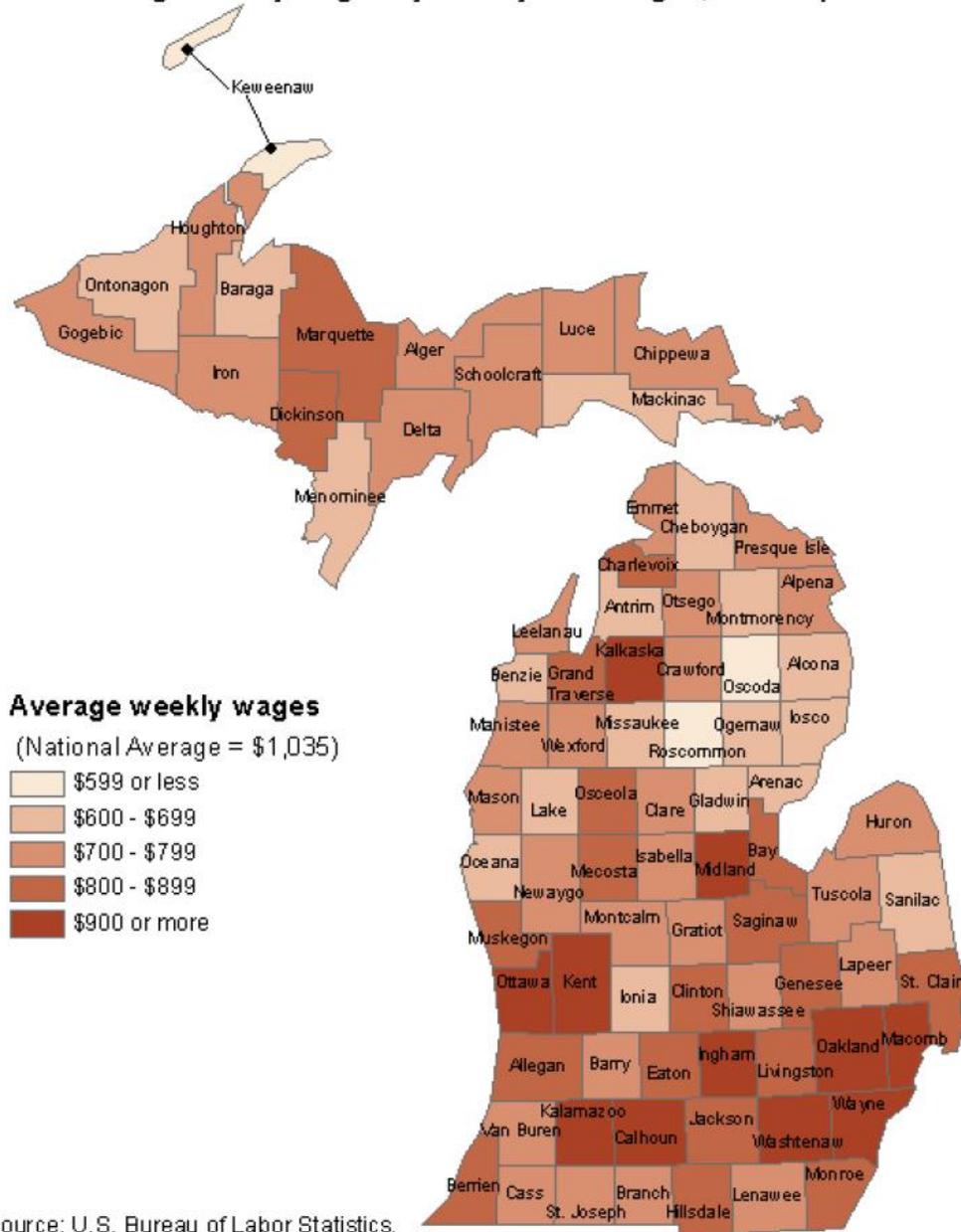
⁽²⁾ Percent changes were computed from quarterly employment and pay data adjusted for noneconomic county reclassifications.

⁽³⁾ Ranking does not include data for Puerto Rico or the Virgin Islands.

⁽⁴⁾ Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Note: Data are preliminary. Covered employment and wages includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

Chart 1. Average weekly wages by county in Michigan, fourth quarter 2014



Databases, Tables & Calculators by Subject

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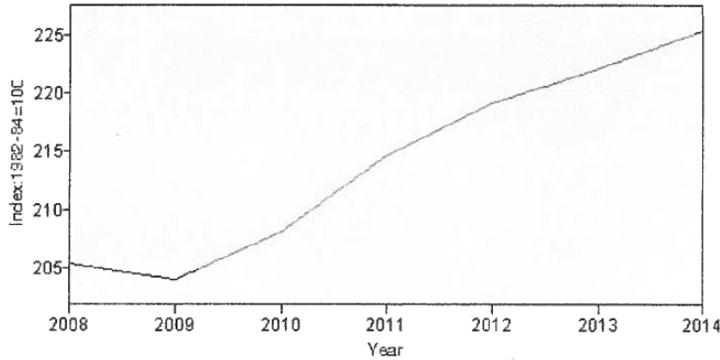
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Consumer Price Index - All Urban Consumers

Series Id: CUUR0200SA0
 Not Seasonally Adjusted
Area: Midwest urban
Item: All items
Base Period: 1982-84=100



Handwritten notes:
 205.820
 201.427
 = 12.115%

Download:

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2008	201.427	201.896	203.723	205.393	207.168	208.968	210.071	209.351	209.252	206.019	201.737	199.582	205.382	204.763	206.002
2009	200.815	201.453	202.021	202.327	203.195	205.350	204.814	205.632	205.601	205.706	206.247	205.613	204.064	202.527	205.602
2010	206.564	206.563	207.359	207.777	207.987	207.886	208.211	208.639	208.788	208.689	208.816	209.270	208.046	207.356	208.736
2011	210.388	211.090	212.954	214.535	215.899	215.954	216.099	216.586	216.968	215.653	215.614	215.173	214.743	213.470	216.016
2012	216.368	216.855	218.975	219.405	219.145	219.017	218.956	220.462	221.125	220.375	219.483	219.033	219.100	218.294	219.906
2013	219.282	221.599	222.121	221.931	223.049	223.775	222.902	223.046	223.252	222.171	221.718	221.194	222.170	221.960	222.381
2014	222.247	223.493	225.485	226.214	226.565	227.588	226.997	226.587	226.913	225.793	224.396	222.821	225.425	225.265	225.585
2015	221.545	222.301	223.550	223.797	224.732	225.946	225.853	225.830						223.645	

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NEWS RELEASE



For Release: Wednesday, September 16, 2015

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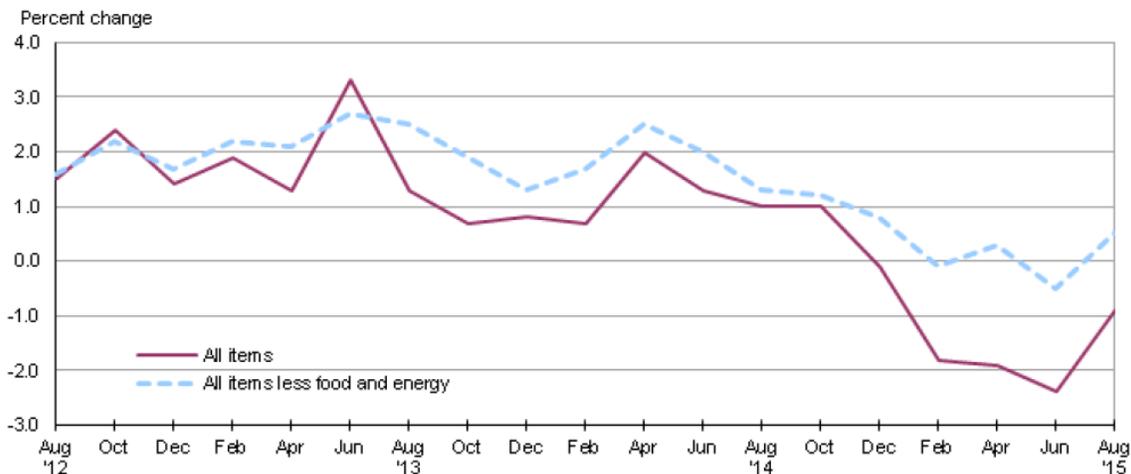
Media contact: (312) 353-1138

Consumer Price Index, Detroit-Ann Arbor-Flint — August 2015 Local prices down 0.9 percent over the year

The Consumer Price Index for All Urban Consumers (CPI-U) in the Detroit-Ann Arbor-Flint area increased 0.6 percent from June to August, the U.S. Bureau of Labor Statistics reported today. Regional Commissioner Charlene Peiffer noted that the energy index increased 1.0 percent while the food index rose 0.2 percent over the bi-monthly period. The index for all items less food and energy increased 0.6 percent from June to August. Among the indexes within the all items less food and energy category, prices were higher for apparel, college tuition and fees, and motor vehicle insurance. Costs for lodging away from home declined from June to August. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect the impact of seasonal influences.)

Over the past 12 months, the Detroit all items CPI-U fell 0.9 percent. (See [chart 1](#) and [table A](#).) The energy index decreased 13.0 percent over the year due to annual declines in gasoline prices and utility (piped) gas services costs. The index for all items less food and energy rose 0.5 percent over the year. (See [table I](#).)

Chart 1. Over-the-year percent change in CPI-U, Detroit, August 2012–August 2015



Source: U.S. Bureau of Labor Statistics.

Food

Food prices were up 0.2 percent from June to August following a 1.0 percent decrease over the previous bi-monthly period. Between the two components of the food index, prices for food at home (groceries) decreased 0.8 percent while prices for food away from home (restaurant, cafeteria, and vending purchases) increased 1.6 percent.

On an annual basis, food prices in the Detroit area were up 0.8 percent. Grocery prices declined 0.9 percent while prices for food away from home were 3.5 percent higher over the year.

Energy

The energy index for Detroit rose 1.0 percent from June to August mostly due to an 8.9 percent increase in electricity costs. In contrast, gasoline prices fell 2.7 percent and utility (piped) gas service costs fell 0.3 percent from June to August.

From August 2014 to August 2015, overall energy prices decreased 13.0 percent. A 21.6 percent decline in gasoline prices and a 10.9 percent decrease in utility (piped) service costs were contributing factors in the index's decline. In contrast, electricity costs rose 4.7 percent over the year.

All items less food and energy

The index for all items less food and energy increased 0.6 percent from June to August. Among the index's components, prices were 9.0 percent higher for apparel including men's and boys' apparel and footwear.

Over the year, the index for all items less food and energy increased 0.5 percent. Annual increases in the cost of shelter (0.7 percent) and recreation (1.8 percent) were the major contributing factors. In contrast, the indexes for apparel (-4.8 percent) and education and communication (-2.0 percent) were lower compared to a year ago.

Table A. Detroit CPI-U 2-month and 12-month percent changes, all items index, not seasonally adjusted

Month	2011		2012		2013		2014		2015	
	2-month	12-month								
February.....	0.2	1.7	0.6	3.9	1.1	1.9	1.1	0.7	-0.7	-1.8
April.....	2.3	3.1	0.6	2.1	0.0	1.3	1.3	2.0	1.2	-1.9
June.....	0.9	4.2	-0.8	0.4	1.2	3.3	0.5	1.3	0.0	-2.4
August.....	0.2	4.1	1.2	1.5	-0.7	1.3	-1.0	1.0	0.6	-0.9
October.....	-0.5	3.5	0.5	2.4	-0.1	0.7	-0.1	1.0		
December.....	0.3	3.5	-0.7	1.4	-0.7	0.8	-1.8	-0.1		

The October 2015 Consumer Price Index for Detroit is scheduled to be released on Tuesday, November 17, 2015.

Technical Note

The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 89 percent of the total population and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers 28 percent of the total population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force..

The CPI is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. Each month, prices are collected in 87 urban areas across the country from about 6,000 housing units and approximately 24,000 retail establishments--department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments. All taxes directly associated with the purchase and use of items are included in the index.

The index measures price changes from a designated reference date (1982-84) that equals 100.0. An increase of 16.5 percent, for example, is shown as 116.5. This change can also be expressed in dollars as follows: the price of a base period "market basket" of goods and services in the CPI has risen from \$10 in 1982-84 to \$11.65. For further details see the CPI home page on the Internet at www.bls.gov/cpi and the BLS Handbook of Methods, Chapter 17, The Consumer Price Index, available on the Internet at www.bls.gov/opub/hom/homch17_a.htm.

In calculating the index, price changes for the various items in each location are averaged together with weights that represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. Because the sample size of a local area is smaller, the local area index is subject to substantially more sampling and other measurement error than the national index. In addition, local indexes are not adjusted for seasonal influences. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. **Note: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

The **Detroit-Ann Arbor-Flint, Mich.** consolidated area covered in this release is comprised of Genesee, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne Counties in Michigan.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

PITTSFIELD CHARTER TOWNSHIP
 Compensation Commission
 Held October 17, 2013
 Attachment 2

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods Detroit-Ann Arbor-Flint, MI (1982-84=100 unless otherwise noted)

Item and Group	Indexes			Percent change from-		
	Jun. 2015	Jul. 2015	Aug. 2015	Aug. 2014	Jun. 2015	Jul. 2015
Expenditure category						
All items.....	219.034	-	220.249	-0.9	0.6	-
All items (1967=100).....	651.060	-	654.673	-	-	-
Food and beverages.....	219.123	-	219.720	1.0	0.3	-
Food.....	219.127	-	219.459	0.8	0.2	-
Food at home.....	210.493	211.574	208.828	-0.9	-0.8	-1.3
Food away from home.....	232.634	-	236.261	3.5	1.6	-
Alcoholic beverages.....	213.041	-	217.106	3.8	1.9	-
Housing.....	199.562	-	201.174	0.1	0.8	-
Shelter.....	226.269	226.382	226.622	0.7	0.2	0.1
Rent of primary residence ⁽¹⁾	230.825	231.269	232.089	2.4	0.5	0.4
Owners' equiv. rent of residences ^{(1) (2)}	222.757	223.582	224.136	0.2	0.6	0.2
Owners' equiv. rent of primary residence ^{(1) (2)}	222.757	223.582	224.136	0.2	0.6	0.2
Fuels and utilities.....	231.377	-	242.245	-1.7	4.7	-
Household energy.....	181.299	190.383	190.237	-2.6	4.9	-0.1
Energy services ⁽¹⁾	184.071	193.610	193.646	-1.8	5.2	0.0
Electricity ⁽¹⁾	206.297	224.792	224.712	4.7	8.9	0.0
Utility (piped) gas service ⁽¹⁾	148.940	148.332	148.490	-10.9	-0.3	0.1
Household furnishings and operations.....	115.754	-	116.178	-2.2	0.4	-
Apparel.....	108.254	-	117.999	-4.8	9.0	-
Transportation.....	237.880	-	235.253	-5.6	-1.1	-
Private transportation.....	237.355	-	235.104	-5.7	-0.9	-
Motor fuel.....	246.449	253.199	239.794	-21.7	-2.7	-5.3
Gasoline (all types).....	244.975	251.745	238.418	-21.6	-2.7	-5.3
Gasoline, unleaded regular ⁽³⁾	249.616	256.280	241.612	-22.6	-3.2	-5.7
Gasoline, unleaded midgrade ^{(3) (4)}	280.140	288.025	277.081	-19.0	-1.1	-3.8
Gasoline, unleaded premium ⁽³⁾	240.607	249.276	240.749	-16.4	0.1	-3.4
Medical care.....	397.696	-	399.216	0.2	0.4	-
Recreation ⁽⁵⁾	113.763	-	114.704	1.8	0.8	-
Education and communication ⁽⁵⁾	144.486	-	144.558	-2.0	0.0	-
Other goods and services.....	394.849	-	400.540	1.9	1.4	-
Commodity and service group						
All items.....	219.034	-	220.249	-0.9	0.6	-
Commodities.....	174.865	-	175.281	-3.6	0.2	-
Commodities less food & beverages.....	151.966	-	152.291	-6.5	0.2	-
Nondurables less food & beverages.....	181.473	-	183.039	-9.6	0.9	-
Durables.....	116.486	-	115.599	-1.4	-0.8	-
Services.....	264.682	-	266.685	0.9	0.8	-
Special aggregate indexes						
All items less medical care.....	211.917	-	213.125	-1.0	0.6	-
All items less shelter.....	219.233	-	220.835	-1.6	0.7	-
Commodities less food.....	154.232	-	154.680	-6.1	0.3	-
Nondurables.....	200.122	-	201.218	-4.2	0.5	-
Nondurables less food.....	183.434	-	185.156	-8.7	0.9	-
Services less rent of shelter ⁽²⁾	319.122	-	323.421	1.0	1.3	-
Services less medical care services.....	255.728	-	257.791	1.0	0.8	-
Energy.....	214.369	222.618	216.567	-13.0	1.0	-2.7

PITTSFIELD CHARTER TOWNSHIP
 Compensation Commission
 Held October 17, 2013
 Attachment 2

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods Detroit-Ann Arbor-Flint, MI (1982-84=100 unless otherwise noted) - Continued

Item and Group	Indexes			Percent change from-		
	Jun. 2015	Jul. 2015	Aug. 2015	Aug. 2014	Jun. 2015	Jul. 2015
All items less energy.....	222.057	-	223.182	0.5	0.5	-
All items less food and energy.....	223.138	-	224.422	0.5	0.6	-

⁽¹⁾ This index series was calculated using a Laspeyres estimator. All other item stratum index series were calculated using a geometric means estimator.

⁽²⁾ Index is on a December 1982=100 base.

⁽³⁾ Special index based on a substantially smaller sample.

⁽⁴⁾ Indexes on a December 1993=100 base.

⁽⁵⁾ Indexes on a December 1997=100 base.

- Data not available.

NOTE: Index applies to a month as a whole, not to any specific date.

OBSERVATIONS FROM "Supervisor Salary vs Top Budget"

A. •1, •2, •3 consistent with "theory" that salary should relate to top budget

B. •5, •6, •7 not consistent with "

C. Pitts salary (\$80,867) is below average of all townships surveyed. (\$83,100) by 2.8%

D. Pitts salary (\$80,867) is above average (\$78,360) of townships, excluding outlier •4 ~~by~~ by 3.2%

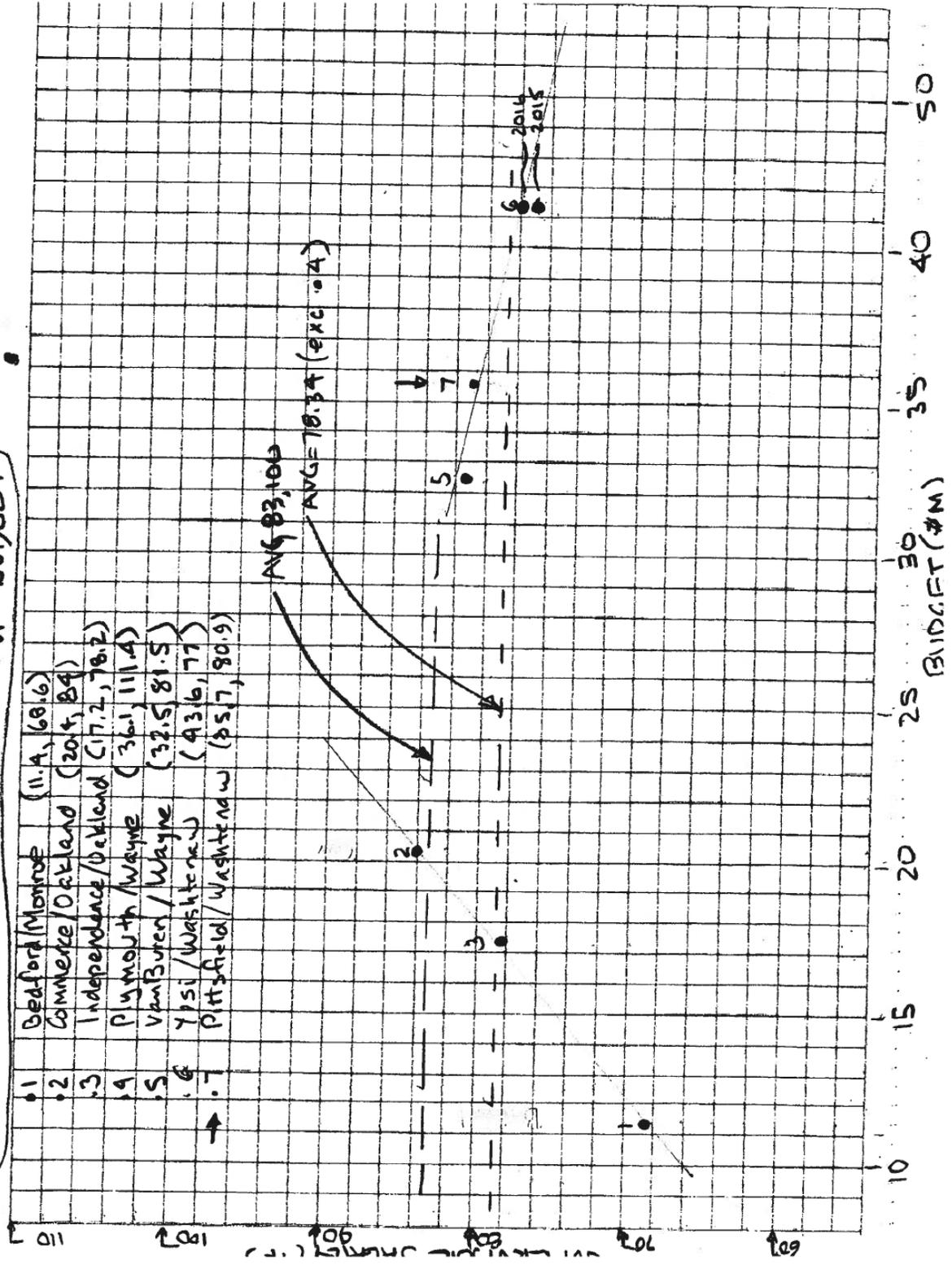
E. related info: (a) no elec of fiscal increase since 1/01/09 +2.25%
(b) officials declined any increase in 2011, and deferred increase in 2013 (see BOT 11/13/13)

F. See also available county wage data (email Simon 10/1/15)

SES 10/1/15

SUPERVISOR SALARY VS. TWP BUDGET

4



SES 10/1/15 (ref Planig spreadsheet 9/17/2015)

Pittsfield Township Compensation Commission 2015

Base Salary	Possible Salary Adjustment Increments*							0.5% Increment
	0.5% (0.005)	1.0% (0.01)	1.5% (0.015)	2.0% (0.02)	2.5% (0.025)	3.0% (0.03)		
\$80,867.00	404	809	1213	1617	2022	2426	404	
	81271	81676	82080	82484	82889	83293		
\$76,823.00	384	768	1152	1536	1921	2305	384	
	77207	77591	77975	78359	78744	79128		
\$5,000.00	25	50	75	100	125	150	25	
	5025	5050	5075	5100	5125	5150		
\$100.00	0.50	1.00	1.50	2.00	2.50	3.00	0.50	
	100.50	101.00	101.50	102.00	102.50	103.00		

*Values rounded to the nearest dollar, except bottom row.