



**Pittsfield Charter Township**  
**Mandy Grewal, Supervisor**

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**Pittsfield Charter Township Compensation Commission**  
**Virtual Meeting Agenda**  
**October 14, 2021 – 1:30 pm**

1. Meeting Called to Order/Establish Quorum (Linda King, Chair)
2. Pledge of Allegiance (Linda King, Chair)
3. Public Comment (Linda King, Chair)
4. Approve Minutes of October 5, 2021 (Linda King, Chair)
5. Data Review:
  - a. Salary/Stipend Scenarios and Supporting Memorandum (T. McDole)
6. Discussion
7. Other Business (Chair)
  - a. Meetings Dates
8. Public Comment (Chair)
9. Close Meeting (Chair)

**You are invited to a Zoom webinar.**  
**When: October 14, 2021 01:30 PM Eastern Time (US and Canada)**  
**Topic: Compensation Commission**

**Please click the link below to join the webinar:**

<https://us06web.zoom.us/j/85840575721>

Or One tap mobile:

US: +19292056099, 85840575721# or +13017158592, 85840575721#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

US: +1 929 205 6099 or +1 301 715 8592 or +1 312 626 6799 or +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799 or 888 475 4499 (Toll Free) or 877 853 5257 (Toll Free)

Webinar ID: 858 4057 5721

International numbers available: <https://us06web.zoom.us/j/85840575721>

If you have any issues accessing the meeting, please call (734) 822-3137.

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October 8, 2021

To: 2021 Compensation Committee Members  
Fr: Tom McDole  
Re: Additional Information and Thoughts

Attached find four charts.

Chart Number 1 is a copy of the Recommendations by Percentage Increments that I distributed at the last meeting.

Charts 2 - 4 take each of the elected positions of Supervisor, Clerk & Treasurer, and Trustees and provides additional percentage increment calculations, as requested.

Chart 5 provides a summary of the discussion.

In each of Charts 2-4, the first row of percentage increments is the same as listed on Chart 1 for each of the above mentioned positions.

The second rows labeled *Salary by Year (2021-2023)* illustrates the percentage increments for a scheme whereby the percentage increase is applied to the first year and then applied again to the resulting increased salary for the second year. This scheme is a compound salary increase. A simple salary increase would apply the same dollar increase in the second year as was applied in the first. The compound scheme results in a slightly higher salary.

Some thoughts on the process.

There are several salary increase schemes that we can consider:

1. No increase. Salary received for the period 2021-2023 is the same as received in 2021.
2. A fixed dollar amount applied to the period 2021-2023 or for periods 2021-2022 and 2022-2023. In the case of the latter 2021-2022 and 2022-2023, the amount for each period can be the same or different.  
By way of illustration, for the Supervisor, a fixed dollar amount of, say \$1000.00 could be offered for the period 2021-2023. Thus, the current salary of \$93,278.84 would become \$94,278.84 for 2022-2023. If a fixed dollar amount of \$1000.00 was offered for each of the two years, the salary would become \$94,278.84 for 2021-2022 and 95,278.84 for 2022-2023. This illustration assumes an equal dollar value for each of the two years. But this does not need to be the case. We could offer differing amounts for each period, say, \$1000.00 for the first period and \$500.00 for the second – or whatever amounts we decide, including zero for a period.
3. A percentage increase. The Charts illustrate selected percentage increases for our consideration. The increases listed are not all inclusive and any percentage increase can be considered, including zero.

Chart 1 illustrates the percentages as applied for the entire two year period 2021-2023.

Charts 2 - 4 call out each category – Supervisor, Clerk and Treasurer, and Trustees as a separate Chart. It should be noted that we have traditionally considered the Clerk and Treasurer as the same, but I am not aware of any legal requirement to do so.

I will use the Supervisor as a basis for the following discussion, noting that these comments apply to each of the charts. One note: the Trustee Chart figures do not include their stipend as this determination at the sole discretion of the board.

The top rows, *Salary two year period (2021-2023)*, are the same as on Chart 1. They are repeated here for convenience.

As described above, a percentage increase could be applied for the entire two year period. In this case, selecting a 1.0% increase would raise the salary by \$932.79 for the period 2021-2023 resulting in the salary increase to \$94,211.63 from \$93,278.84.

Another scheme would be to apply the same 1% increase in each of the two years. This is an increase of \$932.79 for 2021-2022 and another \$932.79 for 2022-2023. The resulting salary would be \$95,144.42 which is the same as though we had proposed a 2.0% increase for the entire period 2021-2023.

The bottom rows, *Salary by year (2021-2023)* call out selected percentage increases for each of the two periods, 2021-2022 and 2022-2023, with the percentage increase for each year based on the salary for the previous year (compounding effect). This scheme results in the highest increase. For example, a 1.0% increase applied in the first year of \$932.79 results in a salary of \$94,211.63 for 2021-2022. Then applying a 1.0% increase to that salary for the 2022-2023 period. The increase would be \$942.12 resulting in a salary of \$95,153.75. The total increase for 2021-2023 would be \$1,874.91 vs \$1,865.58 if the compounding was not used.

The above example uses the same percentage applied for each of the two years. However, we are not obligated to do so and we can use any percentage we desire for each of the two years, including zero.

Chart 5 (next page) provides a Summary of the Various Salary Increase Options.

Chart 1

Pittsfield Charter Township

Compensation Commission

2021 - 2023 Salary/Stipend Recommendations by Percentage Increments

<u>Base \$</u>	<u>0.5%</u> (0.005)	<u>1.0%</u> (0.010)	<u>1.5%</u> (0.015)	<u>2.0%</u> (0.020)	<u>2.5%</u> (0.025)	<u>3.0%</u> (0.030)	<u>3.5%</u> (0.035)
<b>Salary</b>							
<u>Supervisor</u>							
\$93,278.84	\$466.39	\$932.79	\$1399.18	\$1865.58	\$2331.97	\$2798.37	\$3264.76
Proposed	\$93,745.23	\$94,211.63	\$94,678.02	\$95,114.42	\$95,610.81	\$96,077.21	\$96,543.60
<b>Clerk &amp; Treasurer</b>							
\$88,614.67	\$443.07	\$886.15	\$1329.22	\$1772.29	\$2215.37	\$2658.44	\$3101.51
Proposed	\$89,057.74	\$89,500.82	\$89,943.89	\$90,386.96	\$90,830.04	\$91,273.12	\$91,716.18
<b>Trustees*</b>							
\$5,516.68	\$27.58	\$55.17	\$82.75	\$110.33	\$137.92	\$165.50	\$193.08
Proposed*	\$5,544.26	\$5,571.85	\$5,593.43	\$5,627.01	\$5,654.60	\$5,682.18	\$5,709.76
*Plus \$100.00 per meeting stipend.							
<b>Stipend</b>							
<u>Park Commissioners</u>							
\$150.00	\$0.75	\$1.50	\$2.25	\$3.00	\$3.75	\$4.50	\$5.25
Proposed	\$150.75	\$151.50	\$152.25	\$153.00	\$153.75	\$154.50	\$155.25

Chart 2

Pittsfield Charter Township

Compensation Commission

2021 - 2023 Salary/Stipend Recommendations by Percentage Increments

<u>Supervisor</u>	<u>% Increase</u>							
	<u>1.0%</u> (0.010)	<u>1.5%</u> (0.015)	<u>2.0%</u> (0.020)	<u>2.5%</u> (0.025)	<u>3.0%</u> (0.030)	<u>5.0%</u> (0.050)	<u>5.5%</u> (0.055)	<u>6.0%</u> (0.060)
<b>Base \$(2021)</b>								
<b>Salary two year period (2021 - 2023)</b>								
\$93,278.84	\$932.79	\$1399.18	\$1865.58	\$2331.97	\$2798.37	\$4436.94	\$5130.34	\$5596.73
Proposed	\$94,211.63	\$94,678.02	\$95,114.42	\$95,610.81	\$96,077.21	\$97,942.78	\$98,409.18	\$98,875.57
<b>Salary by year (2021-2023)*</b>								
2021-2022	\$932.79	\$1399.18	\$1865.58	\$2331.97	\$2798.37	\$4436.94	\$5130.34	\$5596.73
Proposed	\$94,211.63	\$94,678.02	\$95,114.42	\$95,610.81	\$96,077.21	\$97,942.78	\$98,409.18	\$98,875.57
2022-2023	\$942.12	\$1420.17	\$1902.29	\$2390.27	\$2882.32	\$4897.14	\$5412.50	\$5932.53
Proposed	\$95,153.75	\$96,098.19	\$97,016.71	\$98,001.08	\$98,959.53	\$102,839.92	\$103,821.68	\$104,808.10
Total proposed								
\$ increase for 2021-2023	\$1874.91	\$2819.35	\$3767.87	\$4722.24	\$5680.69	\$9561.08	\$10542.84	\$11529.26

\* Assumes an equal % increase for each year of the two year period, with the second year increase based on the previous year's salary (compound increase).

Chart 3

Pittsfield Charter Township

Compensation Commission

2021 - 2023 Salary/Stipend Recommendations by Percentage Increments

<u>Clerk &amp; Treasurer</u>	<u>%Increase</u>							
	1.0% (0.010)	1.5% (0.015)	2.0% (0.020)	2.5% (0.025)	3.0% (0.030)	5.0% (0.050)	5.5% (0.055)	6.0% (0.060)
<b>Salary two year period (2021-2023)</b>								
<u>Clerk &amp; Treasurer</u>								
\$88,614.67	\$886.15	\$1329.22	\$1772.29	\$2215.37	\$2658.44	\$4430.73	\$4873.81	\$5316.88
Proposed	\$89,500.82	\$89,943.89	\$90,386.96	\$90,830.04	\$91,273.12	\$93,045.40	\$93,488.48	\$93,931.55
<b>Salary by year (2021-2023)*</b>								
2021-2022	\$886.15	\$1329.22	\$1772.29	\$2215.37	\$2658.44	\$4430.73	\$4873.81	\$5316.88
Proposed	\$89,500.82	\$89,943.89	\$90,386.96	\$90,830.04	\$91,273.12	\$93,045.40	\$93,488.48	\$93,931.55
2022-2023	\$895.01	\$1349.16	\$1807.74	\$2270.75	\$2738.19	\$4652.27	\$5141.87	\$5635.89
Proposed	\$90,355.83	\$91,293.05	\$92,194.90	\$93,100.79	94,011.31	97,697.67	\$98,630.35	\$99,567.44
Total proposed								
% increase for	\$1781.16	\$2678.38	\$3580.03	\$4486.12	\$5396.63	\$9083.00	\$10015.68	\$10952.77
2021-2023								

\*Assumes an equal % increase for each year of the two year period, with the second year increase based on the previous year's salary (compound increase).

Chart 4

Pittsfield Charter Township

Compensation Commission

2021 - 2023 Salary/Stipend Recommendations by Percentage Increments

Trustees\*

Base \$ (2021)	1.0% (0.010)	1.5% (0.015)	2.0% (0.020)	2.5% (0.025)	3.0% (0.030)	5.0% (0.050)	5.5% (0.055)	6.0% (0.060)
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Salary two year period (2021-2023)

\$5,516.68	\$55.17	\$82.75	\$110.33	\$137.92	\$165.50	\$275.83	\$303.42	\$331.00
Proposed*	\$5,571.85	\$5,593.43	\$5,627.01	\$5,654.60	\$5,682.18	\$5,792.51	\$5,820.10	\$5,847.68

Salary by year (2021-2023)\*\*

2021-2020	\$55.17	\$82.75	\$110.33	\$137.92	\$165.50	\$275.83	\$303.42	\$331.00
Proposed*	\$5,571.85	\$5,593.43	\$5,627.01	\$5,654.60	\$5,682.18	\$5,792.51	\$5,820.10	5,847.68
2022-2023	\$55.72	\$83.90	\$112.54	\$141.37	\$170.47	\$289.63	\$320.11	\$350.86
Proposed*	\$5,627.57	\$5,677.33	\$5,739.55	\$5,795.97	\$5,852.65	\$6,082.14	\$6,140.21	\$6,198.54

Total proposed

\$ increase for 2021-2023	\$166.65	\$110.89	\$222.87	\$279.29	\$335.97	\$565.46	\$623.53	\$681.86
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\*Plus \$100.00 per meeting stipend.

\*\* Assumes an equal % increase for each year of the two year period, with the second year increase based on the previous year's salary (compound increase).

**Chart 5  
Pittsfield Charter Township**

**Summary of Various Salary Increase Options**

Method	2021 Base Salary	\$ Increase	2021-2022 \$ Increase	2022-2023 \$ Increase	Increase \$ over base	Difference between adjacent rows	
<b>Fixed Dollar</b>							
No Increase	93,278.84	-0-	93,278.84	-0-	93,278.84	-0-	\$1,000.00
Fixed dollar	93,278.84	1,000.00	94,278.84	-0-	94,278.84	1,000.00	\$1,000.00
Fixed dollar	93,278.84	1,000.00	94,278.84	1,000.00	95,278.84	2,000.00	
.....							
<b>Percentage</b>							
No Increase	93,278.84	-0-	93,278.84	-0-	93,278.84	-0-	\$932.79
1% over entire period	93,278.84	932.79	94,211.63	-0-	94,211.63	932.79	\$932.79
Same 1% each year	93,278.84	932.79	94,211.63	932.79	95,144.42	1,865.58	\$9.33
1% compounded	93,278.84	932.79	94,211.63	942.12	95,153.75	1,874.91	

Note: \$ and % increases used in these tables are for example only.