



CITY OF BURTON

BURTON LEGISLATIVE COMMITTEE MEETING

APRIL 19, 2021

MINUTES

Council Chambers

Regular Meeting

6:00 PM

**4303 S. CENTER ROAD
BURTON, MI 48519**

This meeting was opened by Chairman Gregory Fenner at 6:00 PM.

A. MEETING INFORMATION

Legislative Meeting

Hosted by Racheal Boggs

<https://cityofburton.my.webex.com/cityofburton.my/j.php?MTID=m7ffdbd90a7261fe44697c69fa35ff6d5>

Monday, Apr 19, 2021 6:00 pm | 1 hour | (UTC-04:00) Eastern Time (US & Canada)

Meeting number: 182 743 7016

Password: LEG2021 (5342021 from phones and video systems)

Join by video system

Dial 1827437016@webex.com

You can also dial 173.243.2.68 and enter your meeting number.

Join by phone

+1-415-655-0001 US Toll

Access code: 182 743 7016

B. CALL TO ORDER

Committee members attending through the virtual forum must state their name and physical location for the record.

Mrs. Conley, Burton, MI

Mr. Martinbianco, Burton, MI

Attendee Name	Title	Status	Arrived
Tom Martinbianco	Council Member	Remote	
Gregory Fenner	Chairman	Present	
Christina Conley	Council Member	Remote	

C. STAFF PRESENT

Duane Haskins, Mayor

Racheal Boggs, City Clerk

Charles Abbey, DPW Director/HR

Amanda Doyle, City Attorney

Ann Abbey, Assessor

Steve Phillips, IT Director

D. APPROVAL OF MINUTES

1. Legislative Committee - Regular Meeting - Apr 5, 2021 6:30 PM

Mr. Martinbianco expressed displeasure of the administration adding the option B to the last Legislative meeting agenda regarding the Clerk and Assessor.

Mrs. Conley stated she wished the last meeting had been cancelled due to not having the proper comparables.

Discussion ensued regarding the previous Legislative meeting.

RESULT:	ACCEPTED [UNANIMOUS]
MOVER:	Tom Martinbianco, Council Member
SECONDER:	Christina Conley, Council Member
AYES:	Martinbianco, Fenner, Conley

E. AUDIENCE PARTICIPATION

Public comment may be sent to: publiccomment@burtonmi.gov. Comments received prior to the meeting will be read into the record.

None.

F. COUNCIL DISCUSSION ON THE FOLLOWING ITEMS.

Mr. Martinbianco would like to recommend to strike the language on both sections of the ordinance that states an amount determined by the Mayor.

1. Discussion and possible recommendations on Chapter 30.03 of the Burton City Charter.

- G. Motion to amend Ordinance 30.03 (B) Treasurer as follows: The annual salary of the Treasurer of the City of Burton shall be an amount determined by the Mayor in accordance with the following: July 1, 2021 - \$71,000, December 31, 2021 - \$73,000, December 31, 2022 - not exceed \$75,000 until modified by ordinance.

Mr. Martinbianco stated based on the analysis I have done, for the Treasurer, I recommend effective July 1, 2021: \$72,000, July 1, 2022: \$74,000, July 1, 2023: \$76,000.

Mrs. Conley stated the Treasurers salary will be \$70,000 on December 31st so wouldn't we go from that raise or no?

Mr. Fenner stated we can boost it up immediately but, we want to coincide all of our Charter Five with the date of December 31st. I would prefer to see us give a raise immediately and then the next to occur on December 31, 2021 and go from there. This way, they are all on the same schedule.

Mr. Martinbianco stated he agrees with the December 31st dates. We can back those numbers up by \$1,000.

Mrs. Conley stated we want the raises to go through December 31, 2022 so everyone is on the same page.

Mr. Fenner recommended beginning July 1, 2021 to give immediate relief and then another increase on December 31, 2021 and December 31, 2022.

Mr. Martinbianco stated using that logic we can do July 1, 2021 at \$72,000.

Mr. Fenner asked the administration what year the other Charter Five members raises expire.

Mayor Haskins stated December 31, 2022.

Mr. Fenner stated he suggests to increase on July 1, 2021 to \$71,000, December 31, 2021 to \$73,000 and December 31, 2022 to \$75,000.

Mr. Martinbianco stated I am good with that. The numbers make sense.

Mrs. Conley agreed.

Mr. Fenner stated let's discuss the language. Mr. Martinbianco wants to strike the language regarding the Mayor's discretion. I feel there is a purpose to this language. If someone is not performing to the job specifications, the Mayor has the option not to give an increase. He is their boss. We are allowing raises up to these points. If he doesn't feel they warrant the increase, this is his option not to. Is that how you see it Mr. Martinbianco?

Mr. Martinbianco stated no that is not how it has been done in the past. If they are not performing at that level, it is the responsibility of the Mayor to discharge that person. It is a big responsibility and if they have not met it, in the best interest of the community, he should discharge the person.

Attorney Doyle stated in 2019, that language was put in the ordinance by the council so the Mayor could have this discretion.

Mr. Fenner stated if we have a new hire and they are taking awhile to get up to speed. I don't want to run through Clerks, Assessors and Treasurers just because they are not quite there yet but are getting better. Should we send this to council with both option A and B again? This is a committee and we should come to some sort of compromise.

Mr. Abbey stated one of the things this does is if we have a new person, it gives us some discretion. It also gives them an incentive to get to the top pay when they are proficient at all areas of their job. I think you take that away when you eliminate the language. From a managing standpoint, it takes one of the tools away to give people the incentive to get the top performing position.

Mr. Martinbianco stated he agrees this is a good logic. There is a good pool of people out there with great qualifications that can come in and perform at the top level right when they get here or they shouldn't be here. We are trying to do the best for our taxpayers. Your logic may work well in other areas but not in public service, in my judgment.

Mr. Abbey stated we have different schools of thought. What you are doing today is getting these pay scales more competitive with others around the state and county. This makes it easier to adopt your philosophy where you can attract highly qualified people.

What we were finding is that people were coming in with outside experience not necessarily in municipal work, which is unique.

Mr. Fenner stated what I would suggest is forwarding the A & B option to council.

Mrs. Conley stated B was voted on last time, we need to be comparable to what we did last time so they are all on the same page, right?

Mr. Fenner stated the Legislative Committee can set the language in these ordinances. I suggest we forward the A & B again and see where it falls.

Discussion continued on whether to send two options to City Council.

Mr. Martibianco stated I do not like the A & B choice. I saw what happened last time and have no false expectations that something will be different and it will probably go the same way. Keep in mind, we offer one of the best benefit packages in the State of Michigan with respect to retirement contributions, healthcare and healthcare retirement. That all has to be factored in. It is not about personalities.

Mr. Fenner stated I am good with only the option B. I am giving you the A & B option. I am good with keeping the wording and dates the same and feel it will be a lot easier for this administration and the next administration.

Mr. Martibianco concurred.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Gregory Fenner, Chairman
SECONDER:	Christina Conley, Council Member
AYES:	Martinbianco, Fenner, Conley

- H. Motion to amend Ordinance 30.03 (E) Fire Chief as follows: The annual salary of the Fire Chief of the City of Burton shall be an amount determined by the Mayor in accordance with the following: July 1, 2021 - \$73,000, December 31, 2021 - \$75,000, December 31, 2022 - not exceed \$78,000 until modified by ordinance.

Mr. Martinbianco stated I looked at the comparables, SEV and city sizes. I would like to do the same as we did with the Treasurer, \$71,000, \$73,000 and \$75,000 with the same dates we talked about.

Mr. Fenner stated the Fire Chief is due to get \$72,000 on December 31, 2021.

Mr. Martinbianco asked how that happened.

Mayor Haskins stated if you recall, in 2019 the Fire Chief, Treasurer and Police Chief were all afforded the increases you set forth. They all expire December 31, 2021. The Fire Chief didn't get appointed at that time until after the former Fire Chief left.

Mr. Martinbianco stated in fairness, I would say we do a continuation of that salary up until December 31, 2021 and then an increase to \$74,000 December of 2022 and \$75,000 December of 2023 until modified by ordinance.

Mr. Fenner stated the others end in 2022.

Mrs. Conley stated I will disagree. The Fire Chief deserves more. Our first responders are important to our city. We need to give him a little more.

Mr. Martinbianco stated I am looking at the same comparables as you are. Can you explain to me what his daily responsibilities are?

Mrs. Conley stated he is on-call 24/7 and has to look over all the men. He has to look over every fire station to make sure things are right. He represents our city well and is respected. He has been here for 25 years and worked under all the other chiefs. He worked his way up. I believe it is his turn. He does a lot for our city. When people go into fires and fight for our residents, that's big. Our whole fire department is big to our residents and he makes it happen. They have a good team. It is my opinion that he deserves more.

Mr. Martinbianco stated as I have stated in the past, you have to keep the personalities out of it. It is about what that job commands. If you offer him \$75,000 and he decides to leave to another municipality then, we made a mistake in letting him go. Yes, he has been awesome and nobody can compare to the job our fire department does. It is not about personality, it is about a good range of pay for the job.

Mr. Fenner stated please keep in mind that we do have a full time Assistant Fire Chief that makes \$60,000 on top of the Fire Chief. I don't know how much of a load that takes off the chief. I recommend \$72,000 on July 1, 2021, \$74,000 on December 31, 2021 and \$76,000 on December 31, 2022. That gets him a raise sooner and closer to the average in the comparables.

Mr. Martinbianco stated I am good with that.

Mr. Fenner asked Mrs. Conley her opinion of this.

Mrs. Conley stated it doesn't matter what I think. You guys are going to do what you want. I think he deserves more than \$76,000. You have it figured out and I don't think it matters what I've got to say.

Mr. Martinbianco stated it does matter what you have to say. This is reasonable and a great approach.

Mayor Haskins stated I would like to concur with Mrs. Conley on some of these issues. In my experience in law enforcement and the fire department, all these things are 100% accurate. I get that you don't let personalities get in the way. The Fire Chief does do a lot and you all recognize that. If this is going to be the time to try to show the Charter Five that you recognize all the hard work they are doing, by getting them to a decent rate of pay, I agree with it. The only thing I wish is that our office was included more with this so we could have more discussions. I would ask that if this is the change you are going to make to do it appropriately now.

Mrs. Conley stated I would like to see his pay increase on July 1, 2021 to \$73,000, December 31, 2021 \$75,000 and December 31, 2022 \$78,000.

Mr. Fenner asked if Mr. Martinbianco can go with that.

Mr. Martinbianco said, no.

Mrs. Conley stated these are not union positions.

Mr. Fenner stated it is not exceedingly more than what we have just talked about, Mr. Martibianco. Can we make a compromise?

Mr. Martinbianco stated I can compromise on the dates but, her numbres are way out of the ballpark. If the Mayor looks at the five year plan he talked about, this puts things out of sync at the fire department.

Mr. Fenner asked if we would like to take both options to council and let them decide.

Mr. Martinbianco stated that is not fair to the Fire Chief.

Mr. Fenner stated there are three of us here out of seven council members trying to decide a fair amount.

Mr. Abbey stated I think Mr. Martinbianco has a valid point. This committee is the working group that takes recommendations to the rest of your colleagues. That is why we have there sub-groups. That is the idea behind the committee process. Otherwise, there is no point in holding these meetings.

Discussion ensued regarding sending A & B options to council and the differences between both options.

Mrs. Conley asked if this will be the first reading at tonight's council meeting.

Mr. Martibianco thinks having it on the next council meeting is better because it gives everyone more time to digest it.

Mr. Fenner agreed.

Mrs. Conley said thank to the administration for the comparables and I am sorry about the mix-up last week. I am hoping we can move forward from now on.

RESULT:	CARRIED [2 TO 1]
MOVER:	Christina Conley, Council Member
SECONDER:	Gregory Fenner, Chairman
AYES:	Fenner, Conley
NAYS:	Martinbianco

Meeting was adjourned at 6:47 PM.



CITY OF BURTON

BURTON LEGISLATIVE COMMITTEE MEETING

APRIL 5, 2021

MINUTES

Council Chambers

Regular Meeting

6:30 PM

4303 S. CENTER ROAD
BURTON, MI 48519

This meeting was opened by Chairman Gregory Fenner at 6:30 PM.

A. MEETING INFORMATION

Legislative Committee Meeting
Hosted by Racheal Boggs

<https://cityofburton.my.webex.com/cityofburton.my/j.php?MTID=mfba1f0950045621711b3de03fcd271d>

Monday, Apr 5, 2021 6:30 pm | 1 hour | (UTC-04:00) Eastern Time (US & Canada)

Meeting number: 182 918 9296

Password: Leg2021 (5342021 from phones and video systems)

Join by video system

Dial 1829189296@webex.com

You can also dial 173.243.2.68 and enter your meeting number.

Join by phone

+1-415-655-0001 US Toll

Access code: 182 918 9296

B. CALL TO ORDER

Committee Members attending through the virtual forum must state their name and physical location for the record.

Mr. Martinbianco, Burton, MI

Mrs. Conley, Burton, MI

Attendee Name	Title	Status	Arrived
Tom Martinbianco	Council Member	Remote	
Gregory Fenner	Chairman	Present	
Christina Conley	Council Member	Remote	

C. STAFF PRESENT

Duane Haskins, Mayor

Racheal Boggs, City Clerk

Charles Abbey, DPW Director/HR

Ann Abbey, Assessor

Amanda Doyle, City Attorney

Steve Phillips, IT Director

D. APPROVAL OF MINUTES

1. Legislative Committee - Regular Meeting - Mar 15, 2021 6:00 PM

RESULT:	ACCEPTED [UNANIMOUS]
MOVER:	Tom Martinbianco, Council Member
SECONDER:	Christina Conley, Council Member
AYES:	Martinbianco, Fenner, Conley

E. AUDIENCE PARTICIPATION

None.

F. COUNCIL DISCUSSION ON THE FOLLOWING ITEMS.

1. Discussion and possible recommendations on Chapter 30.03 of the Burton City Charter.

Mrs. Conley stated my opinion is that Kirk needs a \$10,000 raise. I would like to send this to the council. He is under paid compared to some of the other people. He has been here for 25 years. He works 24/7 and is at every city function. He has done a great job. The average salary for a Fire Chief is \$85,764 per year in Michigan. I got this from Google. In Fenton the annual salary of the Fire Chief is \$83,231, Fenton Township is \$87,642. I didn't vote for the Fire Chief to get a raise the last time we did this because I was waiting for a new Fire Chief to come in. I thought by turning the other one down, we would have the opportunity to give the new Fire Chief the raise he deserves.

Mr. Fenner stated I asked for the comparables from the administration late, so I have just received it and can share the information with you now. The median salary for every Fire Chief in Michigan including full time and part time, is \$78,888. 10% of the Chiefs make \$71,586, the 90th percentile is at \$113,000. City of Fenton is \$85,000, Fenton Township is \$62,500, City of Grand Blanc is \$65,000 and Davison is \$58,140.

Mrs. Conley stated on Indeed, the average Fire Chief's salary as of January 1, 2021 is \$85,764. I tried to look up as much as I can because we didn't have comparables.

Mr. Fenner stated we need to understand which cities are full time, which ones are part time and on-call like we are. There is a lot that plays into this. Not to mention the median income of these cities compared to ours. I guess we can take suggestions to get us started. Our Chief is currently at \$70,000 and he will cap out at \$72,000 on December 31, 2021. He has another \$2,000 raise coming at the end of the year.

Mrs. Conley asked is there a raise every year? When we give the Charter Five a raise, do we have to give it every year?

Mr. Martinbianco stated no, we do not. I am unprepared for this conversation. When we talked before, we only discussed the Clerk and Assessor. I am not prepared to talk about the Fire Chief. These are not union people and we have no obligation to give raises.

Mr. Fenner stated that is basically why this ordinance was created. We are setting the parameters for those employees wages. The Clerk hasn't had a raise since 2009 so obviously, we don't have to give a raise every year.

Mr. Martinbianco stated that is correct. There is no obligation on our part except for what is in the ordinance and that is why it is in the ordinance. We need more information. We try our best to compare apples to apples. Because we have a bi-lingual Fire Department with some full time people and mostly part time firefighters. The jurisdiction of the administrator of that department has really got some limited necessity. Kirk, in his own mind, feels fire service is more hands-on. We have to evaluate that and I am not prepared to go that route. The numbers you are throwing out might be good for other areas. We need to look at SEV. Leave Fenton out of it. If a fire is not put out at the \$2.5 million home on Lake Fenton, there's a problem. We don't have \$2.5 million facilities here in Burton.

Mrs. Conley stated at our last Legislative Meeting, we received a comparison sheet for other cities and townships ahead of time so we could review it. Why didn't we get it this time? I am throwing numbers out there because that is all I have to go by. I am getting cheated because I asked for something that wasn't delivered. I want to see this go to council for discussion. It's not right. It's not fair at all. I asked at the last meeting to have this meeting before the council meeting and I figured we would get our comparisons.

Mr. Fenner stated I will take responsibility for that. I got with the administration at a late date. I did bring the comparables tonight but, with the web meeting it is difficult to share them. That's why I read them to you.

Mrs. Conley asked if we can send it to council for discussion.

Mr. Fenner stated I think we need to make recommendation to do something with the ordinance in order to get it to council. Don't we, Mr. Martinbianco?

Mr. Martinbianco stated yes, we do. This is a recommendation that I do not support.

Mrs. Conley asked Mr. Fenner if he would support it.

Mr. Fenner stated don't we have to put a number to it.

Attorney Doyle stated the Legislative Committee does not have to have specifics. You can send it to council of the whole for discussion.

Mrs. Conley stated if we don't do something, it will get pushed under the rug. I make a motion to send the Fire Chief's salary to the council of the whole for discussion.

Mr. Martinbianco asked Mrs. Conley if she is going to flip a coin and pick a number. What is your intention?

Mrs. Conley stated at the council meeting, Mr. Fenner will give the committee report and I will chime in and ask what everyone thinks. Wouldn't that be the right thing to do?

Mr. Martinbiaco stated no, it is not. We spent a whole lot of time at our last Legislative Meeting dissecting exactly what we thought. We all went through many hoops looking at the Clerk and Assessor positions. I think you are flipping a coin and saying I'm going to do this because it is Kirk. You are doing this because it is Kirk. It is not. It is the Fire Chief. We need to do a little more investigative research. I will vote against this motion. You will get my same reaction at council.

Mrs. Conley asked the City Attorney the process for this at the council meeting.

Attorney Doyle stated it would be done during committee report. Once that occurs, the council can add a motion to the agenda.

Mr. Fenner stated that is if we want to discuss it at tonight's meeting. Can we make it for the following meeting?

Attorney Doyle stated certainly. It does not have to be today. You can wait until the next meeting or three meetings after.

Mr. Fenner stated I don't think the council would be any more prepared to set a number today than this committee is. I would like to see it more delved into as far as comparables so we have a more comprehensive set, and put it off to the next council meeting and make it an agenda item. This way, everyone has time to look it over before it is sent to council.

Mr. Martinbianco stated with respect to the Clerk and Assessor, none of our increases are expected to take effect until July 1st of next fiscal year. That gives us some time to discuss the Fire Chief and possibly the Treasurer and incorporate them into the budget. We have enough things on our plate for tonight.

Mr. Fenner stated that would be my suggestion. Put it off until the next council meeting, so we have enough time to get the information we need to council before discussing it. Mrs. Conley, would that be alright to put it on the next council meeting agenda?

Mrs. Conley stated it looks like I am out voted anyway. The thing is, it should have been done tonight. Anytime anyone on the council wants anything, it is always given to them. We had two weeks to get me what I wanted. Because it was me that wanted it, it didn't happen. I think it's wrong. You guys do what you want to do. I want to bring it to the council so we can all discuss it.

Mr. Fenner stated again, I apologize for not getting with the administration sooner with your request. It is my fault. We will get the information and have it to the council next meeting.

Mrs. Conley stated if we didn't have the information tonight, the meeting should have been cancelled. I don't care. I am upset.

Mr. Fenner stated it is a little late to cancel it. I don't think anyone was ready to vote on a number. I think we need to put this on the next council meeting.

Mrs. Conley stated if the three of us can't decide on something, it should go to the council for their input. The way this happened is not good.

Mr. Fenner stated there is a motion on the floor, what I am trying to clarify with Mrs. Conley is, will this be for tonight's meeting or the following meeting?

Mrs. Conley stated she wanted it to go on tonight's meeting just for their input. We don't have to vote on it. I just want their opinion. If someone would like to make a motion besides the three of us then so be it.

Mr. Martibianco stated I totally disagree with Mrs. Conley's approach but, it is up to the committee. If you want to refer it to the council for discussion, that is what committees are all about.

RESULT:	CARRIED [2 TO 1]
MOVER:	Christina Conley, Council Member
SECONDER:	Gregory Fenner, Chairman
AYES:	Fenner, Conley
NAYS:	Martinbianco

Meeting was adjourned at 6:57 PM.



Burton Legislative Committee
4303 S. Center Rd.
Burton, MI 48519

Meeting: 04/19/21 06:00 PM
Department: Clerk's Office
Category: Ordinance
Prepared By: Racheal Boggs
Department Head: Racheal Boggs

F.1

SCHEDULED

AGENDA ITEM (ID # 5056)

DOC ID: 5056

Discussion and possible recommendations on Chapter 30.03 of the Burton City Charter.

ATTACHMENTS:

- CH 30.03 Administrative Officers (DOCX)
- Fire Chief Salary Comparables by Population 4-19-21 (DOCX)
- Treasurer Salary Comparables by Population 4-19-21 (PDF)

§ 30.03 ADMINISTRATIVE OFFICERS; COMPENSATION AND BENEFITS ADOPTED.

(A) The annual salary of the Clerk of the City of Burton shall be an amount determined by the Mayor not in excess of the following amounts for the periods set forth:

- (1) March 9, 2009 — \$58,241.42.
- (2) July 1, 2009 until modified by ordinance: \$60,571.08.

(B) The annual salary of the Treasurer of the City of Burton shall be an amount determined by the Mayor in accordance with the following:

- (1) December 17, 2018 — \$60,643.91.
- (2) Effective January 1, 2019 the base salary upon appointment shall be \$65,000.00.
- (3) Effective December 31, 2019 and upon fulfillment of 12 months of continuous service as Treasurer, the salary shall not exceed \$68,000.00.
- (4) Effective December 31, 2020 and upon fulfillment of 24 months of continuous Service as Treasurer, the salary shall not exceed \$70,000.00.

(C) The annual salary of the Assessor of the City of Burton shall be an amount determined by the Mayor not in excess of the following amounts for the periods set forth:

- (1) March 9, 2009 — \$72,704.27.
- (2) July 1, 2009 until modified by ordinance: \$75,612.44.

(D) The annual salary of the Chief of Police of the City of Burton shall be an amount determined by the Mayor in accordance with the following:

- (1) December 17, 2018 — \$70,169.55.
- (2) Effective January 1, 2019 the base salary upon appointment shall be \$92,000.00.
- (3) Effective December 31, 2019 and upon fulfillment of 12 months of continuous service as Chief of Police, the salary shall not exceed \$93,500.00.
- (4) Effective December 31, 2020 and upon fulfillment of 24 months of continuous service as Chief of Police, the salary shall not exceed \$95,000.00.

(E) The annual salary of the Fire Chief of the City of Burton shall be an amount determined by the Mayor in accordance with the following:

- (1) December 17, 2018 — \$60,571.08.
- (2) Effective January 1, 2019 the base salary upon appointment shall be \$68,000.00.
- (3) Effective December 31, 2019 and upon fulfillment of 12 months of continuous service as Fire Chief, the salary shall not exceed \$70,000.00.
- (4) Effective December 31, 2020 and upon fulfillment of 24 months of continuous service as Fire Chief, the salary shall not exceed \$72,000.00.

Fire Chief Salary Comparables by Population					
Municipality	County	Population	Taxable Value	Dept. Full/PT	Salary
City of Burton	Genesee	29,999	622,920,961	PT	70,000 current 72,000 Dec 2021
Gibraltar	Wayne	4,656	143,309,712	PT	23,000.00
Davison City	Genesee	4,937	116,147,947	PT	58,140.00
Northville	Wayne	5,970	432,474,197	FULL	61,297.60
Wyandotte	Wayne	8,276	578,555,617	FULL	88,566.40
Grand Blanc City	Genesee	8,276	244,945,784	PT	65,000.00
Flushing	Genesee	8,389	198,476,745	PT	29,026.40
South Lyon	Oakland	11,327	399,130,480	FULL	58,000.00
Fenton	Genesee	11,756	467,456,662	PT	85,000.00
Fenton Twp	Genesee	15,700	855,200,000	PT	62,500.00
Wixom	Oakland	13,498	807,610,650	FULL	93,233.52
Hamtramck	Wayne	22,423	217,026,169	PT	46,415.20
Allen Park	Wayne	28,210	834,485,151	FULL	97,518.48
Flint Township	Genesee	31,929	828,000,000	Mixed	106,106.00
Bay City	Bay	35,235	571,617,465	FULL	79,497.60
Grand Blanc Twp	Genesee	37,508	1,402,449,944	Mixed	92,250.00
Average Salary (8 part time Fire Departments)					54,885.20
Average Salary (16 municipalities with full time, part time & mixed Depts.)					73,120.00

Sources: 2020 MML Wage Survey, 2010 Census, Michigan Department of Treasury, Community Financial Dashboard

Treasurer Salary Comparables by Population				
Municipality	County	Population	Taxable Value	Salary
City of Burton	Genesee	29,999	622,920,961.00	68,000 current 70,000 Dec 2021
Meridian Township	Ingham	39,688	1,872,353,236	75,237.00
Muskegon	Muskegon	38,401	604,919,227	77,952.71
Grand Blanc Township	Genesee	37,508	1,402,449,944	59,972.00
Bay City	Bay	34,932	571,617,465	78,062.40
Independence Township	Oakland	34,681	1,758,475,706	79,512.00
Port Huron	Saint Clair	30,184	645,579,673	64,952.00
Oshtemo Township	Kalamazoo	21,705	918,081,984	71,696.00
Marquette	Marquette	21,355	700,516,935	82,746.00
Adrian	Lenawee	21,133	371,358,372	62,848.00
Owosso	Shiawassee	15,194	261,017,190	62,424.18
Escanaba	Delta	12,616	9,679,703	70,000.00
Fenton	Genesee	11,756	467,456,662	70,000.00
Average Salary (13 municipalities)				71,030.95

Source: MML Wage Survey 2020