



**CITY OF BURTON**  
**SALARY COMMISSION MEETING**  
**SEPTEMBER 16, 2025**  
**MINUTES**

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**Council Chambers**

**Regular Meeting**

**5:30 PM**

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**4303 S. Center Road**  
**Burton, MI 48519**

**A. Call To Order**

Chairwoman Rene Sherwood called the meeting to order at 5:30 PM.

Clerk Boggs stated, Mr. Schaefer will not be in attendance tonight and is excused.

**B. Roll Call**

Present: Board Member Zachery Frey, Board Member Yulanda Ferguson, Board Member Rene Sherwood, Board Member Kristy Spann, Board Member Jeremy Mobley, Board Member Timothy Look

Absent: Board Member Charles Schaefer

**C. Staff Present**

Racheal Boggs, City Clerk  
Charles Abbey, DPW Director

**D. Administrative Reports**

Mr. Abbey stated a couple of years ago, when this board first met, you did an excellent job. You had great discussions back and forth about how we get these elected positions to a fair compensation. You made some real improvements. There were some things left open and on the table that you talked about with the intent to address them every two years, like we should. Clarifying the cost-of-living increase has helped tremendously. Looking at the handout I have given you, we try to get some comparable rates geographically, where we draw from the same talent. We have raised the pay of employees considerably because they were so underpaid; we were having trouble attracting and retaining employees. We need to stay competitive. We have made leaps and bounds to correct that. We updated Chapter 30.03 for our City Administrators, and we now have competitive union contracts. City Council is hard to figure out because the comparisons are all over the place, varying in size and pay. We should use statewide and countywide averages. We want good people to run for office. I believe that the City Council needs to be addressed. Cities our size generally make \$13,000-16,000 per year. As far as the mayor is concerned, you capped the CPI and that is working well. Today, we need to figure out what you want to do moving forward for the next two years. I am here to answer any questions you may have.

**E. Approval of Minutes**

1. Salary Commission - Regular Meeting Minutes of November 28, 2023 at 5:30 PM  
Salary Commission - Regular Meeting Minutes of December 5, 2023 at 5:30PM

Motion by Board Member Look, second by Board Member Spann, to Approve.

Voting Yes: Zachery Frey, Yulanda Ferguson, Rene Sherwood, Kristy Spann, Jeremy

Mobley, Timothy Look  
Voting No: None  
**Motion Passed 6 - 0.**

**F. Audience Participation**

Now is the time set aside for members of the audience to address the Burton Salary Commission. I would ask each individual to give their name and address for the record, limit their comments to three (3) minutes, and speak on topics germane to City business.

Patrick Dargel of 6119 Hugh Street in Burton stated that this board did the appropriate thing two years ago, and that is also appropriate going forward. City Council members have not indicated that their salaries are insufficient.

**G. Board Discussion and/or Action**

Dr. Spann stated regarding the City Council, we do want to attract bright, ethical, determined people to serve in the city. Most of these individuals are already working other jobs. They each have roughly three meetings per month, committees included. They also spend time answering calls from the community. One thing that sticks out to me is that we offer a full family healthcare benefit. I recognize that some take it and some don't. For those who don't take it, there is a cash-in-lieu option. I would also like to think about restoring the contribution to their 401K from the freeze that took place in 2010.

Ms. Ferguson asked for clarification on the cash-in-lieu option.

Mr. Abbey stated the current amount is \$1,500.

Discussion about the difference between full-time employees in the bargaining units and part-time elected officials.

Ms. Ferguson asked about the number of meetings that the council participates in.

Mr. Abbey stated they meet twice per month. They are all assigned to at least two subcommittees and those meetings vary. They also attend many meetings during budget time. There are public hearings and special meetings at times as well, so it is difficult to place a number on that.

Ms. Ferguson posed questions about the type of retirement the City Council has.

Mr. Abbey stated the council receives a 401, with a city contribution of 15% of their salary. I served on the council for 16 years, and I will say there were long periods of time with no increase; we were stuck at \$4,000 per year for two decades, with no real method for keeping up with the times. I think the cash-in-lieu is justifiable. I would try to look at where the state averages are and use that as a guide.

Dr. Spann stated for the 401K, the 15% is equal to \$1,650 per year or \$137.50 per month. I like the idea of providing a benefit that will grow over time.

Ms. Ferguson questioned the ability to go above 15% as a pre-tax contribution.

Mr. Abbey stated they have the option to contribute up to 25% if you are discussing an increase to the salary. I think this does the same thing as what you are discussing.

Discussion about different ways to get the council salary closer to the \$13,000 - \$17,000 range.

Mr. Frey asked if other communities offer health insurance to council members.

Mr. Abbey stated it's all over the board. Smaller communities do not. We are not a big city or a small one. Large communities like the City of Flint probably offer benefits to their council. I would be shocked if they didn't.

Discussion on the council's current salary as established in 2023.

Mr. Frey asked the board for their thoughts on a \$1,000 increase.

Ms. Ferguson stated she would support an increase of \$500 per year for the next two years.

Discussion about the appropriate amount to designate for cash-in-lieu of health insurance. Some members expressed concern about city employees topping out at \$2,500 and keeping the council within the same range.

Mr. Look agrees to a \$1,000 increase and a \$500 increase to healthcare.

Mrs. Sherwood stated we have a couple of recommendations here: for salary, \$500 per year or \$1,000 per year for two years, and for cash-in-lieu of healthcare, we have suggestions of \$2,000 and \$3,000.

Dr. Spann mentioned that a salary increase will impact everyone on the council, whereas the cash-in-lieu only impacts those who do not take healthcare.

Mr. Mobley stated we are using a market of \$13,000 - \$17,000 for salary, but the entire package is of importance. Those receiving healthcare have approximately a \$30,000 package. It is a lot more than just wages. With that being said, I do support an increase. I would not go over \$2,000 for healthcare because our bargaining units are at \$2,000 and \$2,500.

Mr. Abbey stated I do want to point out that, under the statute, your primary responsibility is the wages for elected officials. The cash-in-lieu of healthcare is spelled out in an ordinance, so if that is your recommendation, an amendment to the ordinance would be necessary.

Ms. Ferguson stated we did discuss that the last time we met. I am correct in saying that we only have the salary to consider? That being the case, I can support a \$1,000 increase per year.

Mrs. Sherwood agreed.

Mr. Abbey stated you can definitely make the recommendation to the City Council, which could then consider an ordinance amendment.

Discussion about effective dates and the previous action of the Salary Commission.

Mrs. Sherwood thanked the board and administration for their participation. Let's move on to the salary of the mayor.

Ms. Ferguson asked for clarification on the CPI cap that was enacted in 2023.

Clerk Boggs stated it was a 2% floor with a 3.5% cap.

Ms. Ferguson stated last year, we discussed an increase in base salary.

Mr. Abbey stated that after you met in 2023, I thought you intended to address an equity bump for this year and next year, similar to what you just did for the city council.

Mr. Frey asked if everyone was still comfortable with the CPI that we came up with.

The board said yes. Mr. Frey agreed.

Ms. Ferguson stated the projection for CPI is 3% for December. This would bring the Mayor's salary up to \$108,000. When we met last, we had a target of \$110,000.

Dr. Spann stated this is my recollection as well. My thought is to bump the salary by \$5,000 now to get to \$110,000, it will put us on track. He does oversee a city of 23.5 square miles and 30,000 people, which is not an insignificant undertaking. In this political climate, his job is very challenging, and we need people to stay in the position. There is a learning curve, and we cannot afford to keep starting the learning curve over.

Many board members expressed their agreement.

Ms. Ferguson suggested keeping the city budget in mind when deciding on effective dates.

Mr. Abbey stated, Ms. Ferguson makes a good point. We just ratified all five union contracts and the Charter Five through an ordinance amendment, who received a 5% increase across the board. He suggested having increases coinciding with our budget year. For example, the first increase in January and the second on July 1st.

Discussion about the amount budgeted and the effective dates of the proposed increases.

Mr. Mobley stated I am a fiscal year person. I would recommend a \$5,000 increase on January 1, 2026, with the CPI being applied every year on July 1st. That means the first year, he would be at around \$113,300 and the next CPI would take the salary to \$116,699, taking the salary over the \$115,000 mark as we discussed. The CPI would be easier to budget for this way as well.

Mrs. Sherwood clarified, you are suggesting we change the CPI from 2023 to be effective on July 1st instead of January 1st. Correct?

Mr. Mobley said, yes. From a budget perspective, this is only about a \$1,200 difference for January 1st.

Ms. Ferguson stated that it shouldn't be a problem.

Mr. Abbey stated we have always used January because that is when CPI comes out. You can do what you are saying, but to be clear, the CPI will come from the previous 12-month period.

Mr. Mobley stated the reason for this suggestion is that when making budgets in February

and March, you know exactly what that number is on January 10th, for the following July. Keeping the same period, you don't.

Ms. Ferguson expressed concerns about this approach creating problems with public perception. We will need to make it very clear. I am on board.

1. Discussion and determination of the salaries of the City of Burton Elected Officials.

Approve and Authorize a salary increase for the City of Burton Council Members of \$1,000 per year for the next two years, effective July 1, 2026, through June 30, 2028, until modified by the City of Burton Salary Commission. Motion by Board Member Look, second by Board Member Spann, to Approve.

Voting Yes: Zachery Frey, Yulanda Ferguson, Rene Sherwood, Kristy Spann, Jeremy Mobley, Timothy Look

Voting No: None

**Motion Passed 6 - 0.**

Motion to Approve a Recommendation to the City Council to consider an increase to the cash-in lieu of healthcare from \$1,500 to \$2,000 for the city council members who elect not to take the healthcare package. Motion by Board Member Spann, second by Board Member Ferguson, to Approve.

Voting Yes: Zachery Frey, Yulanda Ferguson, Rene Sherwood, Kristy Spann, Jeremy Mobley, Timothy Look

Voting No: None

**Motion Passed 6 - 0.**

Approve and Authorize an increase to the base salary of the City of Burton Mayor of \$5,000 effective January 1, 2026, and a CPI increase beginning July 1, 2026, based on the previous twelve months (January-December) as reported by the Federal government. CPI increases shall be capped at 3.5% with no less than 2% to be awarded on July 1st of each year thereafter, until modified by the City of Burton Salary Commission. Motion by Board Member Mobley, second by Board Member Spann, to Approve.

Voting Yes: Zachery Frey, Yulanda Ferguson, Rene Sherwood, Kristy Spann, Jeremy Mobley, Timothy Look

Voting No: None

**Motion Passed 6 - 0.**

## **H. Adjournment**

Motion by Board Member Ferguson, second by Board Member Spann, to Adjourn.

Voting Yes: Zachery Frey, Yulanda Ferguson, Rene Sherwood, Kristy Spann, Jeremy Mobley, Timothy Look

Voting No: None

**Motion Passed 6 - 0.**

Meeting Adjourned at 6:38 PM.

[MIN\_SIGNATURES]