



AGENDA
Meridian Charter Township Public Meeting
LOCAL OFFICIALS COMPENSATION COMMISSION
January 14, 2025 4:00 p.m.
MUNICIPAL BUILDING TOWN HALL ROOM

-
1. CALL MEETING TO ORDER
 2. APPROVAL OF AGENDA
 3. APPROVAL OF MINUTES (January 10, 2025)
 4. PURPOSE OF THIS MEEETING
 5. PUBLIC COMMENT
 6. DISCUSS ELECTED OFFICIALS' COMPENSATION FOR 2025-2026
 7. PUBLIC COMMENT
 8. ADJOURNMENT

Posting: Municipal Building

Meridian Township Website

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Interim Township Manager Tim Schmitt, 5151 Marsh Road, Okemos, MI 48864 or 517.853.4258 - Ten Day Notice is Required.



**CHARTER TOWNSHIP OF MERIDIAN
LOCAL OFFICIALS COMPENSATION COMMISSION MINUTES**

Friday, January 10, 2025 4:00 p.m.
Municipal Building, Town Hall Room

MEMBERS PRESENT: Steven Vagnozzi (Chair), Amy Holda, Tanya Pratt, Joyce VanCoevering, James Windsand

MEMBERS ABSENT: None

STAFF PRESENT: Abigail Tithof, Human Resources Director

1. CALL MEETING TO ORDER

Chair Vagnozzi called meeting to order at 4:05 p.m. Commissioner VanCoevering approved.

2. APPROVAL OF AGENDA

Chair Vagnozzi moved to approve the Agenda. Commissioners Holda and Pratt approved and seconded, respectively.

3. APPROVAL OF MINUTES (February 15, 2023)

Chair Vagnozzi moved to approve minutes from the last LOCC meeting on February 15, 2023. Commissioner Holda was not present at the last meeting and abstained from voting. Commissioners Pratt, Vagnozzi, and VanCoevering approved the February 2023 minutes.

4. PURPOSE OF THE MEETING

Chair Vagnozzi confirmed the sole function of the LOCC is to set salaries for elected officials of the Township for this year and next, and the meetings take place every other odd year.

5. PUBLIC COMMENT

No members of the public were present for comment.

6. DISCUSS ELECTED OFFICIALS' COMPENSATION FOR 2025-2026

Chair Vagnozzi noted that permanent Township union and non-union employees, with the exception of police and fire, received 3% increases 2025 and will receive 3% in 2026. Police and Fire received 10% increases as a recruitment and retention initiative approved by the Board. Commissioner VanCoevering asked if the Clerk and Treasurer positions should align with Township directors' pay. Commissioners Pratt and Holda verified that elected officials are only required by law to work a certain amount of time. They are not required to report their work hours or record time away from work. There aren't qualifications requirements in order to be elected Clerk or Treasurer, and they are not rated on performance by the Manager, as with the performance review process for Township directors. Elected officials answer to voters. Commissioner Pratt asked if we have updated information on part-time and full-time elected officials as reviewed in past LOCC meetings. The Township Liaison confirmed that the Township participates in wage studies with other entities, however, two have not closed their window for providing information and do not have compiled results to share yet. Commissioners requested whatever comparable information would be available to us through our participation with Michigan Municipal League's annual wage studies. The liaison agreed to pull info, if any, for Delta, Delhi, Commerce as discussed in prior years and forward to the LOCC for its consideration. Chair Vagnozzi recommended discussing Parks Commissioner pay. Commissioners reviewed a spreadsheet of the history of Meridian Township elected officials' pay going back to 2003. Commissioner Pratt inquired how former LOCC discussions led to the number of years between former and current Commissioner rates and it was believed that commissioner per-meeting pay has progressed over the years and that it would appear to increase every 8-10 years to catch up a

percentage over time. Commissioner VanCoevering indicated she had spoken with Parks Director Wisinski, whose opinion was that the Parks Commissioner pay should be bumped up from \$50 per meeting to \$100 per meeting and that the chair should be paid more. Chair Vagnozzi noted that would be a larger percentage, and that it would not be beneficial to set a different rate for a Parks Chair because the chair can change. Chair Vagnozzi proposed going with \$55 per meeting for 2025 and consideration of going to \$60 for 2026. Commissioner Holda would support the \$55 rate. Commissioner VanCoevering would not support, and recommended \$75 or \$100 per meeting. Commissioner Holda inquired if there are any problems filling the Parks Commissioner slots and the response was that there is not. Chair Vagnozzi mentioned that Parks Commission scope has grown, and the question was raised as to what the commission has to do. Budget was mentioned and it was confirmed that the Parks Director has to present the budget. Chair Vagnozzi mentioned the concept of a future community center and that parks and recreation staff would be moving to a new building with the thought that is where the public would be. Chair Vagnozzi indicated that he would be comfortable staying with \$55 and \$60 for 2025 and 2026, respectively. Commissioner Pratt agreed and offered that the LOCC could revisit the discussion when the time comes, when and if changes occur or a community center evolves. The LOCC discussed trustee pay and talked about there being two meetings per month, or 24 meetings per year at a minimum. Commissioner Windsand asked about the LOCC percentages recommended in 2023. Chair Vagnozzi indicated a 3% increase would be appropriate. Commissioner VanCoevering asked to make the increase retroactive, and Commissioner Holda advised that retro pay is not an option under the LOCC. VanCoevering asked if we could get a legal opinion from Township counsel regarding a possible retroactive increase. Commissioners discussed that there would be a cost involved with that, and Commissioner Pratt confirmed that we would want to remain consistent with prior LOCC years and not change how we administer the increases going forward, rather than backward. Chair Vagnozzi asked the LOCC if anyone would say that 3% and 3% for 2025 and 2026 would be too much. All in attendance said it would not be too much. Commissioner Pratt said they have been working to get into alignment with comparable municipalities with similar organizational layouts. Commissioner VanCoevering mentioned the increased number of Boards at the Township and that the work ahead may be substantially different. Commissioner Pratt asked if this increases the level of difficulty of the job and Commissioner VanCoevering thought it did. Commissioner Holda asked if this was an increase of volume over complexity. Commissioners Holda and Pratt inquired about comparable municipalities discussed in the past, such as Delta, Delhi, and Commerce Townships. Commissioner Holda looked up Delta Township at the meeting and confirmed that their Trustee is making \$15,000 and the Supervisor is making \$30,000. Commissioner VanCoevering noted that they are accountable to the voters, no formal performance review, and that the rate of pay for Supervisor appears to be the Trustee rate, doubled. Chair Vagnozzi observed there seems to be support to put forward the 3% and 3%, along with a comparison of other municipalities. Chair Holda mentioned that the Township hasn't been able to compete historically with the rates of pay in other entities, and there may not be a viable comparison, however with internal we can look at what has taken place, percentage increases for union/non union, along with the Township's ability to pay (as with 312 arbitration, for example). Chair Vagnozzi inquired if LOCC members wished to pursue comparable entities for 2025/2026. Commissioner VanCoevering did not believe there was support in placing elected officials at director pay. Commissioner Pratt agreed that she would not be in favor of that for reasons stated earlier in the meeting. Chair Vagnozzi expressed interest in gathering information through the coming year and next year for future discussion. Commissioner Pratt confirmed she would be comfortable with 3% and 3% for this and next year, and acknowledged it will be beneficial to watch for changes to Clerk responsibilities with all of the changes to election law and other requirements, but would not move in her opinion regarding the percentage increases discussed for this year's LOCC recommendations. Commissioner VanCoevering asked if we could get clarification from counsel regarding retroactive pay for 2025, however there was not support to spend money on counsel for that purpose. Commissioner Pratt expressed her belief that the only way to increase retroactively would be if MCL changes or we challenge it. Commissioner

Holda mentioned that elected officials know what the pay is when they are running for the position. Chair Vagnozzi summarized that the only way to address the pay is to set the percent going forward. Commissioner Holda provided an example calculation based on 2023 rates for Clerk and Treasurer that 31 days would equate to \$217 or \$7 per day. Chair Vagnozzi returned to an apparent coalescence on \$55 and \$60 per meeting for Parks Commissioners for 2025 and 2026 (up to 24 meetings per year) and 3% and 3% for 2025 and 2026 for the remaining elected officials, in alignment with Township employees. Commissioner Pratt affirmed Chair Vagnozzi's clarifying question that any other adjustments would be addressed in the next LOCC sessions for setting salaries in 2027 and 2028. Chair Vagnozzi confirmed with the group that they would proceed with the above proposed rates at the next meeting, which will be publicly noticed to take place Tuesday, January 14, 2025 at 4:00 p.m.

ADJOURNMENT

Chair Vagnozzi moved to adjourn the meeting at 5:17 p.m. and Commissioners Pratt, and Windsand approved and seconded, respectively.

Steven Vagnozzi, LOCC Chair

| municipality | population | position | standard_hours_per_week | actual | taxablevalue |
|---------------------|-------------------|------------------------------|--------------------------------|---------------|------------------------|
| Portage | 48,891 | Mayor or Village President | n/a | | \$44,000 \$29,755,316 |
| Portage | 48,891 | Council or Commission Member | n/a | | \$34,000 \$29,755,316 |
| Portage | 48,891 | Clerk (not elected) | | 40 | \$101,350 \$29,755,316 |

| municipality | population | position | standard_hours_per_week | actual | taxablevalue |
|------------------------|-------------------|------------------------------|--------------------------------|---------------|---------------------|
| Delta Charter Township | 33,119 | Clerk | 40 | \$97,850 | \$1,950,609,048 |
| Delta Charter Township | 33,119 | Mayor or Village President | 2 | \$30,578 | \$1,950,609,048 |
| Delta Charter Township | 33,119 | Council or Commission Member | 2 | \$15,289 | \$1,950,609,048 |
| Delta Charter Township | 33,119 | Treasurer | 2 | \$20,793 | \$1,950,609,048 |

From: [Abigail Tithof](#)
To: [Michelle Prinz](#)
Subject: FW: Delhi Township Elected Official Salary
Date: Tuesday, January 14, 2025 2:56:18 PM
Attachments: [image002.png](#)

From: Nick Cousino <nick.cousino@delhitownshipmi.gov>
Sent: Tuesday, January 14, 2025 2:26 PM
To: Abigail Tithof <tithof@meridian.mi.us>
Subject: FW: Delhi Township Elected Official Salary

You don't often get email from nick.cousino@delhitownshipmi.gov. [Learn why this is important](#)
Hi Abby,

Below are the requested salaries for our elected officials. If there is anything else that I can help with, please let me know.

| Position | 2024 Salary | 2025 Salary |
|------------|-------------|-------------|
| Clerk | \$84,716.18 | \$98,547.00 |
| Treasurer | \$29,412.82 | \$30,883.46 |
| Supervisor | \$29,412.82 | \$30,883.46 |
| Trustee | \$13,074.72 | \$13,728.46 |

Thanks!
Nick



Nick Cousino
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