

ELECTED OFFICIALS COMPENSATION COMMISSION

October 28, 2025

Coleman A. Young Municipal Center
13th Floor, Council Committee of the Whole Room
4:00 pm

AGENDA

Minutes

I. Call to Order

The Meeting was called to order by Andre P. Gilbert, Deputy City Clerk

II. Roll Call

The Roll was called, and the following Elected Officials Compensation Commission Members were present:

Commissioner Tiffany Jackson
Commissioner Kristin Lusn
Commissioner Erica Hill
Commissioner Nicholas Waller

III. Adoption of the agenda –
Adopted 4-0 (Moved by Commissioner Kristin Lusn)

IV. Approval of Minutes
Approved 4-0 (Moved by Commissioner Kristin Lusn)

V. Unfinished Business

A. Report from the Law Department on October 22, meeting

Adopted 4-0 (Moved by Commissioner Kristin Lusn)

B. Adoption of Rules and Procedures

Approved 4-0 (Moved by Commissioner Kristin Lusn)

C. Election of Commission Chairperson and Vice Chairperson

Erica Hill, Chairperson – Elected Officials Compensation Commission
Tiffany Jackson Vice Chairperson – Elected Officials Compensation Commission

D. Resolution requesting relevant input and information from City Council, Mayor, and City Clerk

Approved 4-0 (Moved by Commissioner Kristin Lusin)

E. Resolution requesting reports from Human Resources Department on current salaries and salary history of the City's elected officials, current salaries for similar positions in other municipalities, recent history of the City's general wage obligations, and previous adjustments made by the Commission

Approved 4-0 (Commissioner Tiffany Jackson)

F. Resolution requesting a fiscal impact statement and report from the Office of Chief Financial Officer on the potential effects of compensation changes

Approved 4-0 (Commissioner Tiffany Jackson)

G. Resolution setting meeting schedule

Approved 4-0 (Commissioner Nicholas Waller)

VI. Presentations, Hearings, and Discussions

Verbal Presentation by: City Clerk, Janice Winfrey – Accepted
Verbal Presentation by: Councilmember Scott Benson - Accepted
Verbal Presentation by: Human Resources Compensation Manager, Jessica Frame -Accepted
Presentation by: Office of Chief Financial Officer, Deputy Budget Director Matt Spayth

VII. New Business

A. Status of reports from the City Council, Mayor, Board of Police Commissioners, and City Clerk

Receive and File (Commissioner Kristin Lusin)

B. Status of reports from Human Resources Department

C. Status of reports from Office of Chief Financial Officer

Accepted report- Defer Impact Report to Next Agenda

VIII. **Walk-on**

A. Resolution of the Detroit Elected Officials Compensation Commission
Requesting Relevant Input and Information from Detroit Elected Officials
Approved

Approved 4-0 (Moved by Commissioner Kristin Lusn)

IX. Public Comment

None

Adjournment – 4:54 PM

**RESOLUTION OF THE
DETROIT ELECTED OFFICIALS COMPENSATION COMMISSION
SETTING SCHEDULE OF 2025 MEETINGS**

BY COMMISSION MEMBER Waller :

WHEREAS, the Detroit Elected Officials Compensation Commission wishes to establish a schedule of regular meetings for 2025, in accordance with Section 5 of the Michigan Open Meetings Act, being MCL 15.265; and

WHEREAS, the Commission is required by Section 5c of the Michigan Home Rule City Act, being MCL 117.5c, and Section 2-2-4 of the 2019 Detroit City Code, to make its determination of elected officials' salaries within 45 calendar days of its first meeting and may not have more than 15 session days; and

WHEREAS, the Commission is also aware that, in addition to regularly scheduled meetings, the Commission may from time-to-time require additional special meetings and it is the intent of the Commission to provide the public with proper notice of those meetings in accordance with the Michigan Open Meetings Act, being MCL 15.261 *et seq.*, and other applicable laws;

NOW, THEREFORE,

BE IT RESOLVED, that the following schedule of meetings for the Commission is hereby adopted:

Wednesday, October 22, 2025, 4:00 p.m.;

Tuesday, October 28, 2025, 4:00 p.m.;

Friday, November 7, 2025, 4:00 p.m.; and

Monday, November 17, 2025, 4:00 p.m.

BE IT FURTHER RESOLVED that the Wednesday, October 22, 2025, and Tuesday October 28, 2025, meetings of the Commission shall be held in the Coleman A. Young Municipal Center, 13th Floor Committee of the Whole Meeting Room, unless otherwise described in the notice of such meeting posted as described below; and

BE IT FURTHER RESOLVED that the Friday, November 7, 2025, and Monday, November 17, 2025, meetings of the Commission shall be held in the Coleman A. Young Municipal Center, 13th Floor Erma L. Henderson Auditorium, unless otherwise described in the notice of such meeting posted as described below; and

BE IT FURTHER RESOLVED that the Chair of the Commission is authorized to call special meetings of the Commission and direct notices of such meetings be posted as described below; and

BE IT FURTHER RESOLVED that meetings of the Commission shall be posted in accordance with the Michigan Open Meetings Act, being MCL 15.261 *et seq.*; and

BE IT FURTHER RESOLVED that this schedule of meetings may be amended at any time by a majority vote of the members appointed and serving on the Commission.

Adopted by the Elected Officials Compensation Commission on: _____.

**RESOLUTION OF THE
DETROIT ELECTED OFFICIALS COMPENSATION COMMISSION
REQUESTING RELEVANT INPUT AND INFORMATION FROM DETROIT
ELECTED OFFICIALS**

BY COMMISSION MEMBER LUSN :

WHEREAS, in accordance with Section 2-2-4 of the 2019 Detroit City Code, the Detroit Elected Officials Compensation Commission is required to meet in odd-numbered years to consider the salaries of City elected officials; and

WHEREAS, Section 3-107 of the 2012 Detroit City Charter provides that the elective officers of the City of Detroit are the Mayor, the nine (9) City Council Members, the City Clerk, and the seven (7) elected members of the Board of Police Commissioners; and

WHEREAS, pursuant to Section 7-802 of the 2012 Detroit City Charter, elected members of the Board of Police Commissioners are not entitled to salaries; and

WHEREAS, in accordance with Section 2-2-3 of the 2019 Detroit City Code, the Detroit Elected Officials Compensation Commission may recommend adjustment to the salaries of the City elected officials, subject to City Council rejection through adoption of a resolution by a two-thirds (2/3) vote within thirty (30) calendar days after the filing of the Commission's determination with the City Clerk; and

WHEREAS, Section 2-2-5 of the 2019 Detroit City Code requires the City Clerk to "provide such administrative assistance as the Elected Officials Compensation Commission shall reasonably require";

NOW, THEREFORE,

BE IT RESOLVED that the Detroit Elected Officials Compensation Commission hereby requests the Mayor of the City of Detroit, the Detroit City Council, either individually or through resolution, and the City Clerk to provide any and all reports, data, opinions, testimony, or guidance relevant or helpful to the determination of future salaries of Detroit's elected officials; and

BE IT FURTHER RESOLVED that, in accordance with Section 2-2-5 of the 2019 Detroit City Code, the City Clerk is requested to provide the necessary administrative assistance to facilitate this request.

Adopted by the Elected Officials Compensation Commission on: _____.

**RESOLUTION OF THE
DETROIT ELECTED OFFICIALS COMPENSATION COMMISSION
REQUESTING REPORTS FROM THE HUMAN RESOURCES DEPARTMENT ON
CURRENT SALARIES AND SALARY HISTORY OF THE CITY'S ELECTED
OFFICIALS, CURRENT SALARIES FOR SIMILAR POSITIONS IN OTHER
MUNICIPALITIES, RECENT HISTORY OF THE CITY'S GENERAL WAGE
OBLIGATION, AND PREVIOUS ADJUSTMENTS MADE BY THE COMMISSION**

BY COMMISSION MEMBER Jackson :

WHEREAS, in accordance with Section 2-2-4 of the 2019 Detroit City Code, the Detroit Elected Officials Compensation Commission is required to meet in odd-numbered years to consider the salaries of City elected officials; and

WHEREAS, Section 3-107 of the 2012 Detroit City Charter provides that the elective officers of the City of Detroit are the Mayor, the nine (9) City Council Members, the City Clerk, and seven (7) elected Board of Police Commissioners; and

WHEREAS, pursuant to Section 7-802 of the 2012 Detroit City Charter, elected members of the Board of Police Commissioners are not entitled to salaries; and

WHEREAS, in accordance with Section 2-2-3 of the 2019 Detroit City Code, the Detroit Elected Officials Compensation Commission may recommend adjustment to the salaries of the City elected officials, subject to City Council rejection through adoption of a resolution by a two-thirds (2/3) vote within thirty (30) calendar days after the filing of the Commission's determination with the City Clerk; and

WHEREAS, in order to make a determination to the necessity of adjustments to the salaries of elected officials in the City of Detroit, certain information is required, including, but not limited to:

- 1) Current salaries and salary history for elected officials in the City of Detroit;
- 2) Current salaries for similar positions in cities of similar population in the United States;
- 3) History of the City's general wage obligations in recent years; and
- 4) Previous adjustments made in response to actions by previous commissions; and

WHEREAS, Section 2-2-5 of the 2019 Detroit City Code requires the City Clerk to "provide such administrative assistance as the Elected Officials Compensation Commission shall reasonably require";

NOW, THEREFORE,

BE IT RESOLVED that the Detroit Elected Officials Compensation Commission requests the Human Resources Department of the City of Detroit to provide all reports relevant to the information required; and

BE IT FURTHER RESOLVED that, in accordance with Section 2-2-5 of the 2019 Detroit City Code, the City Clerk is requested to provide the necessary administrative assistance to facilitate this request.

Adopted by the Elected Officials Compensation Commission on: _____.

**RESOLUTION OF THE
DETROIT ELECTED OFFICIALS COMPENSATION COMMISSION
REQUESTING REPORT FROM THE OFFICE OF THE CHIEF FINANCIAL OFFICER
ON HOW THE COMMISSION'S ACTIONS MAY BE AFFECTED BY THE BUDGET
PROCESS AND FOR A FISCAL IMPACT STATEMENT**

BY COMMISSION MEMBER T Jackson :

WHEREAS, in accordance with Section 2-2-4 of the 2019 Detroit City Code, the Detroit Elected Officials Compensation Commission is required to meet in odd-numbered years to consider the salaries of City elected officials; and

WHEREAS, Section 3-107 of the 2012 Detroit City Charter provides that the elective officers of the City of Detroit are the Mayor, the nine (9) City Council Members, the City Clerk, and seven (7) elected Board of Police Commissioners; and

WHEREAS, pursuant to Section 7-802 of the 2012 Detroit City Charter, elected members of the Board of Police Commissioners are not entitled to salaries; and

WHEREAS, in accordance with Section 2-2-3 of the 2019 Detroit City Code, the Detroit Elected Officials Compensation Commission may recommend adjustment to the salaries of the City elected officials, subject to City Council rejection through adoption of a resolution by a two-thirds (2/3) vote within thirty (30) calendar days after the filing of the Commission's determination with the City Clerk; and

WHEREAS, certain salary adjustments may require budget amendment and further approval in order to satisfy legal requirements and conform to the City's budget; and

WHEREAS, Section 2-2-5 of the 2019 Detroit City Code requires the City Clerk to "provide such administrative assistance as the Elected Officials Compensation Commission shall reasonably require";

NOW, THEREFORE,

BE IT RESOLVED that the Detroit Elected Officials Compensation Commission requests that the Office of the Chief Financial Officer of the City of Detroit provide a report on how any compensation changes contemplated by the Commission will be reflected in the City's budget; and

BE IT FURTHER RESOLVED that, the Detroit Elected Officials Compensation Commission requests that the Office of the Chief Financial Officer of the City of Detroit provide a fiscal impact statement and report on how any compensation changes contemplated by the Commission may impact the City's budget and four-year plan; and

BE IT FURTHER RESOLVED that, in accordance with Section 2-2-5 of the 2019 Detroit City Code, the City Clerk is requested to provide the necessary administrative assistance to facilitate this request.

Adopted by the Elected Officials Compensation Commission on: _____.

**RESOLUTION OF THE
DETROIT ELECTED OFFICIALS COMPENSATION COMMISSION
REQUESTING RELEVANT INPUT FROM THE INSPECTOR GENERAL**

BY COMMISSION MEMBER LUSN :

WHEREAS, in accordance with Section 2-2-4 of the 2019 Detroit City Code, the Detroit Elected Officials Compensation Commission is required to meet in odd-numbered years to consider the salaries of City elected officials; and

WHEREAS, Section 3-107 of the 2012 Detroit City Charter provides that the elective officers of the City of Detroit are the Mayor, the nine (9) City Council Members, the City Clerk, and seven (7) elected Board of Police Commissioners; and

WHEREAS, pursuant to Section 7-802 of the 2012 Detroit City Charter, elected members of the Board of Police Commissioners are not entitled to salaries; and

WHEREAS, in accordance with Section 2-2-3 of the 2019 Detroit City Code, the Detroit Elected Officials Compensation Commission may recommend adjustment to the salaries of the City elected officials, subject to City Council rejection through adoption of a resolution by a two-thirds (2/3) vote within thirty (30) calendar days after the filing of the Commission's determination with the City Clerk; and

WHEREAS, consideration of relevant information allows the Detroit Elected Officials Compensation Commission to make more well-informed determinations of whether or how to adjust the salaries of elected officials in the City of Detroit; and

WHEREAS, the Detroit Elected Officials Compensation Commission has received public comment suggesting that residents of the City question the viability of the City's budget and consider compensation increases for Detroit's elected officials to be detrimental to the overall budget of the City; and

WHEREAS, pursuant to Section 7.5-301 of the 2012 Detroit City Charter, the Office of Inspector General is an independent City agency, headed by the Inspector General, tasked with rooting out waste, abuse, fraud, and corruption in City government; and

WHEREAS, Section 2-2-5 of the 2019 Detroit City Code requires the City Clerk to "provide such administrative assistance as the Elected Officials Compensation Commission shall reasonably require";

NOW, THEREFORE,

BE IT RESOLVED that the Detroit Elected Officials Compensation Commission hereby requests the Inspector General of the City of Detroit to provide an opinion on increasing the compensation of the City's elected officials; and

BE IT FURTHER RESOLVED that, in accordance with Section 2-2-5 of the 2019 Detroit City Code, the City Clerk is requested to provide the necessary administrative assistance to facilitate this request.

Adopted by the Elected Officials Compensation Commission on: _____.



Human Resources
CLASSIFICATION & COMPENSATION
ADMINISTRATION

Coleman A. Young Municipal Center
2 Woodward Avenue, Suite 314
Detroit, Michigan 48226
Phone 313•224•6936
Fax 313•628•1164
www.detroitmi.gov

To: Elected Officials Compensation Commission (EOCC)
From: Jessica Frame, Compensation Manager I
Date: October 27, 2025
Re: Human Resources Response to Resolution Request of 10/22/2025

In response to the EOCC's resolution request of 10/22/2025, please find attached the following:

- 1) Elected Officials Compensation Survey for similarly situated cities (Attachment A)
- 2) Salary history of Detroit Elected Officials (Attachment B)
- 3) History of General Wage Obligations for recent years (Attachment C)
- 4) Actions of the Commission in recent years (Attachment D)

Human Resources will be available to answer your questions regarding the above at the EOCC meeting scheduled for October 28, 2025.

TO: Elected Officials Compensation Commission

FROM: Denise Starr, Human Resources Director

DATE: October 23, 2025

RE: Elected Officials Compensation Survey

In response to the request of the Elected Officials Compensation Commission, the Human Resources Department completed the attached salary survey (Attachment A). The department selected cities from across the country and included similar size cities as requested. The following table shows the cities that participated in the survey. Additionally, outlined are the survey methodology, results, and pay for the Elected Officials.

Municipality	Population	Form of Government	City Council Part or Full Time
Boston, MA	653,833	Strong Mayor	Full Time
Chicago, IL	2.6m	Strong Mayor	Full Time
Columbus, OH	913,175	Strong Mayor	Full Time
Louisville, KY	622,981	Strong Mayor	Part Time
Memphis, TN	618,639	Strong Mayor	Part Time
Nashville, TN	689,447	Strong Mayor	Part Time
Philadelphia, PA	1,551,000	Strong Mayor	Full Time
Seattle, WA	724,305	Strong Mayor	Full Time
Milwaukee, WI	577,222	Strong Mayor	Full Time
Denver, CO	722,825	Strong Mayor	Full Time
Detroit	645,705	Strong Mayor	Full Time

The data from the cities selected reveals the following high-level information:

- Detroit’s population is 645,705. Detroit is closest in population to Boston, Louisville, and Memphis.
- All of the cities surveyed have a Strong Mayor form of government.

Survey Methodology:

- The survey was conducted via email with clarification via telephone.
- Data was analyzed from cities with the strong Mayoral form of government and Cities with both strong mayors and full-time city councils (Attachment A). We chose strong Mayoral form of government to compare as the duties of the Elected Officials would be similar as opposed to a City Manager form of government.

Survey Results:

Grouping	SALARY COMPARISONS			
	Mayor Current	City Council Member	City Council President	City Clerk
Detroit Current Salaries	\$224,573	\$106,233	\$111,648	\$106,233
All respondents	\$216,103	\$116,384	\$129,467	\$151,453
Detroit % +/-	3.9%	-8.7%	-13.8%	-29.9%

Salary survey results were adjusted to reflect the cost of living compared to Detroit (Attachment A). The data reveals that for the responding cities with strong Mayor/full-time Council governance, the Mayor is compensated competitively with the market for cities with comparable political structures. However, the Council Members are compensated approximately 8% below the market, the Council President is paid approximately 13% below the market and the City Clerk is compensated approximately 30% below the market.

Please refer to the attached table for survey details by city.

2025 ELECTED OFFICIALS SALARY SURVEY

Municipality	Population	% Chg	Mayor Salary	Mayor Salary Effective Date	Mayor Salary as of 12/31/24	City Manager Salary	City Manager Salary Effective Date	City Manager Salary as of 12/31/24	City Council Member Salary	City Council Member Salary Effective Date	City Council Member Salary as of 12/31/24	Population Per Council Member	City Council President Salary	City Council President Salary Effective Date	City Council President Salary as of 12/31/24	City Clerk Salary	City Clerk Salary Effective Date	City Clerk Salary as of 12/31/24	Government
Boston, MA	653,833	29%	\$207,000	2/28/22	\$267,444	--	--	--	\$120,000	12/12/24	\$155,040	50,300	\$120,000	12/12/24	\$155,040	\$143,300	2/18/25	\$185,144	13 Full Time elected City Council members. Has budgetary, contract approval as well as policy making responsibilities. Mayor - Strong Mayor Government
Chicago, IL	2.6m	-11%	\$221,052	7/1/2025	\$196,736	--	--	--	\$137,520	7/1/25	\$122,393	it is divided by ward	\$152,016	7/1/25	\$135,294	\$171,426	7/1/25	\$152,569	50 Full Time elected City Council Members. Has budgetary, contract approval as well as policy making responsibilities. Mayor - Strong Mayor Government
Columbus, OH	913,175	10%	\$231,531	1/1/25	\$253,526	--	--	--	\$81,783	1/1/25	\$89,552	101,464	\$98,384	1/1/25	\$107,730	\$158,080	3/17/25	\$173,098	8 Full Time elected City Council members. Has budgetary, contract approval as well as policy making responsibilities. Mayor - Strong Mayor
Denver, CO	722,825	-5%	\$205,991	7/17/23	\$195,073	--	--	--	\$110,596	7/17/23	\$104,734	70,000	\$123,846	7/15/24	\$117,283	\$178,152	7/17/23	\$168,710	13 Full Time elected City Council elected members. Has budgetary, contract approval as well as policy making responsibilities. Mayor - Strong Mayor Government
Milwaukee, WI	577,222	3%	\$169,436	4/28/24	\$173,842	--	--	--	\$84,206	4/28/24	\$86,395	38,500	\$94,311	4/28/24	\$96,763	\$132,503	4/28/24	\$135,948	15 Full Time elected City Council members. Has budgetary, contract approval as well as policy making responsibilities. Mayor - Strong Mayor Government
Philadelphia, PA	1,551,000	1%	\$279,391	7/1/24	\$281,347	\$310,000	7/1/24	\$312,170	\$165,941	6/30/24	\$167,103	91,235	\$208,273	6/30/24	\$209,731	\$123,000	1/23/25	\$123,861	17 Full Time elected City Council members. Has budgetary, contract approval as well as policy making responsibilities. Mayor - Strong Mayor Government
Seattle, WA*	724,305	-35%	\$222,351	1/1/18	\$144,751	--	--	--	\$137,432	1/1/20	\$89,468	90,538	\$129,686	1/1/18	\$84,426	\$185,628	1/1/21	\$120,844	8 Full Time elected City Council members. Approves budget, limited legislation development. Mayor - Strong Mayor Government
AVERAGE			\$219,536		\$216,103	\$310,000		\$312,170	\$119,640		\$116,384		\$132,359		\$129,467	\$156,013		\$151,453	
Detroit, MI	645,705	--	\$224,573	7/1/25	\$224,573	N/A	N/A	N/A	\$106,233	7/1/25	\$106,233	71,745	\$111,648	7/1/25	\$111,648	\$106,233	7/1/25	\$106,233	9 Full Time elected City Council members. Has budgetary, contract approval as well as policy making responsibilities. Mayor - Strong Mayor Government
Det +/- Market		2.3%			3.9%				-11.2%		-8.7%		-15.6%		-13.8%	-31.9%		-29.9%	

*Data collected in 2023

NOTE: Strong Mayor is a mayor in a mayor-council method of municipal government who is given by charter a large degree of control and responsibility. To be considered a strong mayor system, the mayor receives administrative authority and a significant degree of independence. He or she can appoint and dismiss staff at city hall, including department heads without consulting the city council or receiving public approval.

2023 ELECTED OFFICIALS SALARY SURVEY

Municipality	City/Village or Municipality		Municipality's Mandated or Not		City/Village or Municipality		Health/Benefit Package (Does it include dental and vision benefits?)		Medical Insurance (Does it include dental and vision benefits?)		Vacation/Sick Pay (Does it include dental and vision benefits?)		Pension		Pension Plan Name		Pension Plan Type (Defined Contribution or Defined Benefit)		Pension Plan Details (e.g., vesting, portability, etc.)		Other Not Listed		Link to Website	
Boston, MA	No		No		No		Yes	Functions are provided for some expenses for health benefits to all city employees	No		No		Yes	Councilors are included in the same pension plan as all city employees	No		No							
Chicago, IL	No		No		No												No							
Chlor City, OH	Yes	Mayor and City Council President are provided city vehicles for city business. City Clerk and Council members are provided a monthly transportation allowance of \$555.00 for travel within Franklin County. This must be approved by the City Council President.	Yes		Yes		No	City Clerk is eligible for Short Term Disability. Elected officials are not.	No	Elected officials are eligible for the same medical benefits that the other city employees are eligible to receive.	No	Elected officials do not receive PTO. The City Clerk receives 15 days of PTO or 10.7 hours per pay period, and 40 hours of sick leave included in the beginning of every year.	Yes	Elected officials are included in the same plan as Public Employees Retirement System or other city employees are.	Yes	Security is provided for the Mayor and City Council President.	No	No						
Franklin, NY	No	Mayor only	No		Yes				No		No		Yes		Yes	Mayor Only	No	No						
Knoxville, TN	No		No		Yes		Yes		No		Yes		Yes		No		No	Yes	Legal Assistance				http://www.knox.gov	
Memphis, TN	No		No		No		Yes	They receive health, dental and vision benefits.	No		No		No		No		No							
Harrisburg, PA	Yes	All members have an option for a city vehicle.	Yes		Yes		Yes		Yes		Yes	There is no specific amount of sick leave, even above a certain level.	Yes	Each employee type has their own separate pension plan. For example, Elected Officials are in Pension Plan 1.	Yes	They are included in pension.	No	Yes					Link to pension plan: https://www.harrisburg.gov/finance/pension	
Milwaukee, WI	No		Yes	In some circumstances	Yes		Yes	https://www.milwaukee.gov/finance/pension	No		Yes	https://www.milwaukee.gov/finance/pension	Yes	https://www.milwaukee.gov/finance/pension	No	No	No	Other financial within city.				https://www.milwaukee.gov/finance/pension		
Denver, CO	Yes		Yes		Yes		Yes		No		Yes	Applies to all City & County of Denver employees.	Yes	Applies to all City & County of Denver employees.	No		No	Yes	Legal Assistance only. All City & County employees.	See Career Service Rule 10 - Paid Leave, Section 10-21 (Administrative Leave) Used at the discretion of appointing authority. Up to 20 hours annually may be provided for Exemplary Performance.			https://www.denvergov.org/finance/pension	
Seattle, WA *	No		No		Yes				No		Yes				No		No							

*Data collected in 2022

History of the Elected Officials Compensation
for the period
July 1975 through July 2026

Year	Mayor	City Council Member	City Council President	City Clerk
1975 - 1976	\$50,708.00	\$28,708.00	\$28,708.00	\$28,708.00
1976 - 1977	\$51,353.00	\$29,353.00	\$29,353.00	\$29,353.00
1977 - 1978	\$61,950.00	\$33,600.00	\$33,600.00	\$33,600.00
1978 - 1979	\$61,950.00	\$33,600.00	\$35,600.00	\$35,600.00
1979 - 1980	\$65,048.00	\$35,280.00	\$37,280.00	\$37,280.00
1980 - 1981 ¹	n/a	n/a	n/a	n/a
1981 - 1982	\$75,172.00	\$40,771.00	\$40,771.00	\$40,771.00
1982 - 1983	\$75,172.00	\$40,771.00	\$40,771.00	\$40,771.00
1983 - 1984	\$75,172.00	\$40,771.00	\$40,771.00	\$40,771.00
1984 - 1985	\$79,683.00	\$43,218.00	\$43,218.00	\$43,218.00
1985 - 1986	\$115,000.00	\$53,000.00	\$56,000.00	\$53,000.00
1986 - 1987	\$115,000.00	\$53,000.00	\$56,000.00	\$53,000.00
1987 - 1988	\$125,350.00	\$57,770.00	\$61,040.00	\$57,770.00
1988 - 1989	\$125,350.00	\$57,770.00	\$61,040.00	\$57,770.00
1989 - 1990	\$125,350.00	\$57,770.00	\$61,040.00	\$57,770.00
1990 - 1991	\$130,000.00	\$57,770.00	\$63,000.00	\$60,000.00
1991 - 1992	\$130,000.00	\$60,000.00	\$63,000.00	\$60,000.00
1992 - 1993	\$130,000.00	\$60,000.00	\$63,000.00	\$60,000.00
1993 - 1994 ²	\$117,000.00	\$54,000.00	\$56,700.00	\$54,000.00
1994 - 1995	\$130,000.00	\$60,000.00	\$63,000.00	\$60,000.00
1995 - 1996	\$130,000.00	\$60,000.00	\$63,000.00	\$60,000.00
1996 - 1997	\$143,000.00	\$66,000.00	\$69,300.00	\$66,000.00
1997 - 1998	\$143,000.00	\$66,000.00	\$69,300.00	\$66,000.00
1998 - 1999	\$157,300.00	\$72,600.00	\$76,300.00	\$72,600.00
1999 - 2000	\$157,300.00	\$72,600.00	\$76,300.00	\$72,600.00
2000 - 2001	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2001 - 2002	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2002 - 2003	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2003 - 2004	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2004 - 2005	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2005 - 2006 ²	\$158,558.00	\$73,181.00	\$76,910.00	\$73,181.00
2006 - 2007	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2007 - 2008	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2008 - 2009	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2009 - 2010	\$176,176.00	\$81,312.00	\$85,456.00	\$81,312.00
2010 - 2011 ²	\$158,559.00	\$73,181.00	\$76,911.00	\$73,181.00
2011 - 2012	\$158,559.00	\$73,181.00	\$76,911.00	\$73,181.00
2012 - 2013	\$158,559.00	\$73,181.00	\$76,911.00	\$73,181.00
2013 - 2014	\$158,559.00	\$73,181.00	\$76,911.00	\$73,181.00
2014 - 2015 ³	\$166,487.00	\$76,840.00	\$80,757.00	\$76,840.00
2015 - 2016	\$166,487.00	\$76,840.00	\$80,757.00	\$76,840.00
2016 - 2017	\$166,487.00	\$78,761.00	\$82,776.00	\$78,761.00
2017 - 2018	\$166,487.00	\$78,761.00	\$82,776.00	\$78,761.00
2018 - 2019	\$170,663.00	\$80,730.00	\$84,845.00	\$80,730.00
2019 - 2020	\$174,930.00	\$82,748.00	\$86,966.00	\$82,748.00
3/1/2020	\$184,683.00	\$87,362.00	\$91,815.00	\$87,362.00
4/20/2020 ⁴	\$175,449.00	N/A	N/A	N/A
7/1/2020 ⁵	N/A	\$89,547.00	\$94,111.00	\$89,547.00
6/14/2021 ⁶	\$184,683.00	N/A	N/A	N/A
6/14/2021 ⁷	\$189,300.00	N/A	N/A	N/A

Prepared by: City of Detroit - Classification and Compensation 10.23.2025
Source: City of Detroit Official Compensation Schedule

History of the Elected Officials Compensation
for the period
July 1975 through July 2026

Year	Mayor	City Council Member	City Council President	City Clerk
3/17/2023 ⁸	\$202,551.00	\$95,815.00	\$100,699.00	\$95,815.00
2023-2024	\$209,641.00	\$99,169.00	\$104,224.00	\$99,169.00
2024-2025	\$216,798.00	\$102,640.00	\$107,872.00	\$102,640.00
2025-2026	\$224,573.00	\$106,233.00	\$111,648.00	\$106,233.00

¹ No Official Compensation Schedule prepared by City of Detroit for fiscal year 1980-1981

² Salary reflects a 10% wage reduction for the fiscal year

³ Salary reflects a 5% wage increase implemented by Emergency Manager Order

⁴ Mayor voluntarily took 5% pay reduction with rest of General City leadership due to pandemic

⁵ Mayor voluntarily delayed EOCC 2.5% wage increase due to pandemic

⁶ Reinstate Mayor's 5% voluntary pay reduction with rest of General City leadership

⁷ Reinstate Mayor's 2.5% voluntary pay increase delayed through pandemic

⁸ Salary reflects a 7% wage increase implemented by the Elected Officials Compensation Commission

WAGE PATTERNS FOR CITY OF DETROIT EMPLOYEES - Beginning July 1, 2014

Effective Date	DPOA Wage Adj.	DPLSA Wage Adj.	DPCOA Wage Adj.	DFFA	General City Wage Adj.
July 1, 2014	0.0%	5.0%	5.0%	0.0%	5.0%
October 1, 2014	0.8%	0.0%	0.0%	0.0%	0.0%
November 10, 2014	0.0%	0.0%	0.0%	7.5%	0.0%
December 1, 2014	0.0%	0.0%	0.0%	\$300 lump sum bonus	0.0%
January 1, 2015	0.0%	2% lump sum bonus	2% lump sum bonus	0.0%	1.25% lump sum bonus
July 1, 2015	0.0%	1% lump sum bonus	1% lump sum bonus	\$2,900 lump sum bonus	1.25% lump sum bonus
January 1, 2016	4.0%	5.0%	4.0%	NA	0.0%
July 1, 2016	2.5%	2.5%	2.5%	2.5%	2.5%
July 1, 2017	2.5%	2.5%	2.5%	2.5%	2.5%
May 29, 2018	0.0%	2.0%	0.0%	NA	0.0%
May 31, 2018	0.0%	0.0%	2.0%	NA	0.0%
June 30, 2018	NA	NA	NA	2.5%	NA
July 1, 2018	2.5%	2.5%	2.5%	NA	2.5%
October 23, 2018	2.0%	0.0%	0.0%	NA	0.0%
June 30, 2019	NA	NA	NA	3.0%	NA
July 1, 2019	3.0%	3.0%	3.0%	NA	2.0%
July 1, 2020	2.5%	3.0%	3.0%	0.0%	0.0%
June 18, 2021	NA	NA	NA	2.0%	NA
July 1, 2021	2.5%	3.0%	3.0%	3.0%	2.0%
July 1, 2022	NA	NA	0.0%	3.0%	2.0%
October 17, 2022	4.0%	4.0%	NA	NA	NA
November 1, 2022	NA	NA	4.0%	NA	NA
July 1, 2023	4.0%	4.0%	4.0%	3.0%	2.5%
July 1, 2024	4.0%	4.0%	4.0%	3.0%	2.0%
July 1, 2025	4.0%	4.0%	4.0%	3.0%	2.0%
July 1, 2026	4.0%	4.0%	4.0%	NA	2.0%
July 1, 2027	NA	NA	NA	NA	2.0%
July 1, 2028	NA	NA	NA	NA	2.0%
July 1, 2029	NA	NA	NA	NA	2.0%

12/1/2014 - \$4,000,000 lump bonus distributed to all sworn Police and Fire members

12/1/2015 - \$750,000 lump bonus distributed to all sworn Police and Fire members

01/1/2016 - Starting salary for DPOA increased to \$36,000

12/1/2017 - \$750,000 lump bonus distributed to all sworn Police and Fire members

12/1/2018 - \$300,000 lump bonus distributed to all sworn Police and Fire members

10/17/2022 - Starting salary for DPOA academy increased to \$45,000 and 1st year Officer increased to \$58,500.

07/1/2023 - Civilian unions who accepted the City's wage concession in fiscal year 2020 - 2021 to receive 2.5% wage increase

City of Detroit

OFFICE OF THE CITY CLERK

Janice M. Winfrey
City Clerk

Andre P. Gilbert II
Deputy City Clerk

October 28, 2025

Detroit Elected Officials Compensation Board Office
of the Mayor
2 Woodward Avenue, Suite #1126
Detroit, Michigan 48226

Dear Election Commission Board Members,

Thank you for serving as a member of the Detroit Elected Officials Compensation Board. I write to provide you with undeniable supporting evidence, to assist the Committee in its 2025 compensation deliberation.

Historically prior to 2006, the City Clerk's position was considered a retirement position and relied upon their staff to execute the duties of the office. Since that time the City Clerk's position has evolved into a full-time position of significant local and national importance, entrusted to protect and expand our most sacred right; the constitutional right to vote. Today the City Clerk position requires expert skills in election administration, in an environment of increased public scrutiny, increased local and federal legislative changes, and positive technological advancement, with the singular aim to ensure election results are counted timely and accurately.

As you are aware, the City of Detroit Department of Elections played a pivotal role in the outcome of the 2020 Presidential General Election, preserving our democracy during a global COVID-19 pandemic. The contentious atmosphere that we experienced in 2020, however, has not subsided—it continues to challenge the democratic process, particularly in urban communities like Detroit. As such, the position of Detroit City Clerk and the related duties of the Department of Elections have evolved to ensure that our nonpartisan efforts withstand heightened scrutiny and the increasing politicization of democracy.

In meeting these challenges, we not only safeguarded the integrity of the electoral process, but also helped pave the way for the City of Detroit to receive almost \$1.2 billion in discretionary federal grant funds and secure a healthy general fund surplus. At the same time, we have been excellent stewards of public resources by actively pursuing external grant opportunities—saving the City \$10.4 million from calendar years 2020 to 2025.

Below are just a few of our myriad operational highlights from the 2020 Presidential General Election through the 2025 Municipal Primary Election:

- Managed voter rolls totaling 519,369 registered voters
- Processing 273,638 registered voters who voted via absentee ballot in the 2020 & 2024 Presidential General Elections
- Managed the creation and expansion of the permanent absentee voting list to approximately 100,000 voters
- Managed 400 polling site precincts and 165 absentee counting boards
- Managed 14 early voting centers, located throughout the city in each Council District
- Managed 168 buildings, housing our polling locations throughout the city

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- 10,000 poll workers assigned to election operations
- Secured \$7.2 million in external grant funds to offset election cost related to the 2020 Presidential General Elections (Cost savings to the City) Secured \$300,000 in external grant funds (2022 Gubernatorial General Election) to pay poll workers a fair wage (Cost savings to city)
- Secured \$2.9 million in external grant funds to offset election costs related to the 2024 Presidential General Election Cycle (Cost savings to city)
- Established a state-of-the-art Archive of City records dating back to the early 1800s
- Deployed a state-of-the-art legislative management system for the City Council, enhancing government transparencies for the 645,705 and growing residents of the City.

I oversee multiple budgets totaling approximately \$23 million (FY 2025/2026) with roughly 200 full and part time employees, in addition to employing an estimated 10,000 poll workers. A survey of cities with less population and less complex election operations than the City of Detroit, such as the Grand Rapids and the City of Ann Arbor and others, supports increasing the Detroit City Clerk's compensation (**Attachment A - City Clerk Position Salary Comparison**).

According to a recent salary survey of the City Clerk salaries statewide, the City of Grand Rapids pays their City Clerk \$154,867, which is \$48,635 more than the Detroit City Clerk position yet they have a full-time staff of 10 employees. The City of Ann Arbor pays their City Clerk \$131,875, which is \$25,643 more than the Detroit City Clerk position and has a full-time staff of six employees. The City of Westland pays their City Clerk \$129,818 and has a full-time staff of five and makes \$23,586 more the Detroit City Clerk position. In short, although I've only highlighted a few of my counterparts, there are approximately 20 city or township clerks that are paid more than my position, yet don't have one-third of the staff, nor anywhere close to the number of registered voters.

Given the above facts outlined in this letter, I am respectfully requesting that you consider increasing the compensation for the Detroit City Clerk position to \$150,000. The request will address the significant salary disparity, ensure the compensation is commensurate with the scope and complexity of the position, and make the position competitive to other cities in the State of Michigan. The net effect of paying a competitive and fair wage for the full-time City Clerk position is that City will attract more qualified candidates seeking the position in the future, who are willing to stand in the gap to protect our unalienable constitutional right to vote.

Janice M. Winfrey
Detroit City Clerk and Chairperson
of the Election Commission

Attachment A, Statewide City Clerk Salary Comparison

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ATTACHMENT A: CITY CLERK POSITION SALARY COMPARISON

Top 10 Cities in Michigan by Population – City Clerk Salaries

CITY	POPULATION	# OF PRECINCTS	SALARY	\$ COMPARISON
Detroit	645,705	400	\$106,232	
Grand Rapids	200,117	74	\$154,867	(+\$48,635)
Warren	139,686	53	\$92,923 (2016)	(-\$13,309)
Sterling Heights	134,342	43	\$137,811	(+\$31,579)
Ann Arbor	122,925	47	\$131,875	(+\$25,643)
Lansing	114,336	32	\$104,371	(-1,861)
Dearborn	106,377	50	\$108,018	(+1,786)
Livonia	95,535	26	\$107,243	(+1,011)
Troy	87,338	37	\$119,162.16	(+12,930.16)
Westland	84,200	39	\$129,818	(+23,586)
Southfield	76,874	36	\$101,500 (2023)	(-4,732)

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Wayne County		Salary/Compensation				Full-Time or Part-Time?				Elected or Appointed?		Deputy Clerk?	If yes to Deputy Clerk, what is their salary/compensation?	Election Clerk/Specialist?	If yes to Elections Clerk/Specialist, what is their salary/compensation?
City/Twp	Population	Mayor	Council	Treasurer	Clerk	Mayor	Council	Clerk	Treasurer	Clerk	Treasurer	Yes/No		Yes/No	
Allen Park	30,000	\$13,200	\$5,500	\$17,000	\$70,134.04	PT	PT	PT	FT	Elected	Elected	Yes PT	\$27.00/hr	Yes - 2 QVF clerks	\$15.00/hr part time, 29 hours week
Belleville	4,014	\$1,200	\$1,000	\$52,000	\$52,000	PT	PT	FT	FT	appt	appt	No		No	
Brownstown	33,000	\$36,860 (Supervisor)	\$7,500	\$30,500	\$30,500	PT	PT	PT	PT	Elected	Elected	Yes	\$84,480	Yes	\$17.17 - \$22.32 / hr
Canton Township	93,018	\$125,234 (Supervisor)	\$13,023.36	\$107,242	\$107,242	FT	PT	FT	FT	Elected	Elected	Assistant Clerk	\$75,818	Yes - Records & Data Specialist	\$66,224.00
Flat Rock	10,200	\$2,500	\$1,250	\$81,307	\$63,024	PT	PT	FT	FT	Appt	Appt	Yes	\$48,672	No	
Garden City	26,000	\$10,500*	\$8,000*	\$99,151.32	\$94,989.65	P/T	P/T	F/T	F/T	Appointed	Appointed	Yes	\$60,000	No	
Gibraltar	4,997	\$3,450 + \$50/mtg (max 75 mtgs)	\$1,850 + \$40/mtg (max 55 mtgs)	\$2,450 + \$45/mtg (max 60 mtgs)	\$76,000	PT	PT	FT	PT	Elected	Elected	No		No	
Grosse Ile	10,788	\$18,658	\$4,416	\$14,136	\$14,136	PT	PT	PT	PT	Elected	Elected	Yes	\$81,051 (\$61,051 = Deputy Clerk & \$20,000 = Communications Administrator)	Yes	54,350.40
Grosse Pointe Park	11,419	NA	NA	\$115,000	72,500	PT	PT	FT	FT	Appointed	Appointed	Yes	51,334.00		
Grosse Pointe Woods	16,500	\$6,000	\$3,750	\$90,200	\$75,000	PT	PT	FT	FT	Appointed	Appointed	Yes	\$45,000	No	
Harper Woods	15,492	\$2,900	\$2,600	\$77,025	\$80,437	PT	PT	FT	FT	APPT	APPT	No		No	
Huron Township	16,000	\$71,913	\$6,400 + \$100/mtg	\$57,530	\$57,530	FT	PT	FT	FT	Elected	Elected	Yes PT	\$44,000	No	
Livonia	100,000	\$137,300	\$18,144	\$97,274	\$97,274	FT	PT	FT	FT	Elected	Elected	Yes	\$78,400	Yes	\$64,355
Melvindale	12,668	\$14,000	\$2,500 - \$3,000	\$3,000	\$12,000	PT	PT	PT	PT	Elected	Elected	No	(Mayor's Secretary)	No	**Payroll Clerk & A/P Clerk handle election duties with one part-time employee assistant
Redford Township	49,504	\$128,336	\$12,976	\$83,414	\$83,414	FT	PT	FT	FT	Elected	Elected	Yes	\$78,013.15	Yes	\$53,613.25
Riverview	12,490	\$6,000	\$5,000	N/A	\$79,360	PT	PT	FT	FT	Appointed	Appointed	No		No	Treasurer is usually a combined position with our Finance/ Purchasing Director. Salary reflects all not just Treasurer
Romulus	25,000	\$106,468	\$10,800	\$84,319	\$84,319	F/T	P/T	F/T	F/T	Elected	Elected	Yes	\$64,293	No	
Southgate	30,047	\$13,750	\$6,750/\$6,250	\$6,652	\$8,203	PT	PT	PT	PT	elected	elected	Yes/No	\$54,434.53 - \$70,202.68	qvf specialst	\$12.50 part time, 24 hours week
Sumpter Township	9,659	\$38,000	\$22,000	\$30,000	\$30,000	PT	PT	PT	PT	Elected	Elected	Yes	\$28.53 / hour		
Taylor	63,000	\$104,600	\$14,500 - \$17,000	\$34,200	\$78,650	FT	PT	FT	PT	Elected	Elected	Yes	\$70,042	Yes	\$52,320
Trenton	18,220	\$75/mtg - \$11,250 max	\$50/mtg - \$5,000 max	\$13,000	\$72,000	PT	PT	FT	PT	Elected	Elected	Yes	\$51,168	No	
Westland	85,420	\$128,807	\$18,400	N/A	\$122,672	FT		FT	N/A	elected	N/A	Yes	\$110,406	Yes	\$56,470
Woodhaven	12,875	\$2,500 + \$60.00/mtg	\$1,775 + 50/mtg	\$92,990	\$75,753	PT	PT	FT	FT	appointed	appointed	yes	\$58,552	No	
Wyandotte	24,700	\$5,000	\$2,500	\$4,800	\$45,000	PT	PT	FT	PT	elected	elected	Yes	\$21.42/hr	Yes	\$15.49/hr we also have an elected assessor

[illegible]

[illegible]



City of Detroit

COUNCILMAN SCOTT R. BENSON

October 22, 2025

The Detroit Elected Official Compensation Committee

C/O Detroit City Clerk Janice Winfrey

Coleman A. Young Municipal Center

2 Woodward Ave, Suite 200

Detroit, MI 48226

Dear Esteemed Members of the Compensation Committee,

I am writing to formally and unequivocally support a necessary adjustment to the salaries of Detroit's highest elected officials: the Mayor, the City Council, and the City Clerk. The current compensation levels do not adequately reflect the profound level of responsibility, the complex demands of governance, or the exceptional turnaround results achieved over the last decade. A competitive salary is not merely a reward; it is a critical investment that ensures the city can attract and retain the high-caliber, experienced leadership essential to maintaining our current trajectory of success and securing Detroit's future prosperity.

The fiscal stabilization achieved by this leadership body has been nothing short of historic. Under their stewardship, the City of Detroit has accomplished a remarkable record of **twelve consecutive balanced budgets**. Furthermore, prudent management and responsible economic growth strategies have resulted in a **56% increase in the General Fund since 2014**. These achievements demonstrate an unmatched level of fiscal responsibility and competency, transitioning Detroit from bankruptcy to financial resilience. This is a performance record that, in any private sector environment, would warrant significant compensation increases.

Beyond mere budget metrics, the quality of life for Detroit residents has demonstrably improved across key areas. We have seen a meaningful **reduction in the city's poverty rate**, signifying that economic growth is reaching our communities. The strategic efforts to stabilize and improve neighborhoods have led to a **substantial increase in residential property values**, rebuilding the wealth of our homeowners. Concurrently, targeted investments in public safety have contributed to a significant **reduction in violent crime**, and the overall **quality and responsiveness of city services** have dramatically improved, making Detroit a safer and more desirable place to live and invest.

To ensure this momentum continues, the city must offer compensation packages that are competitive with similar positions in peer cities and equivalent executive roles in the public sector. Sustaining world-class performance requires retaining the talent that achieved these results and attracting future leaders who can innovate and meet forthcoming challenges. By approving a substantial and equitable increase for the Mayor, City Council, and City Clerk, the Compensation Committee will be directly strengthening the long-term governance and financial health of our city. I urge you to approve this vital compensation adjustment.

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