

Charter Township of Flushing, Michigan

Compensation Commission

Formal Recommendation

November 20, 2025

Compensation Commission Recommendation

The Compensation Commission recommends that salaries for Township officials be determined through a clear, consistent, and objective review process. To ensure fairness, financial responsibility, and transparency, the Commission has based its decisions on the following key factors.

1. Job Duties & Scope of Responsibilities

- Complexity and workload of each position
- Required certifications or training
- Number of administrative duties, oversight functions, or committee responsibilities
- Expectations for work performed outside regular hours

2. Time Commitment

- Estimated weekly hours
- Seasonal fluctuations in workload (elections, budgeting, audits)
- Changes in responsibilities compared to prior years

3. Comparative Salary Data

- Salaries of similar-size townships
- Regional and county benchmarks
- Compensation trends over the past several years

4. Township Financial Condition

- Current budget health and fund balance
- Revenue trends and long-term financial sustainability
- Ability to support adjustments without impacting operations or services

5. Inflation & Cost of Living

- Relevant CPI data
- Local cost-of-living changes
- Whether previous adjustments kept pace with inflation

6. Performance & Service Quality

- Overall effectiveness of township operations
- Consistency in meeting statutory deadlines
- Improvements in efficiency, transparency, or service delivery

7. Recruitment & Retention

- Ability to attract qualified candidates
- Challenges retaining officials in key roles
- Long-term succession considerations

8. Benefits & Total Compensation

- Health, dental, or vision insurance (not provided)
- Retirement contributions
- Stipends, mileage, and technology allowances
- Training or professional development opportunities

9. Public Expectations & Transparency

- Community expectations for fairness and accountability
- Recent salary history
- Clear communication of compensation decisions

10. Internal Equity

- Balance between positions
- Avoiding disproportionate increases
- Ensuring compensation aligns with duty levels and workload

For 2026 The Compensation Committee Recommends that the Salaries be set as follows

Supervisor	\$ 63,200.62
Clerk	\$ 63,200.62
Treasurer	\$ 63,200.62
Trustees each	<u>\$ 5,859.67</u> x 4
Total 2026	\$213,040.54

For 2027 the Compensation Committee Recommends that the Salaries be set as follows

Supervisor	\$ 67,624.66
Clerk	\$ 67,624.66
Treasurer	\$ 67,624.66
Trustees each	<u>\$ 6,035.46</u> x 4
Total 2026	\$227,015.83

Respectfully Submitted,

Kimberly Strnad (Commission Chair)

Jean Flader (Commission Vice Chair)

Jennifer Davidek (Commission Secretary)

Alan Fahlen (Commission Member)

Gary Whitmire (Commission Member)