



## BLACKMAN CHARTER TOWNSHIP

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In the Spring of 2019, the Blackman Township Board of Trustees approved a Compensation Committee to review the salaries of the elected township officials. The committee was made up of (5) Blackman Township taxpayers. The committee reviewed the current salaries, in relation to the salaries of other Jackson County elected township officials, as well as other Townships with populations similar to Blackman Township in Michigan. Upon completion of that review and after conducting a public hearing for resident input, the committee recommended the following salaries for Blackman Township elected officials:

Supervisor	\$40,000 – no benefits
Clerk	\$20,000 – no benefits
Treasurer	\$20,000 – no benefits
Trustee	\$3,500 – no benefits

For further information, you may view the compensation study that was completed in 2018.

Thanks

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Blackman-Leoni Township  
Department of Public Safety  
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**Proposed wage increases impact on General Fund**

	Current Salary	Proposed Salary	Total Increase
Supervisor	24,000.00	40,000.00	16,000.00
Clerk	12,600.00	20,000.00	7,400.00
Treasurer	12,600.00	20,000.00	7,400.00
Trustee	3,000.00	3,500.00	500.00
Trustee	3,000.00	3,500.00	500.00
Trustee	3,000.00	3,500.00	500.00
Trustee	3,000.00	3,500.00	500.00
	<u>61,200.00</u>	<u>94,000.00</u>	<u>32,800.00</u>

	G/F Allocations	Current G/F Budget	Increase to G/F Budget	G/F Budget w/ Increases
Supervisor	57%	14,000.00	9,120.00	23,120.00
Clerk	80%	10,609.00	5,920.00	16,529.00
Treasurer	60%	7,946.00	4,440.00	12,386.00
Trustees	100%	16,320.00	2,000.00	18,320.00 **
		<u>48,875.00</u>	<u>21,480.00</u>	<u>70,355.00</u>

\*\*Trustee budget also includes additional amount for meetings

**Supervisor Wage Allocation                      \$40,000**

G/F- 57%	\$	22,800
Sewer- 33%	\$	13,200
Water-10%	\$	4,000

**Clerk Wage Allocation                              \$20,000**

G/F - 80%	\$	16,000
Sewer-10%	\$	2,000
Water-10%	\$	2,000

**Treasurer Wage Allocation                      \$20,000**

G/F-60%	\$	12,000
Sewer- 35%	\$	7,000
Water- 5%	\$	1,000



































Clerk and Treasurer Department Wages Compared to Jackson County Townships

<u>Township</u>	<u>Clerk</u>	<u>Deputy</u>	<u>Total</u>	<u>Treasurer</u>	<u>Deputy</u>	<u>Total</u>
Blackman	\$12,600	\$49,004	\$61,604	\$12,600	\$43,492	\$56,092
Summit	\$32,769	\$40,075	\$72,844	\$28,690	\$82,051*	\$110,741
Leoni	\$38,500	\$25,480	\$63,980	\$38,500	\$25,480	\$63,980
Spring Arbor	\$39,081	\$28,142	\$67,223	\$39,081	\$28,142	\$67,223
Columbia	\$19,950	\$34,049	\$53,999	\$21,950	\$27,040	\$48,990
Napoleon	\$17,000	\$35,360	\$52,360	\$17,000	\$29,120	\$46,120
Grass Lake	\$39,440	\$15,850	\$55,290	\$37,400	\$15,850	\$53,250
Dept. Avg.	N/A	N/A	\$60,949	N/A	N/A	\$65,051

\*Summit Township Treasurer is also responsible for Accounting/HR

Local Comparison for Other Township Positions

<u>Township</u>	<u>Acc./HR</u>	<u>Building</u>	<u>Assessing</u>	<u>Utility</u>	<u>Admin. Asst.</u>
Blackman	\$52,208	\$67,184	\$59,883	\$37,273	\$30,908
Summit	\$82,051*	\$85,561	\$73,605	\$45,926	\$45,926
Leoni	\$50,000	\$45,000	\$65,000	N/A	N/A
Spring Arbor	N/A	Contract	\$59,000	N/A	\$41,995
Columbia	\$57,199	Contract	\$47,300	N/A	\$34,091
Napoleon	N/A	Contract	Contract	N/A	\$27,040
Grass Lake	N/A	Contract	\$44,799	N/A	\$35,110
Average	\$63,083	\$65,280	\$57,940	\$45,926	\$36,832

\*Summit Township Treasurer is also responsible for Accounting/HR

### Cost of Living Comparison

When comparing Blackman Townships to other Townships with a similar population, it is important to consider the cost of living of the County in which the Township is in, as that is most likely where the employee probably lives. The data below shows the % difference between Jackson County and the Counties of the comparable Townships:

<u>Township</u>	<u>County</u>	<u>% Difference</u>
<u>Blackman</u>	<u>Jackson</u>	<u>0%</u>
<u>Delhi</u>	<u>Ingham</u>	<u>14%</u>
<u>Gaines</u>	<u>Kent</u>	<u>10%</u>
<u>Harrison</u>	<u>Macomb</u>	<u>21%</u>
<u>Summit</u>	<u>Jackson</u>	<u>0%</u>
<u>Kalamazoo</u>	<u>Kalamazoo</u>	<u>12%</u>
<u>Oshtemo</u>	<u>Kalamazoo</u>	<u>12%</u>
<u>Avg. %</u>		<u>11.5%</u>

### Conclusion

As you can see, the compensation and the job responsibilities for each Township that was looked at, are all over the map. When you look at the comparable Townships by population, there is a difference in the cost of living in each County, which can make a difference in the amount of wages paid for a specific job. When you look at the comparable Townships in the County of Jackson, it is hard to compare apples to apples, due to the fact that Blackman Township is two to four times larger than the other Townships, other than Summit Township. There are a lot of variables involved, as many of the Townships said that their Supervisor, Clerk and Treasurer were considered full-time, even though you cannot require that, according to Michigan Statute. The intention of this compensation study was not to make a recommendation to the Township Board, but rather to provide some data that can be used to determine the future path that is taken in regards to compensation for both the Township Office Employees and the Elected Officials

If you have any questions, please let me know.

Respectfully,

Michael L. Jester

Director of Public Safety