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Emmet County Commissioner Reimbursement Committee FY2023 Commissioner Compensation Proposal

For the 2023 - 2024 term of the Emmet County Board of Commissioners, the County Commissioner Compensation Committee recommends a common sense, market-based salary increase for the Emmet County Board of Commissioners based on the work done by the Commissioner Compensation Committee and the extensive research done by the Emmet County Administrative team.

The Wage / Stipends of the Emmet County Board of Commissioners have not been increased since 2009. Therefore, based on analysis of compensation trends for County Commissioners, recent compensation studies completed for Emmet County Commissioners, and a review of the current Compensation process for County Commissioners – The Commissioner Compensation Committee proposes the following compensation schedule for the Emmet County Board of Commissioners for the 2023 - 2024 term:

Board Chair: \$17,000.00/year, plus allowable mileage

Vice-Chair: \$15,000.00/year, plus allowable mileage

Board Members: \$14,000.00/year, plus allowable mileage

Board Members on Planning Commission: \$600.00 additional per year stipend, plus allowable mileage. (P/C stipend equals 12 monthly meetings @ \$50.00 per meeting)

The proposed increase is meant to offset the extra work that the Commissioners undertake as part of their committee assignments, as well as simplify the salary / stipends and remove payment of meetings on a per diem basis, which will also greatly reduce the administrative work necessary to process the Commissioner compensation from its current process. Commissioners may still claim allowable mileage due to the large amount of driving done by some Commissioners who live further away from the County Seat and are on more committees.

The Commissioner Compensation Committee includes the recommendation that a Commissioner Compensation review should occur every third (3rd) year of a four (4) year cycle.

The Commissioner Compensation Committee also made the recommendation, that meal reimbursement (only) should mirror that of the current reimbursement schedule set by the Administration for county employees.

The recommendation from the Commissioner Compensation Committee is not meant to be binding on the County Administration, or the Board of Commissioners. It may be accepted, rejected, or modified by the Board of Commissioners.

COMMITTEE MEMBERS: Dennis Keiser -Chairperson, John Eby, Frederick Geuder, Al Terry, and Jerry Bush.

Administrative Staff: Administrator Michael Reaves, Asst. County Administrator David Boyer, Finance Director Pam Gibson, Civil Counsel Cathryn Rudolph, Civil Counsel Legal Assistant Priscilla Meyer.

Note: Compensation data analyzed for this recommendation include; Networks Northwest annual compensation study, Michigan Association of Counties annual compensation study, Staff driven research of specific Northern Michigan County compensation models of various County Commissioners salary and benefits, Bureau of Labor Statistics, Pay Scale, Northeast Michigan Council of Governments and wage/stipend information in place for comparative county governments.

- Allowable Mileage – Allowable mileage is defined as those meetings under BOC policy that allow the County to reimburse the Commissioners pursuant to the current federal mileage allotment. To and from home to BOC meetings at the Emmet County Building are not included in this mileage, or those committee assignments that require non-county entities to reimburse the Commissioners for reasonable expenses or mileage or those committee assignments that do not allow for any reimbursement in any format.

03-11-2022 – Accepted in draft form by the Commissioner Compensation Committee unanimously.