



MEMORANDUM
REGULAR CITY COUNCIL
MEETING
March 3rd, 2025, at 6:00 p.m.

TO: City Council
FROM: Lisa Nocerini, City Manager
SUBJECT: Wage/Benefit Study

I have been tasked by council to work on a wage/benefit study. A study like this can be very complex, and without access to salary survey data and other survey sources, it is going to be quite difficult for me to complete this project.

While the Michigan Municipal League supplies certain data on their website to members, a study like this still requires the expertise of someone who has background with compensation analysis and who has access to other sources like ERI (Economic Research Institute) and Mercer. There are numerous factors that have to be analyzed and data that has to be closely looked at by an expert.

I reached out to Mike Blickhahn, who has 25+ years of experience leading compensation functions and focuses on human resources, payroll, and compensation. Mike was introduced to me by Plante Moran, and one of their lead consultants in this area.

Mike and his team will be reviewing 12 positions, which will take approximately 10-14 hours at an hourly rate of \$335.00 per hour. Once the study is complete, the city will be provided with an MS PowerPoint slide deck, presenting the pay range and any considerations.

Positions include City Manager; City Clerk/Human Resources; Chief of Police; Police Corporal; Police Officer; Public Works Director; Public Works Supervisor; Public Works employee; Treasurer; Planning & Zoning Administrator; Project Manager; Deputy Clerk.

I am recommending that the City of Douglas approve a contract with Plante Moran to hire Mike Blickhahn, to commence with the wage/benefit study.

Sample Motion: Motion to approve a contract with Mike Blickhahn from Plante Moran to provide a wage/benefit study in an amount not to exceed \$4,500.00.