



COUNCIL ACTION SUMMARY SHEET

MEETING DATE: May 27, 2025

TOPIC FY 2025-26 Non-Union Pay Ranges and Pay Rates

BACKGROUND BRIEF:

The Village Manager is recommending that the Village Council adopt a resolution establishing FY 2025-26 salary and pay ranges for administrative officer and non-union positions of the Village as well as a 4% salary or wage adjustment for employees currently filling those positions. The salary and wage increase is commensurate with the increases approved for the POAM and AFSCME employees. The adjustments to the salary or wage ranges is commensurate with the Michigan Department of Treasury inflation rate of 3.1% for the past year.

Attached is the proposed resolution for consideration by Council.

SUMMARY OF PREVIOUS COUNCIL ACTION:

None

FINANCIAL IMPACT:

Please refer to the attached resolution. Wage and salary increases will also result in commensurate increases in payroll taxes (7.65% of the increased pay) and contributions to employee defined contribution retirement programs (10% of the increase in the base pay).

RECOMMENDED MOTION:

To adopt the following resolution approving the FY 2024-25 non-union pay ranges and rates:

VILLAGE OF LAKE ORION
COUNTY OF OAKLAND
STATE OF MICHIGAN

COUNCIL RESOLUTION

A RESOLUTION SETTING THE FY 2025-26 PAY RANGES AND PAY RATES OF ADMINISTRATIVE OFFICERS AND NON-UNION EMPLOYEES OF THE VILLAGE OF LAKE ORION PURSUANT TO SECTION 3.10 OF THE VILLAGE CHARTER.

WHEREAS, Section 3.10 of the Village of Lake Orion charter requires the Village council to set the salaries for the administrative officers of the Village in accordance with budgetary appropriations; and

WHEREAS, the current administrative officers of the Village are the Village Manager, Clerk-Treasurer, Deputy Clerk-Treasurer, Attorney, Police Chief, and Public Works Director; and

WHEREAS, the Village Attorney is currently an independent contractor position rather than a full-time position of the Village and is compensated under a separate professional services contract; and

WHEREAS, the Village council desires to establish the pay ranges and pay rates for the administrative officer and non-union positions of the Village except for the Village Attorney;

NOW, THEREFORE, BE IT RESOLVED that, pursuant to Section 3.10 of the Village of Lake Orion charter, and in accordance with budget appropriations, the Village council for the Village of Lake Orion does hereby establish the FY 2025-26 pay ranges and pay rates for the administrative officers and non-union positions of the Village effective July 1, 2025, as follows:

<u>POSITION</u>	<u>MINIMUM SALARY</u> <u>3.1% Adjustment</u>	<u>MAXIMUM SALARY</u> <u>3.1% Adjustment</u>	<u>SALARY</u> <u>4% Adjustment</u>
Village Manager	89,250 92,017	109,200 112,585	95,500 Pending Negotiation
Clerk/Treasurer	69,300 71,448	87,150 89,852	78,225 81,354
Deputy Clerk/ Treasurer	61,950 63,870	79,800 82,274	65,100 67,118
Deputy Finance Director/Treasurer	25.24 26.02 per hour	32.81 33.83 per hour	25.24 26.25 per hour
Office Coordinator	21.00 21.65 per hour	25.20 25.98 per hour	24.11 25.07 per hour
Account Clerk			
Utility Billing Clerk			
Public Works Director	69,300 71,448	87,150 89,852	78,225 81,354

<u>POSITION</u>	<u>MINIMUM SALARY</u> <u>3.1% Adjustment</u>	<u>MAXIMUM SALARY</u> <u>3.1% Adjustment</u>	<u>SALARY</u> <u>4% Adjustment</u>
Police Chief	73,500 75,778	93,450 96,347	87,500 91,000
Police Lieutenant	32.47 33.48 per hour	40.39 41.64 per hour	37.24 38.73 per hour
Lifeguard Supervisor	N/A	N/A	20.00 20.80 per hour
Lifeguard – Returning	N/A	N/A	18.00 18.72 per hour
Lifeguard – New	N/A	N/A	17.00 17.68 per hour

BE IT FURTHER RESOLVED that the Village Council hereby authorizes the Village Manager to make the necessary adjustments to the FY 2025-26 Budget to provide the necessary appropriations to implement and administer this pay plan on behalf of the Village.

AYES:

NAYS:

ABSENT:

THIS RESOLUTION WAS DULY ADOPTED BY THE LAKE ORION VILLAGE COUNCIL DURING ITS REGULAR MEETING HELD ON MAY 27, 2025.

Sonja Stout, Village Clerk