



COUNCIL ACTION SUMMARY SHEET

MEETING DATE: September 14, 2026

TOPIC FY 2026-27 Non-Union Salary Ranges and Pay Rates

BACKGROUND BRIEF:

The Village Manager is recommending that the Village Council adopt a resolution establishing the FY 2026-27 salary and pay ranges for administrative officer and non-union positions of the Village as well as a 3.5% salary or wage adjustment for employees currently filling those positions. The salary and wage increase is commensurate with the increase proposed for the AFSCME employees. The adjustments to the salary or wage ranges is commensurate with the Michigan Department of Treasury inflation rate of 2.7% 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.

RECOMMENDED MOTION:

To adopt the resolution as presented setting the FY 2026-27 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, with said pay ranges to be adjusted by 2.7% for the minimum and maximum rates and the pay rates to be adjusted by 3.5% for each employee.