

**2026-2027 SALARIES  
CITY OF MACKINAC ISLAND, MICHIGAN  
Ord. No. \_\_\_\_\_, Eff. April 1, 2026**

An ordinance to set the salaries and wages of officers, officials, and employees of the City of Mackinac Island for the Fiscal Year Ending March 31, 2027.

THE CITY OF MACKINAC ISLAND ORDAINS:

**Sec. 1. ANNUAL SALARY AND WAGE RATE INCREASE**

The increase in wages and/or salaries this year shall be 2.8%, unless otherwise determined by contract.

**Sec. 2. RETIREMENT CONTRIBUTIONS FOR ELIGIBLE EMPLOYEES**

Per the City of Mackinac Island Profit Sharing Plan, all employees eligible to receive contributions to the 457 Deferred Compensation shall have disbursements made as follows (eligibility shall be determined by criteria outlined in the profit-sharing plan):

- A. **Disbursements:** Disbursements shall be made annually on December 15 of each year in the amount allowed to the employee as determined by the employer.
- B. **Severability:** In the event of the termination of employment of the eligible employee (whether by the decision of the employee or the employer, death or dismemberment) The annual payment of the retirement contribution shall be prorated from January 1 of that year to the last day the employee actually worked.

**Sec. 3. HOLIDAY, SICK LEAVE, FUNERAL LEAVE, AND VACATION FOR FULL-TIME EMPLOYEES.** All benefits will be tracked and documented with the City Clerk.

**Definition of Full-Time Employee.** Employees who work at least thirty-five (35) hours per week for forty-eight (48) weeks per year.

All full-time year-round employees will be paid eight (8) hours for the following holiday (unless it falls on a regularly scheduled day off):

- A. **Holidays:** New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
- B. **Sick Leave.** Full-time employees shall receive eight (8) hours of sick leave time after completing one (1) full month of employment up to a maximum of one hundred sixty (160) hours (20 days). Sick days may only be used for a doctor appointment, illness, or hospitalization.
- C. **Funeral Leave.** Full-time employees shall be granted a leave of absence without loss of pay for up to five (5) days in case of a death in the employee’s immediate family. Immediate family shall include: spouse, children, parent(s), sibling(s), grandparent(s), and mother-in-law or father-in-law.
- D. **Vacation.** Full-time employees may schedule time off for their vacation after seeking approval from their supervisor or board. Employees may not schedule more than five (5) consecutive days of vacation between Memorial Day to Labor Day. All vacation days must be used within the anniversary year of each employee or expire. Employees will receive the following vacation days based on their years of employment with the city:

1 – 5 years	=	10 vacation days
6 – 10 years	=	15 vacation days
11+ years	=	20 vacation days

**Sec. 4. HEALTH INSURANCE**

All full-time year-round employees who are eligible for the City of Mackinac Island health care plan but choose to waive the insurance may receive reimbursement for coverage through another carrier. The City will reimburse only the employees' out-of-pocket premium cost up to an amount not to exceed what their premium for coverage (single/family) would have been with the City's insurance. The City will not reimburse deductibles or copays for employees not electing City of Mackinac Island health care coverage. Employees must submit proof of their out-of-pocket premium cost to the City Clerk.

**Sec. 5. SALARIES AND WAGES ESTABLISHED**

The salaries and wages for officers, officials, and employees of the City of Mackinac Island for the Fiscal Year Ending March 31, 2027, shall be as follows:

**A. Legislative and Executive**

Aldersperson	\$50.00 per meeting per day for each official meeting of the City Council attended.
Mayor	\$250.00 per month; \$50.00 per meeting per day for each official meeting of the City Council attended; \$40.00 per day of attendance at Board of Review session; health insurance.

**B. General Government**

Mayor's Assistant	\$60,374.47 per year (\$2,322.10/bi-weekly); payroll related fringe benefits; health insurance \$1,000 annual employer contribution for retirement to be disbursed as outlined in section 2 of this ordinance; \$35.00 per meeting attended past 4:00 p.m.
Mayor's Assistant (Hourly)	\$29.84 per hour; payroll-related fringe benefits; health insurance \$1,000 annual employer contribution for retirement to be disbursed as outlined in section 2 of this ordinance; \$35.00 per meeting attended past 4:00 p.m.
Election Board Chair	\$18.63 per hour for the first eight (8) hours, \$27.94 per hour for each additional hour; payroll-related fringe benefits.
Election Board Member	\$16.24 per hour for the first eight (8) hours, \$24.37 per hour for each additional hour; payroll-related fringe benefits.
City Clerk	\$51,875.72 per year (\$1,995.22/bi-weekly); payroll related fringe benefits; health insurance; \$1,250 annual employer contribution for retirement to be disbursed as outlined in section 2 of this ordinance; \$60.00 per meeting per day for official meeting of the City Council attended, and \$150.00 for each Saturday worked for absentee ballots; \$75.00 each election day.

**General Government Cont'd:**

Deputy City Clerk \$15.42 - \$24.35 per hour, maximum hours to be determined by the city council; no more than forty (40) hours per work week; \$36.00 per meeting per day for official meeting of the City Council attended when conducted outside of normally established business days and hours in the absence of the City Clerk; payroll related fringe benefits.

City Treasurer \$51,875.72 per year (\$1,995.22/bi-weekly); payroll related fringe benefits; health insurance; \$35.00 per meeting per day for official meeting of the City Council attended; \$1,000 annual employer contribution for retirement to be disbursed as outlined in section 2 of this ordinance.

Deputy City Treasurer \$15.42 - \$24.35 per hour, maximum hours to be determined by the city council; no more than forty (40) hours per work week; payroll-related fringe benefits.

Board of Review Member \$40.00 per meeting per day of official Board of Review meeting attended; payment of reasonable expenses incurred.

City Assessor \$88,408.06 per year (\$3,400.31/bi-weekly); payroll related fringe benefits; all benefits as per contract; health insurance

**C. Public Safety**

Chief of Police \$101,772.06 per year (\$3,914.31/bi-weekly); payroll related fringe benefits; all other benefits as per the contract.

Police Officer Payroll-related fringe benefits; all other benefits as per contract

Entry Rate of Pay	\$24.04 per hour
After 12 months	\$24.70 per hour
After 24 months	\$26.01 per hour
After 36 months	\$27.94 per hour
After 48 months	\$29.90 per hour
After 60 months	\$32.48 per hour
Corporal	\$34.11 per hour

Admin. Assistant \$15.71 to \$20.56 per hour; payroll-related fringe benefits.

Public Safety Ass't \$13.73 - \$15.36 per hour; payroll-related fringe benefits.

Vehicle Escort \$25.00 per hour; payroll-related fringe benefits.

Fire Dept Personnel On-call personnel will be paid hourly for emergency runs and up to a maximum of thirty-five (35) hours for training unless additional hours are approved by the council. After the first hour, they will be paid in half-hour increments, and payroll-related fringe benefits.

Fire Dept Shift Differential \$145.07 per shift; paid to the officer in charge of the department during the overnight absence of the Chief.

Fire Chief \$18,568.50 per year; \$29.12 per hour per run; health insurance

**Public Safety Cont'd:**

Deputy Fire Chief #1 \$4,758.17 per year; \$29.12 per hour per run

Deputy Fire Chief #2 \$4,758.17 per year; \$29.12 per hour per run

Fire Captain \$2,901.32 per year; \$29.12 per hour per run

Fire Lieutenant \$1,740.79 per year; \$29.12 per hour per run

Fire Engineer \$4,068.02 per year; \$29.12 per hour per run

Fire Sergeant \$1,392.64 per year; \$29.12 per hour per run

Fire Corporal \$464.21 per year; \$29.12 per hour per run

Fire Marshal \$3,945.81 per year; \$29.12 per hour per run

Fire Administrator \$19.10 - \$24.35 per hour; average twelve (12) hours per week; payroll related fringe benefits

Fire Fighter	Entry Rate of Pay	\$19.43
	After 5 years	\$22.80
	After 10 years	\$25.97
	After 15 years	\$29.12

Probationary Fire Fighter	Entry Rate of Pay	\$13.73
	After 1 year	\$16.14

**Marine Division**

Commander \$6,168.00 per year; \$29.12 per hour per run

Coxswain \$1,542.00 per year; \$29.12 per hour per run

Engineer \$976.60 per year; \$29.12 per hour per run

Deckhand	Entry Rate of Pay (1 year)	\$13.73
	(2-5 years)	\$19.43
	(6+ years)	\$22.80

Building Official City Engineer Zoning Administrator	\$60.35 per hour (\$100,442.40 annually) payroll related fringe benefits; has all the benefits as per the contract
Building Official City Engineer/Advisor	\$64.75 per hour; payroll-related fringe benefits
Plann Comm/HDC Bldg Dept Secretary	\$19.80 to \$26.73 per hour; no more than twenty-five (25) hours per week; Payroll-related fringe benefits.

**D. City Maintenance/Grounds/Buildings/Streets**

City Foreman	\$33.18 per hour (\$69, 022.39 annually); payroll-related fringe benefits; health insurance; \$1,000.00 employer paid retirement contribution to be disbursed per section 2 of this ordinance.
Assistant City Foreman	\$21.33 to \$23.37 per hour; payroll-related fringe benefits; health insurance.
Laborer	\$18.50 to \$20.56 per hour; payroll-related fringe benefits.
Buildings Custodian	\$20.54 per hour (\$42,722.04 annually); payroll-related fringe benefits; health insurance; \$1,000 annual employer contribution for retirement to be disbursed per section 2 of this ordinance.
Cemetery Laborer	\$17.48 to \$22.04 per hour; payroll-related fringe benefits.

**E. Recreation/Culture**

Librarian	\$14.39 to \$24.37 per hour; payroll-related fringe benefits; health insurance; \$1,000 annual employer contribution for retirement to be disbursed per section 2 of this ordinance.
Assistant Librarian	\$13.73 to \$16.24 per hour; payroll-related fringe benefits.
Recreation Director	\$50,664.12 per year (\$1,948.62/bi-weekly); payroll-related fringe benefits; health insurance; \$1,000 annual employer contribution for retirement to be disbursed per section 2 of this ordinance.
Gym Attendant	\$14.39 to \$16.96 per hour; payroll-related fringe benefits.
Museum Attendant	\$16.84 per hour; payroll-related fringe benefits.

**Sec. 6. EFFECTIVE DATE**

The rates of compensation established herein shall become effective April 1, 2026.

Date Adopted: March 25, 2026  
Date Effective: April 1, 2027