

Salaries for Elected Officials and Chief Deputies Policy

PURPOSE

The purpose of the salaries for Elected Officials and Chief Deputies Policy is to provide requirements and guidelines consistent with MCL 45.421(1).

POLICY & PROCEDURE

Eligibility Criteria

The County shall adhere to the requirements of MCL 45.421(1). Which states the annual salary of each salaried county officer, which is by law fixed by the county board of commissioners, shall be fixed by the board before November 1 each year and shall not be diminished during the term for which the county officer has been elected or appointed, but may be increased by the Board of Commissioners (BOC) during the officer's term of office.

In keeping with the statute, the BOC will endeavor to address the salaries of the elected officials and chief deputies at the time it passes its annual budget, with the exception of the year prior to the commencement of a new term of office, where the BOC will endeavor to establish the salaries of elected officials and chief deputies in February of the year prior to the commencement of a new term of office (as set forth in (4), below).

The "term of office" of each chief deputy will be co-terminus with the elected official under which they serve.

This policy does not apply to others not specifically identified herein or those chief deputies who are members of a recognized collective bargaining unit with a current agreement in place.

Years of Office

(1) In the first year of office, after January 1 but prior to November 1, the BOC may increase the salary of any or all elected officials and chief deputies. The BOC shall not decrease any of their salaries.

(2) In the second year of office, after January 1 but prior to November 1, the BOC may increase the salary of any or all elected officials and chief deputies. The BOC shall not decrease any of their salaries.

(3) In the third year of office, after January 1 but prior to November 1, the BOC may increase the salary of any or all elected officials and chief deputies. The BOC shall not decrease any of their salaries.

(4) In the fourth year of office, after January 1 but prior to November 1, the BOC may increase or decrease the salary of any or all the elected officials and chief deputies, effective on January 1 of the following year (i.e. the commencement of a new term of office). However, it is the intent of the BOC to establish the salary by February of the fourth year of office to apply to the commencement of the new term, so that individuals running for office or considering an appointment may know their anticipated salary for their first year of office.

The BOC will continue to repeat years 1-4 of this cycle.

During a term of office, the BOC shall not decrease the salary of an elected official and chief deputy position, even if the chief deputy is a "new hire" or "inexperienced." Chief deputies serve at the pleasure of their elected officials.

The following non-binding principles apply:

- a. The BOC may elect to increase salary at any time. It is not bound by the November 1 deadline.
- b. The BOC may adopt uniform pay scales for guidance; however, it is not required to follow them. The application of a pay scale shall not result in a decrease in salary from a predecessor in office.
- c. Elected officials and chief deputies are not automatically entitled to cost of living adjustments. However, the BOC will endeavor to keep elected official and chief deputy salaries competitive and in proportion to employees above and below them on the organizational chart. This may result in regular salary increases. The County recognizes the practical benefit and will endeavor for consistency with future changes in compensation under this policy to be consistent with changes approved for non-union employees' cost of living increases.

The principles set forth in this policy do not apply to non-salary compensation, which remains subject to change as otherwise provided in law.

Questions

Questions regarding this policy or any of the related forms should be directed to Human Resources.