

## EMPLOYEE WAGES AND BENEFITS

The City of Springfield offers its full-time employees a reasonable wage and benefit package. Salaried employees are offered a flat salary as compensation, while hourly employees are paid on an hourly basis, including overtime as per State of Michigan law and appropriate labor contracts. Below are lists of wages and fringe benefits in place for Fiscal Year 2018-19. The number of full-time employees in a given pay grade is shown in parentheses.

### Organized Labor Base Wage Schedule

| AFSCME |              |
|--------|--------------|
| Step 1 | \$37,669     |
| Step 2 | \$39,603     |
| Step 3 | \$46,322 (4) |

### Non-Union Base Wage Schedule

|        | Administrative | Finance/Income Tax<br>Supervisory | City Clerk   | DPW Supervisory |
|--------|----------------|-----------------------------------|--------------|-----------------|
| Step 1 | \$30,984*      | \$44,519* (2)                     | \$48,548     | \$56,638 (1)    |
| Step 2 | \$34,363*      | N/A                               | \$50,753     | N/A             |
| Step 3 | \$36,694*      | N/A                               | \$52,959     | N/A             |
| Step 4 | \$38,927* (1)  | N/A                               | \$55,176     | N/A             |
| Step 5 | \$43,018* (4)  | N/A                               | \$61,000 (1) | N/A             |

\*Represents four day, 38-hour regular work week beginning July 2008.

### Department Head Salaries

| Position                          | Base Salary |
|-----------------------------------|-------------|
| City Manager                      | \$80,000    |
| Public Services Director          | \$70,000    |
| Finance & Admin Services Director | \$70,000    |
| Fire Chief (Part-time)            | \$35,000    |

### Current Fringe Benefits Provided

| Fringe Benefit              | Estimated Annual Cost |                               |
|-----------------------------|-----------------------|-------------------------------|
| Long-term Sick Leave        | \$3,900               | Based on 2% usage             |
| Longevity Pay               | \$13,500              | Payments to employees         |
| Life Insurance              | \$3,800               | Employer paid premium         |
| Health Insurance            | \$192,700             | Net cost after employee share |
| Retirement                  | \$337,800             | Employer contribution         |
| <b>Total Estimated Cost</b> | <b>\$551,700</b>      |                               |