

## 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 2017-18. The number of full-time employees in a given pay grade is shown in parentheses.

### Organized Labor Base Wage Schedule

<b>AFSCME</b>	
Step 1	\$36,566
Step 2	\$38,418
Step 3	\$44,970 (4)

### Non-Union Base Wage Schedule

	<b>Administrative</b>	<b>Finance/Income Tax Supervisory</b>	<b>City Clerk</b>	<b>DPW Supervisory</b>
Step 1	\$29,640*	\$42,603* (2)	\$46,457	\$54,205 (1)
Step 2	\$32,881*	N/A	\$48,568	N/A
Step 3	\$35,114*	N/A	\$50,679	N/A
Step 4	\$37,248* (3)	N/A	\$52,800	N/A
Step 5	\$41,160* (2)	N/A	\$58,350 (1)	N/A

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

### Department Head Salaries

<b>Position</b>	<b>Base Salary</b>
City Manager	\$83,725
Public Services Director	\$63,300
Finance & Admin Services Director	\$63,300
Fire Chief (Part-time)	\$31,650

### Current Fringe Benefits Provided

<b>Fringe Benefit</b>	<b>Estimated Annual Cost</b>	
Long-term Sick Leave	\$3,200	Based on 2% usage
Longevity Pay	\$12,900	Payments to employees
Life Insurance	\$2,800	Employer paid premium
Health Insurance	\$196,800	Net cost after employee share
Retirement	\$251,600	Employer contribution
<b>Total Estimated Cost</b>	<b>\$467,300</b>	