

NORTHERN MICHIGAN COUNTIES

SALARIES, WAGES, AND FRINGE BENEFITS SURVEY 2016 Edition

Published By

Northeast Michigan Council of Governments



Covering the counties of:

ALCONA - ALPENA - ANTRIM - BENZIE - CHARLEVOIX - CHEBOYGAN - CRAWFORD
EMMET - GRAND TRAVERSE - IOSCO - KALKASKA - LEELANAU - MANISTEE - MISSAUKEE
MONTMORENCY - Ogemaw - Oscoda - Otsego - PRESQUE ISLE - ROSCOMMON - Wexford

County General Information

COUNTY	POPULATION ESTIMATE	SQUARE MILES	S.E.V.	TOTAL BUDGET	TOTAL # COUNTY EMPLOYEES
Region 9					
Alcona	10,942	679	\$801,827,300	\$4,898,869	165
Alpena	29,598	640	\$1,017,787,010	\$9,154,659	180
Cheboygan	26,152	833	\$1,617,507,565	\$26,062,483	147
Crawford	13,745	563	\$612,647,825	\$5,400,000	125
Montmorency	10,315	570	\$613,881,730	\$4,340,850	65
Oscoda	8,640	572	\$452,083,400	\$4,849,604	64 Full, 73 Part
Otsego	24,164	515	\$1,284,418,510	\$7,764,750	141 (including courts)
Presque Isle	13,376	678	\$786,801,241	GF: Rev. \$5,141,964.10, Exp. \$5,111,097.00	75
Region 10					
Antrim	23,580	602	\$2,067,821,250	\$18,583,918	178
Benzie	17,519	860	2015 - \$1,553,026,995	\$28,871,646	128
Charlevoix	25,949	1,391	\$2,421,459,883	\$14,295,215	216
Emmet	32,000	882	\$3,318,000,181	\$21,238,287	250
Grand Traverse	90,782	464.33	5,528,183,660 (2015)	\$155,600,269	Approx 500
Kalkaska	17,153	576	\$871,186,261	\$6,793,186	157
Leelanau	21,708	218,240	\$3,330,999,769	\$13,111,824	124
Manistee	24,450	349,969.61 acres	\$1,364,553,592	\$10,826,666 General Fund, \$7,130,378 Supplemental Fund	123
Missaukee	15,031	576	\$736,753,896	\$4,788,297	65 FT, 9 PT
Wexford	32,608	565	\$1,097,130,200	\$12,643,821	130
Region 7					
Iosco	25,887	648	\$1,239,941,943	\$8,380,927	139
Ogemaw	21,699	563.49	\$977,461,489	\$9,767,377	140
Roscommon	23,955	580	\$1,444,493,794	\$17,589,509.61	188

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	BOARD CHAIR Ann'l Salary	CHAIR'S Per Diem Rate(s)	BOARD MEMBER Ann'l Salary	MEMBERS Per Diem Rate(s)	MEETING DAYS Exmpl: 1st & 3rd Tues.
Region 9					
Alcona	\$4,755	\$35/\$60	\$4,099	\$35/\$60	1st & 3rd Wednesday
Alpena	\$8,950	\$30	\$8,150	\$30	4th Tues of each month
Cheboygan	\$5,250	\$40 Half day, \$80 Full day	\$4,750	\$40 Half day, \$80 Full day	2nd & last Tuesday
Crawford	\$14,566	None	\$14,053	None	2nd & 4th Thursday
Montmorency	\$4,600	\$35/\$70	\$3,850	\$35/\$70	2nd & 4th Wednesday
Oscoda	\$4,500	\$40 Half, \$60 full	\$4,000	\$40 Half, \$60 full	2nd & 4th Tuesday
Otsego	\$10,800	\$40/\$80	\$9,600	\$40/\$80	1st Tuesday
Presque Isle	\$3,000	\$40/\$80	\$2,500	\$40/\$80	2nd Wed pm/Last Fri am
Region 10					
Antrim	\$5,180	\$55/\$75	\$4,380	\$55/\$75	1st Thurs. each month
Benzie	\$5,529	\$35 per meeting	\$4,789	\$35 per meeting	2nd & 4th Tuesday
Charlevoix	\$3,000	\$50	\$3,000	\$50	2nd and 4th Wednesday
Emmet	\$6,000	\$50	\$6,000	\$50	2nd week of the month
Grand Traverse	\$8,000	\$7,500	\$7,000	\$35 per meeting with no limit per day	3 Committee - 1 BOC per month
Kalkaska	6,000	\$25	\$5,400	\$25	1st & 2nd Wednesdays
Leelanau	\$7,700	\$40/\$70	\$5,000	\$40/\$70	2nd & 3rd Tues.
Manistee	\$6,600	\$40	\$5,400	\$40	1st Wednesday
Missaukee	\$3,600	\$25/\$50	\$3,000	\$25/\$50	2nd Tues.
Wexford	\$5,333	\$25/Half day; \$50 full/day	\$4,833	\$25/Half day; \$50 full/day	1st & 3rd Wednesday
Region 7					
Iosco	\$8,739	\$80/\$50/\$40/\$35	\$7,491	\$80/\$50/\$40/\$35	1st & 3rd Wednesday
Ogemaw	\$4,630.08	\$40/\$75	\$4,189.20	\$75/\$40	2nd & 4th Thursday
Roscommon	\$15,506	\$0	\$14,851	\$0.00	2nd & 4th Wednesday/Month

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	ADMINISTRATOR COORDINATOR W/S	COUNTY CLERK Wage/Salary	CHIEF DEPUTY CLERK Wage/Salary	DEPUTY CO. CLERK Wage/Salary	TREASURER Wage/Salary
Region 9					
Alcona	n/a	\$44,800	\$33,747	n/a	\$44,800
Alpena	\$54,151	\$59,000	\$31,504	\$30,831	\$48,673
Cheboygan	\$98,940	\$67,834	\$20.54 p/h	n/a	\$66,453
Crawford	n/a	\$53,795	\$33,051	\$31,140	\$53,795
Montmorency	n/a	\$41,000	\$29,994	\$27,628	\$40,400
Oscoda	n/a	\$44,900	\$15.60 p/h	\$13.72/hr	\$44,900
Otsego	\$81,047 - \$101,145	\$45,800 - \$57,158	\$14.22 - \$17.86	Clerk Lev 3 \$12.53-\$16.19	\$45,800 - \$57,158
Presque Isle	n/a	\$41,500	\$13.52 p/h	\$12.11-\$14.86	\$41,500
Region 10					
Antrim	\$76,895	\$59,154	\$18.75 per hr - 1950 hrs	\$17.03 per hr - 1950 hrs	\$57,940
Benzie	\$70,000	\$53,996	\$18.05 p/h	\$14.00 p/h	\$53,996
Charlevoix	\$68,000	\$59,900	\$45,500	\$36,100	\$55,700
Emmet	\$105,000	\$61,530	\$45,888	\$37,482	\$68,005
Grand Traverse	\$92,500	\$67,435	\$44,755	\$58,602	\$80,935.20
Kalkaska	n/a	\$46,666	\$23,400	\$22,900	\$45,974
Leelanau	\$80,662	\$65,760	\$23.00	\$18.00	\$65,760
Manistee	\$82,063	\$63,059	\$39,606	\$15.52	\$59,978
Missaukee	\$42,000 PT	\$47,389	\$41,099	\$31,470	\$47,389
Wexford	\$88,000	\$57,724	\$37,834	\$27,155	\$56,736
Region 7					
Iosco	16000 (Also Treasurer)	\$57,114.20 + \$4,000 Admin Asst.	\$35,066	n/a	\$56,091
Ogemaw	\$12,630 Coordinator Contract	\$52,598.97	\$19.09	\$16.73	\$52,586.88
Roscommon	\$65,160	\$51,510	\$33,087	\$12.55/hr	\$51,510

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	CHIEF DEP. TREASURER Wage/Salary	DEPUTY TREASURER Wage/Salary	PAYROLL CLERK Wage/Salary	BOOKKEEPER Wage/Salary	CLERK LEVEL 1 Wage/Salary
Region 9					
Alcona	\$33,747	n/a	\$15.00	\$18.00	n/a
Alpena	\$29,393	\$28,720	\$30,358	\$28,247	n/a
Cheboygan	\$20.54 p/h	n/a	\$17.28 p/r	n/a	\$14.54 - \$15.84
Crawford	n/a	\$33,051	\$33,051	n/a	\$31,140
Montmorency	\$28,483	\$25,262	Same as Chief Dep. Clerk	n/a	n/a
Oscoda	\$14.88 p/h	n/a	\$13.79 p/h	\$16.31 p/h	\$16.31 p/h
Otsego	\$14.22-\$17.86	Clerk Lev 3 \$12.53-\$16.19	Part of Acctg Clerk Duties	n/a	\$12.10 - \$14.67
Presque Isle	15.42 p/h	\$14.86	\$13.52	n/a	n/a
Region 10					
Antrim	\$18.75 p/h - 1950 hrs p/y	\$17.03 per hr - 1950 hrs p/y	Chief Deputy County Clerk	\$48,730 Financial Fiscal Officer	\$17.03 per hr - 1950 hrs.
Benzie	\$17.87 p/h	\$15.16 p/h	n/a	n/a	\$13.48 p/h
Charlevoix	\$36,800	\$34,700	\$36,800	\$33,100	\$28,800
Emmet	\$55,317	\$37,482	\$47,694	n/a	\$28,241
Grand Traverse	\$44,755	n/a	Vacant	n/a	n/a
Kalkaska	\$23,400 salary	\$22,900 salary	n/a	n/a	n/a
Leelanau	\$23.00	\$18.00	\$26.00	\$20.00	n/a
Manistee	\$39,606	\$15.00	n/a	n/a	n/a
Missaukee	\$41,099	\$31,470	n/a	n/a	n/a
Wexford	\$37,834	\$28,127	n/a	n/a	n/a
Region 7					
Iosco	\$35,066	n/a	\$30,012	\$32,105	\$27,973
Ogemaw	\$19.09	\$16.73	\$22.55	n/a	n/a
Roscommon	\$33,087	\$16.16 p/h	\$16.67 p/h	n/a	\$11.21

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	CLERK LEVEL 11 Wage/Salary	PROSECUTING ATTY. Wage/Salary	ASST. PROS. ATTY. Wage/Salary	COUNTY PLANNER Wage/Salary	REG. OF DEEDS Wage/Salary
Region 9					
Alcona	n/a	\$75,995	\$30,000	n/a	\$44,800
Alpena	n/a	\$80,764	\$60,022	n/a	\$51,531
Cheboygan	\$14.54 - \$16.15 p/h	\$97,727	\$68,680 - \$78,280	\$44,378	n/a
Crawford	n/a	\$92,452	\$52,020	n/a	See Clerk
Montmorency	n/a	\$73,600	\$15,000	n/a	\$39,900
Oscoda	n/a	\$75,400	\$18,000	n/a	Combined with Clerk
Otsego	\$12.45-\$15.80	\$81,047-\$101,145	\$45,800-\$57,158	n/a	Included Clerk/ROD position
Presque Isle	n/a	\$90,000	\$51,000	n/a	\$48,000
Region 10					
Antrim	\$15.75 p/h - 1950 hrs p/y	\$88,780	\$74,428	\$44,362	\$55,566
Benzie	\$12.31 p/h	\$83,576	\$63,356	n/a	\$53,996
Charlevoix	\$32,200	\$87,880	\$79,500	\$41,800	\$54,060
Emmet	n/a	\$96,362	\$90,858	\$65,975	\$54,810
Grand Traverse	n/a	\$116,294	Senior \$95,580	\$77,090	\$63,029
Kalkaska	n/a	\$61,308 salary	\$41,828 Salary	n/a	\$46,661
Leelanau	n/a	\$87,866	\$75,389	\$64,996	\$65,760
Manistee	n/a	\$105,819	\$46,849	\$62,863	\$59,126
Missaukee	n/a	\$75,000 PT	\$30,000	\$37,270 (4 days/wk)	Is County Clerk-Combined
Wexford	n/a	\$85,466	\$57,707	n/a	\$55,488
Region 7					
Iosco	\$30,012	\$81,906	\$57,222	n/a	\$47,509
Ogemaw	\$85,252.23 includes PA Co-Op and Legal Counsel		\$65,369.72 includes PA Co-Op and legal counsel		\$52,587
Roscommon	\$16.67	\$88,730	\$70,000	Combined in Administrator	Combined with Clerk

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	CHIEF DEPUTY REG. OF DEEDS W/S	EQUALIZATION DIR. Wage/Salary	DEPUTY EQUAL. DIR. Wage/Salary	APPRAISER LEVEL I Wage/Salary	APPRAISER LEVEL II Wage/Salary
Region 9					
Alcona	\$33,747	\$44,800	n/a	\$18.00	\$15.00
Alpena	\$29,393	\$60,000	n/a	n/a	\$32,451
Cheboygan	n/a	\$50,000	\$20.44 p/h	\$16.78 - \$17.52 p/h	\$17.81 p/h
Crawford	\$33,051	Contract Service	n/a	n/a	\$35,272
Montmorency	\$28,756	\$48,400	\$28,210	\$15.50 p/r	n/a
Oscoda	\$14.88./hr	\$40,000	n/a	\$13.72 p/h	\$14.88 p/h
Otsego	n/a	n/a	\$39,627-\$49,454	n/a	\$15.67-\$19.07
Presque Isle	\$14.42	\$23.40	\$16.36	\$13.35-\$15.28	n/a
Region 10					
Antrim	\$18.75 p/h - 1950 hrs p/y	Contract Services \$80,000	n/a	n/a	\$18.86 p/h - 1950 hrs p/y
Benzie	\$18.05 p/h	\$56,168	n/a	n/a	\$16.74 p/h
Charlevoix	\$36,800	n/a	\$40,600	n/a	n/a
Emmet	\$42,619	\$98,158	\$65,000	\$31,818	\$33,890
Grand Traverse	n/a	\$87,566	\$43,610	\$14.89 p/h	\$20.42 p/h
Kalkaska	\$23,400 Salary	\$46,500 Salary	n/a	n/a	n/a
Leelanau	\$23.00	\$80,423	\$20.00	\$26.00	\$26.00
Manistee	\$38,388	\$58,304	n/a	\$17.54	\$19.07
Missaukee	n/a	\$46,587	n/a	n/a	\$35,009
Wexford	\$37,834	\$59,190	n/a	\$25,130	\$32,217
Region 7					
Iosco	\$35,066	\$45,017	n/a	n/a	\$32,105
Ogemaw	\$16.73	\$63,696 Contract	n/a	n/a	n/a
Roscommon	\$33,087	\$60,000	n/a	\$16.67 p/h	n/a

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	BLDG. ENGINEER Wage/Salary	BLDG. INSPECTOR Wage/Salary	ASST. BLDG. INSPECTOR Wage/Salary	SECRETARY TO BOARD Wage/Salary	COMPUTER DIRECTOR Wage/Salary
Region 9					
Alcona	n/a	\$40.00 per inspection	n/a	n/a	\$44,800
Alpena	n/a	n/a	n/a	\$18.00	\$54,563
Cheboygan	\$48,236	\$17.98 - \$19.01 p/h	n/a	n/a	\$59,325
Crawford	n/a	\$48,306	n/a	n/a	\$6,280
Montmorency	n/a	\$35,000	n/a	\$29,575	n/a
Oscoda	\$33,415	n/a	n/a	\$15.60 p/h	\$40,000
Otsego	n/a	\$17.62-\$21.99	n/a	\$14.88-\$18.58	n/a
Presque Isle	n/a	\$20.00	n/a	n/a	n/a
Region 10					
Antrim	\$57,563	\$22.60 p/h - 2080 hrs p/y	\$22.52 p/h - 2080 hrs p/y	County Clerk	\$52,427
Benzie	n/a	n/a	n/a	n/a	n/a
Charlevoix	n/a	\$55,000	\$48,090	n/a	\$65,000
Emmet	n/a	\$65,975	\$51,765	n/a	\$65,975
Grand Traverse	n/a	n/a	n/a	\$21.00	\$87,480
Kalkaska	n/a	\$16.06 hr	n/a	n/a	n/a
Leelanau	\$57,177	\$65,313	\$31.00	\$23.00	\$64,996
Manistee	n/a	n/a	n/a	n/a	n/a
Missaukee	n/a	\$30,282 (26 hrs/wk)	n/a	n/a	n/a
Wexford	n/a	\$59,089	n/a	n/a	n/a
Region 7					
Iosco	n/a	\$36,837	n/a	\$35,065.94 + \$4,000 Adm.	\$42,032
Ogemaw	n/a	\$19.84	n/a	n/a	\$23.19
Roscommon	n/a	n/a	n/a	\$14.32 p/h	\$40,790

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	BLDG. MAINT. EMPL. Wage/Salary	DRAIN COMMISSIONER Wage/Salary	RECREATION DIR. Wage/Salary	CIVIL DEFENSE DIR. Wage/Salary	VETERANS AFFAIRS Wage/Salary
Region 9					
Alcona	\$35,000	n/a	n/a	n/a	\$6,500
Alpena	\$33,924	\$8,150	n/a	\$23,223	\$18.50 p/h
Cheboygan	\$13.95 - \$16.90 p/h	\$800 per year	n/a	n/a	\$40,600
Crawford	\$34,469	n/a	n/a	n/a	\$18,000
Montmorency	\$24,224	\$8,831	n/a	n/a	\$9,300
Oscoda	\$37,232	n/a	\$37,169	n/a	n/a
Otsego	n/a	n/a	\$42,813-\$53,430	n/a	Part of Housing & Grants Admin
Presque Isle	\$16.50	\$5,200	n/a	n/a	\$6,000
Region 10					
Antrim	Director \$46,946	\$541.00 p/y	\$18.85 p/h	\$28,400	\$33,570
Benzie	\$16.57 p/h	\$1,294	n/a	n/a	n/a
Charlevoix	\$32,200	\$2,500	n/a	n/a	\$34,600
Emmet	\$29,309	\$1	\$57,549	n/a	\$41,715
Grand Traverse	Vacant	Part time \$7,214	\$58,104	n/a	\$69,422
Kalkaska	\$17.73 hr	\$2,104 salary	\$17.73 hr	n/a	\$18,990 salary
Leelanau	\$20.00	\$13,447	\$20.00	\$71,570	Contract/Grd. Traverse Co.
Manistee	\$16.69	\$4,096	n/a	n/a	\$10,302
Missaukee	\$43,913	n/a	\$46,587	Is County Planner	n/a
Wexford	\$41,169	\$12,560	n/a	n/a	\$15,080
Region 7					
Iosco	n/a	\$17,464	n/a	n/a	\$8,960
Ogemaw	\$19.20	\$3,838.59	n/a	n/a	\$19.57
Roscommon	\$14.00 hr	\$4,759	n/a	n/a	\$31,840

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	EMT/PARAMEDIC Wage/Salary	PUBLIC HEALTH NURSE Wage/Salary	NURSING DIRECTOR Wage/Salary	COUNTY SANITARIAN Wage/Salary	MEDICAL EXAMINER Wage/Salary
Region 9					
Alcona	\$15.00	n/a	n/a	n/a	\$49,560
Alpena	n/a	n/a	n/a	n/a	\$18,000
Cheboygan	n/a	n/a	n/a	n/a	\$9,355
Crawford	n/a	n/a	n/a	n/a	\$6,000
Montmorency	n/a	n/a	n/a	n/a	\$1,500
Oscoda	\$35,350	n/a	n/a	n/a	n/a
Otsego	n/a	n/a	n/a	n/a	n/a
Presque Isle	n/a	n/a	n/a	n/a	\$5,000 + per diem
Region 10					
Antrim	n/a	n/a	Jail Nurse \$59,766	Not paid on County Payroll	\$18,000 contract
Benzie	\$10.96 p/h - \$17.55 p/h	n/a	n/a	n/a	n/a
Charlevoix	n/a	n/a	n/a	n/a	\$22,000
Emmet	See attachment at the end of the survey.	n/a	n/a	n/a	n/a
Grand Traverse	n/a	\$26.00	\$71,539	\$56,700	\$54,194
Kalkaska	n/a	n/a	n/a	n/a	\$4,200 salary
Leelanau	n/a	n/a	n/a	n/a	Contract
Manistee	n/a	n/a	n	n/a	\$19,808
Missaukee	\$34,018	n/a	n/a	n/a	\$1,000 yr + \$100 per call
Wexford	n/a	n/a	n/a	n/a	n/a
Region 7					
IOSCO	New Hire 1 yr 2 yr 3 yr 4 yr 5 yr	n/a	n/a	n/a	n/a
EMT	8.50 8.53 9.06 9.61 10.19 10.82				
Specialist	8.51 8.75 9.26 9.82 10.39 11.02				
Paramedic	10.60 11.02 11.68 12.39 13.15 13.96				
Ogemaw	n/a	n/a	n/a	n/a	n/a
Roscommon	n/a	n/a	Contracted	n/a	Contracted

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	NAME OF UNION(S)	DATE OF CONTRACT EXPIRATION	MEDICAL INSURANCE FOR COMMISSIONERS?	HEALTH INS. PLAN	DEPENDENT COVERAGE?
Region 9					
Alcona	Teamsters Clerical, Teamster Bus	1/1/2017	Yes	Blue Care Network	Yes
Alpena	TOPAM, COAM, POAM, GELC, Special Deputies Unit	2018	Yes	BCN	Yes to all except Special Deputies Unit
Cheboygan	AFSCME	12/31/2018	Yes	Blue Care	Yes if over 4 yr employment
Crawford	AFSCME	9/30/2019	No	n/a	n/a
Montmorency	None	n/a	No	Blue Cross	Yes
Oscoda	Steelworkers	2017	Yes	Yes	Yes
Otsego	Teamsters Clerical, Teamster Bus	12/31/2016	Yes, 50% Cost Share	BCBS PPO 3 or BCN HMO	Yes
Presque Isle	Steelworkers	6/30/2018	Yes	Blue Care Network	Yes
Region 10					
Antrim	Teamster Local 2014	General Unit 12-31-2017	Yes	Priority 80/20 or 100%	Yes
Benzie	TPOAM	9/30/2016	Yes	BCBC, BCN	Yes
Charlevoix	None	n/a	Yes	Priority Health	Yes
Emmet	Steelworkers	12/31/17	No	Yes, BCBS Cafateria Plan	Yes
Grand Traverse	Teamsters General, Teamsters Health, Teamsters District Court, Teamster Command, AFSCME, COAM Sergeants, COAM Dispatch Supervisors, POAM Correctional Officers, POAM Deputies, TPOAM Central Records, Circuit Court Supervisors, Circuit Court Association	ALL GT Sheriff's Office expire December 31, 2017, all the rest expire December 31, 2016	Priority Health HMO 250/500 with 10% Premium share 100% for spouse. No dependent children.	Priority Health HMO	No for Commissioners
Kalkaska	MAPE, COAM, POAM, TEAMSTERS	12/31/2015	n/a	Blue Cross/Blue Shield of MI	Yes
Leelanau	Teamster's 214 General	12/31/2017	Yes	Yes	Yes
Manistee	GEA/TPOAM	9/30/2017	No	BCBS PPO	Yes
Missaukee	AFSCME	12/31/2017	Available at own expense	BCBS Self-Insured	Yes
Wexford	TPOAM	12/31/2018	No	Priority Health POS	Yes
Region 7					
Iosco	Steelworkers Courthouse, Steelworkers District Court & 23rd Circuit Court Employees Association	12/31/2017	No	BCBS	Yes
Ogemaw	United Steelworkers of America	9/30/2018	Yes	Glidepath	Yes
Roscommon	n/a	n/a	Yes	Yes-Blue Care Network	Yes

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	% COUNTY PAID	PRESCRIPTION PLAN	AMT. LIFE INS.	TYPE OF RETIREMENT PLAN OFFERED	VACATION PROB. PERIOD
Region 9					
Alcona	Hard Cap	Yes	\$10,000-\$20,000	MERS: Defined Benefit or Defined Contributions	1 year
Alpena	100%	20/40/80	\$20,000	MERS	PTO Varies
Cheboygan	100%	Blue Care	\$10,000 - \$25,000	MERS	1 year
Crawford	n/a	n/a	n/a	DC (6% - 9%)	1 year
Montmorency	85%	Yes	\$15,000	MERS B2 F/55/15 10 Yr Vest	6 months
Oscoda	99%	Yes	\$15,000	MERS	Yes
Otsego	80% (except commissioners is 50%)	10/40/80	Varies	MERS Hybrid for new hires	Varies by contract/group
Presque Isle	100%	Yes	\$15,000	MERS	1 year
Region 10					
Antrim	Hard Caps	Yes \$10/\$50	BOC \$10,000 Empl \$25,000	MERS B-4	6 months
Benzie	100%	EHIM	\$10,000	n/a	n/a
Charlevoix	80%	Yes	No	MERS B-4	1 Year
Emmet	Cap Amount	Yes	\$50,000	Defined Contribution	1 Year
Grand Traverse	90%	Express Scripts/Priority Health	Depends on Position Base \$20,000	MERS, Nationwide, ICMA	6 months
Kalkaska	Hard Cap	Blue Cross/Blue Shield of MI	\$15,000	MERS	1 Year
Leelanau	100%	10/40	\$50,000	MERS-2013 B2, 2% Gross Emp. Pay	1 Year
Manistee	91%	BCBS 3 Tier	\$100,000	DB and Hybrid	1 Year
Missaukee	95%	Yes	2x Salary	Nationwide Life	6 months
Wexford	90%	\$10/\$40/\$80 or \$10/\$20	\$15,000	MERS	1 Year
Region 7					
Iosco	100%	Yes	\$30,000	MERS DB & DC	1 Year
Ogemaw	Hard Cap	Yes	\$20,000	New Hires = Defined Contribution	6 months
Roscommon	100%	Yes	\$10,000	DB-Defined Contribution for new hires	1 Year

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	VAC. DAYS EARNED @ 1, 3 AND 5 YRS.	VAC. MAX. CARRY OVER DAYS	VAC. AMOUNT PD. ON TERMINATION	VAC. AMOUNT PD. ON RETIREMENT	LONGEVITY BONUS?
Region 9					
Alcona	10, 15, 20	20	100%	100%	Yes
Alpena	n/a	176	100%	n/a	Yes
Cheboygan	12, 12, 17	1 wk	100%	100%	Yes
Crawford	13/18/23	12	All	All	Yes
Montmorency	35/70/105 Hrs.	2 years worth	All	All	None
Oscoda	Yes	30	Yes	Yes	n/a
Otsego	Varies by contract/group	n/a	All	All	No
Presque Isle	5, 10, 10	0	0	All remaining or accrued	\$150 after 5 yrs/300 after 15 yrs
Region 10					
Antrim	1=6.5 days 2=9.75 days 3=13 days Bonus days 5-9 yrs 2 days/10-19 yrs 5 days 20-24 yrs 2 days 25+ 2 days	20 days	100%	100%	No
Benzie	10, 15, 20	None	100% earned	100% earned	Yes
Charlevoix	5, 10, 15 Days	10	Full amount accrued	Full amount accrued	No
Emmet	1 yr - 40 hrs, 2-4 yr - 80 hrs, 5-9 yr- 120 hrs.	40 hrs	All accrued	All accrued	No
Grand Traverse	1 yr. 10 days, 3 yrs >6 12 days, 5 yrs>10 15 days	160 days	Paid out on full	Paid out on full	Only those grandfathered
Kalkaska	5, 10	90	As Accrued	As Accrued	No
Leelanau	6, 12 18, 20, 22	30	Bank & Accrual	Bank & Accrual	If hired before 2013
Manistee	1=10 days, 5=15 days, 10=20 days	5 days	100%	100%	No
Missaukee	5, 10, 15 Days	5	100%	100%	Yes
Wexford	10, 10, 15	5	Pd @ straight rate/hr	Pd @ straight rate/hr	No
Region 7					
Iosco	35 hour work week - 35, 70, & 70	210 hours	Balance	Balance	5th year of employment
Ogemaw	3 Days, 10 Days, 15 Days and up to 19 Days	n/a	All Vacation Time at Current Pay Rate	Same	Yes
Roscommon	1 Yr-40 hrs, 3 Yr-80 hrs, 5 Yr-120 hrs	No max on carry over	Depends on years served- Max 160 hours	Depends on years served- Max 160 hours	Yes, 5 years

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	SICK LEAVE ELIGI. PERIOD	SICK DAYS EARNED PER YEAR	SICK LEAVE MAXIMUM ACCUMULATION	SICK LEAVE AMOUNT PD. ON TERMINATION	SICK LEAVE AMOUNT PD ON RETIREMENT
Region 9					
Alcona	90 days	12 days	84 days	Union=100%, NonUnion=50%	Union=100%, NonUnion=50%
Alpena	0	0	0	0	0
Cheboygan	6 months	12 days	90 days	0	2 weeks max for AFSCME
Crawford	n/a	n/a	n/a	n/a	n/a
Montmorency	n/a	n/a	n/a	n/a	n/a
Oscoda	12 days	n/a	n/a	n/a	n/a
Otsego	No sick, just personal time and short term disability insurance	7 personal days	7 personal days	Personal time varies by group	Personal times varies by group
Presque Isle	Immediate	6	96 hours/year-pd 1/2 overage	None	None
Region 10					
Antrim	90 days	10	Previous years balance paid out	None	None
Benzie	6 months	8	128 hours	100% earned	100% earned
Charlevoix	30 Days	13	200 hours	25% of balance	25% of balance
Emmet	96 hours after 1 year	96 hours	0	\$10 p/h of the 96 hours	All accrued
Grand Traverse	Prior to 12-1-96 8 hrs per mo., No STD	n/a	n/a	50% of bank	50% of bank
Kalkaska	1 month	10	80 days	50%	50%
Leelanau	6 months	12 Days / (2013) 8 days	None	No	No
Manistee	n/a	n/a	n/a	n/a	n/a
Missaukee	Immediate	12	600 hours	May qualify for 1/6 of bank	1/6 of bank
Wexford	None	3	12 days	0	0
Region 7					
Iosco	Immediate	35 hour work week 62 hours	Must use by end of calendar year	n/a	n/a
Ogemaw	30 days	12	96 Days	All Time at 1/2 Hourly Rate	Same
Roscommon	6 months	84	1,000	All hours at 50% pay rate	All hours at 50% pay rate

* No Response

County (Excludes Sheriff/Jail and Court)

COUNTY	NUMBER OF PAID HOLIDAYS	TIME & 1/2 PAID FOR OVERTIME?	COMP. TIME FOR OVERTIME?	TIME & 1/2 OR DBL. FOR SUNDAY & HOLIDAYS?	
Region 9					
Alcona	13	Yes	No	Time & 1/2	
Alpena	13	Yes	Yes	n/a	
Cheboygan	13	No must take comp	Yes	n/a	
Crawford	13	Yes	No	No	
Montmorency	13 1/2	Yes over 40 hrs.	Yes	n/a	
Oscoda	12	Yes	No	No	
Otsego	Varies, 13 in general	Yes	Yes	Varies by group	
Presque Isle	12 1/2	Yes	No	n/a	
Region 10					
Antrim	12.5	Yes	No	Reg + 1.5 Holidays Only	
Benzie	12	Yes	Yes	Holidays	
Charlevoix	8.5 days	Yes	No	No	
Emmet	8.5	Yes for hourly	No	Yes	
Grand Traverse	12	Yes	Yes	Yes	
Kalkaska	12	Yes	Yes	Double	
Leelanau	11	If physically worked over 40	No	No	
Manistee	14	Yes	No	Double	
Missaukee	13	Yes	Yes	Double	
Wexford	13	Yes	Yes	Yes	
Region 7					
Iosco	12	Yes	Yes	No	
Ogemaw	13	Yes	Yes	n/a	
Roscommon	14	Yes	Yes	No	

* No Response

Sheriff/Jail

COUNTY	SHERIFF Wage/Salary	CAR FURNISHED TO SHERIFF?	UNDERSHERIFF Wage/Salary	SHEIFF'S SECRETARY Wage/Salary	CLERK Wage/Salary
Region 9					
Alcona	\$53,319	Yes	\$51,819	\$18.00	\$13.00
Alpena	\$58,000	Yes	\$54,858	\$15.93 per hour	n/a
Cheboygan	\$76,810	Yes	\$63,606	\$20.24 p/h	n/a
Crawford	\$60,543	No	\$54,343	\$38,760	\$15,912
Montmorency	\$46,965	Yes	\$46,500	\$27,755	\$10.50 p/h
Oscoda	\$49,400	Yes	\$21.72 p/h	\$33,030	n/a
Otsego	\$60,238-\$75,175	Yes	\$45,800-\$57,168	\$14.88-\$18.58	Clerk II Jail \$12.91-\$16.45
Presque Isle	\$57,300	No	\$52,200	n/a	\$14.98
Region 10					
Antrim	\$76,725	Yes	\$62,759	\$17.76 p/h - 2080 hrs p/y	\$16.29 p/h - 2080 hrs p/y
Benzie	\$54,797	Yes	\$52,454	\$15.45 hr	n/a
Charlevoix	\$77,800	Yes	\$69,800	\$36,100	\$31,900
Emmet	\$79,170	Yes	\$71,050	\$38,022	n/a
Grand Traverse	\$97,048	Yes	\$83,332	\$52,963	n/a
Kalkaska	\$60,343	No	\$57,343	\$33,571	\$11.88 hr
Leelanau	\$73,976	Yes	\$71,570	\$20.00	\$18.00 hr
Manistee	\$67,729	No	\$61,248	\$19.68	\$16.63 hr
Missaukee	\$70,392	Yes	\$58,733	\$44,818	\$34,279
Wexford	\$67,344	No	\$64,172	\$39,031	n/a
Region 7					
Iosco	\$50,451	Yes	\$43,522	\$25,571	n/a
Ogemaw	\$56,404.08	n/a	\$24.40	\$17.02	n/a
Roscommon	\$64,981	Yes	\$60,589	\$38,189	\$15,902

* No Response

Sheriff/Jail

COUNTY	CAPTAIN Wage/Salary	LIEUTENANT Wage/Salary	SERGEANT Wage/Salary	CORPORAL Wage/Salary	DETECTIVE Wage/Salary
Region 9					
Alcona	n/a	n/a	\$24.00	n/a	n/a
Alpena	n/a	n/a	\$22.08 p/h	n/a	n/a
Cheboygan	n/a	\$52,510	\$25.25 p/h	\$21.41 p/h	\$55,128
Crawford	\$56,069	\$54,482	\$52,895	\$46,134	\$52,895
Montmorency	n/a	\$39,874	\$42,494	n/a	\$42,494.00
Oscoda	n/a	n/a	\$44,357	n/a	n/a
Otsego	n/a	n/a	\$25	n/a	n/a
Presque Isle	n/a	n/a	\$23.88	n/a	\$22.80
Region 10					
Antrim	n/a	n/a	\$24.80 p/h - 2080 hrs p/y	\$21.44 p/h - 2080 hrs p/y	\$22.69 p/h - 2080 hrs p/y
Benzie	n/a	\$25.29	\$22.47	n/a	\$25.29
Charlevoix	n/a	n/a	\$54,600	\$52,300	\$54,600
Emmet	n/a	\$59,696	\$57,200	\$54,995	\$47,882
Grand Traverse	(3) 78,300	(3) \$68,083	(15) \$27.52 - \$28.52	n/a	(9) \$25.15-\$26.23
Kalkaska	n/a	\$25.01 hr	\$23.01 hr	n/a	n/a
Leelanau	No	\$64,355	\$59,852	No	\$52,148
Manistee	n/a	n/a	\$24.58	n/a	\$24.58
Missaukee	n/a	n/a	n/a	n/a	\$51,379
Wexford	n/a	\$56,397	\$51,019	n/a	\$56,397
Region 7					
Iosco	n/a	n/a	\$37,183	\$34,965	\$34,525
Ogemaw	n/a	\$22.34	\$21.79	\$18.32	\$21.79
Roscommon	n/a	\$56,493	\$54,419	\$43,724	\$51,534

* No Response

Sheriff/Jail

COUNTY	DEPUTY Wage/Salary	SEASONAL DEPUTY Wage/Salary	ANIMAL CNTR. OFFICER Wage/Salary	DISPATCHER Wage/Salary	JAIL ADMINISTRATOR Wage/Salary
Region 9					
Alcona	\$20.00	\$16.00	n/a	\$18.00	n/a
Alpena	\$21.02	n/a	n/a	n/a	\$22
Cheboygan	\$20.16 - \$22.95	\$10.75 - \$11.25	n/a	\$17.46 - \$19.46	\$51,495
Crawford	\$49,323	\$12	\$23,950	\$33,424	\$56,069
Montmorency	\$40,269	\$15 - \$18	n/a	\$32,698	\$39,874.00
Oscoda	\$42,239	\$7,000	\$19,156	\$17,295	n/a
Otsego	\$16.31-\$22.99	\$16	\$13.64-\$17.02	n/a	\$42,813-\$53,430
Presque Isle	\$17.78 - \$22.06	n/a	\$17.58	\$13.12 - \$14.18	n/a
Region 10					
Antrim	\$22.35 p/h - 2080 hrs p/y	\$10.87	\$17.88 p/h - 2080 hrs p/y	\$17.46 p/h - 2080 hrs p/y	\$24.80 p/h - 2080 hrs p/y
Benzie	\$18.16	\$18.16	\$15.93	\$18.46	\$25.29
Charlevoix	\$49,700	\$15.81 p/h	\$31,800	n/a	\$54,900
Emmet	Step 1 \$42,827	n/a	\$43,722	n/a	\$58,870
Grand Traverse	\$193.35 - \$25.22	\$12.83 - \$13.44	n/a in progress	\$18,690 - \$22.33	n/a
Kalkaska	\$15.61	\$13.97	\$13.97	\$13.84	\$23.01
Leelanau	\$50,879	No	\$47,597	\$23.00	\$62,927
Manistee	\$23.17	n/a	\$21.93	n/a	\$54,596
Missaukee	\$48,895	\$36,670	n/a	\$42,863	\$49,345
Wexford	\$48,621	Grant Position	\$39,376	\$40,327	\$56,397
Region 7					
Iosco	\$32,094	n/a	\$26,991	\$32,094	\$41,675
Ogemaw	\$20.31	\$12.29	\$12.94	\$17.05	n/a
Roscommon	\$38,962-56 - \$49,926.24	\$9.79/hr Year 1- Hr. \$12.70/hr after	\$33,613	\$30,551-\$37,212	\$56,493

* No Response

Sheriff/Jail

COUNTY	CORR. OFFICER Wage/Salary	MATRON Wage/Salary	COOK Wage/Salary	UNION NAME(S)	DATE OF CONTRACT EXPIRATION
Region 9					
Alcona	\$17.00	n/a	\$11.00	Police Officers, Command Officers	1/1/2017
Alpena	n/a	n/a	n/a	POAM and COAM	2018
Cheboygan	\$17.46 - \$19.46	n/a	n/a	GELC, POLC	12/31/2018
Crawford	\$42,016	n/a	n/a	POAM and COAM	2019
Montmorency	\$32,698	n/a	\$26,270	POAM	12/31/2018
Oscoda	n/a	n/a	n/a	POLC	2017
Otsego	\$14.20-\$17.47	n/a	\$12.20-\$15.23	POAM Corrections, POLC Deputies	12/31/2016, 12/31/2017
Presque Isle	\$13.88 - \$14.88	n/a	\$12.43 - \$13.43	POLC	6/30/2018
Region 10					
Antrim	\$20.06 p/h - 2,080 hr p/y	n/a	\$16.56 p/h - 2080 hr p/y	Teamsters Local 2014 and POAM	POAM 12-31-2017/Teamsters 12/31/2015
Benzie	\$18.16	n/a	n/a	COAM/POAM	9/30/2016
Charlevoix	\$43,600	\$45,300	\$34,100	Deputies only	9/30/2016
Emmet	Step 1 - \$29,612, Step 2 - \$43,721	n/a	n/a	POAM	12/31/2016
Grand Traverse	\$23.85 - \$18.23	n/a	n/a	POAM Deputies/POAM Corrections	12/31/2017
Kalkaska	\$13.97 hr	n/a	n/a	COAM, POAM	12/31/2015
Leelanau	\$47,597	\$55,825	Contract	Teamsters 214, COAM, POAM	12/31/2017
Manistee	\$19.75	n/a	n/a	POLC	9/30/2016
Missaukee	\$42,863	n/a	\$27,915	POLC	12/31/2017
Wexford	\$42,206	n/a	n/a	POAM 312, POAM Non-312, COAM	n/a
Region 7					
Iosco	\$32,094	n/a	n/a	POAM	12/31/2017
Ogemaw	\$17.16	n/a	\$14.73	Teamsters	10/01/2017 Command = 9/30/18
Roscommon	\$31,471.44 - \$40,098.24	n/a	n/a	POAM, COAM	12/31/2017

* No Response

Sheriff/Jail

COUNTY	HEALTH INS. PLAN	DEPENDENT COVERAGE?	% COUNTY PAID	PRESCRIPTION PLAN	AMT. LIFE INS.
Region 9					
Alcona	Blue Care Network	Yes	Hard Cap	Yes	\$40,000
Alpena	BCN	Yes	100%	\$20/\$40	\$20,000
Cheboygan	Blue Care	Yes if employed over 4 years	100%	Blue Care	\$10,000
Crawford	Priority	Yes	Hard Cap	\$10/\$40	\$20,000
Montmorency	Blue Cross	Yes	85%	Blue PPO	\$15,000
Oscoda	Yes	Yes	99%	Yes	\$15,000
Otsego	BCBS PPO 3 or BCN HMO	Yes	80%	\$10/\$40/\$80	\$40,000
Presque Isle	Blue Care Network	Yes	100%	Yes	\$15,000 / \$25,000 (deputies)
Region 10					
Antrim	Priority Health 80/20 or 100%	Yes	Hard Cap	\$10/\$50	\$25,000
Benzie	BCBS, BCN	Yes	100%	EHIM	\$10,000
Charlevoix	Priority Health	Yes	80%	Yes	\$10,000
Emmet	BCBS	Yes	Cap Amount	Yes BCBS Cafateria Plan	\$50,000
Grand Traverse	Priority Health HMO 250/500 with 6% Premium Share	Sgl, Dbl, Family	90%	Priority Health \$10/\$40/\$80	1x Salary
Kalkaska	Blue Cross/Blue Shield of MI	Yes	Hard Cap	Blue Cross/Blue Shield of MI	\$15,000
Leelanau	Yes	Yes	100%	\$10/\$40	\$50,000
Manistee	BCBS PPO	Yes	91%	BCBS 3 Tier	\$25,000
Missaukee	BCBS Self-Insured	Yes	95%	Yes	\$50,000
Wexford	Priority Health POS	Yes	90%, 80% or 85%	\$10/\$40/\$80 or \$10/\$20	n/a
Region 7					
Iosco	BCBS	Yes	100%	Yes	\$30,000
Ogemaw	Michigan Conference of Teamsters Welfare Fund	Yes	Hard Cap	Yes	\$20,000
Roscommon	Yes - Blue Care Network	Yes	100%	Yes	\$10,000

* No Response

Sheriff/Jail

COUNTY	TYPE OF RETIREMENT PLAN OFFERED	VACATION PROB. PERIOD	VAC. DAYS EARNED @ 1, 3 AND 5 YRS.	VAC. MAX. CARRY OVER DAYS	VAC. AMOUNT PD. ON TERMINATION
Region 9					
Alcona	MERS: Defined Benefit or Defined Contributions	1 year	10, 15, 20	20	100%
Alpena	MERS	n/a	8 hour per pay period	176	100%
Cheboygan	MERS	1 year	5, 12 15	84 hrs	100%
Crawford	B-4 and DC for new hires	6 months	12/12/19.5	10.5	All
Montmorency	MERS B2 W/FAC 5, 10 Yr. Vest	1 year	40/80/120 hrs	200/400 hrs.	All Unused
Oscoda	MERS	Yes	Yes	Yes	Yes
Otsego	Hybrid for new hires, B3 for Corrections hired before 2011, B4 for POLC hired before 2016	12 months for POLC	Varies by contract	Varies by group	All
Presque Isle	MERS	1 year	10, 12, 12	None	None
Region 10					
Antrim	MERS B-4 Rider F-55	1 year	1-96hrs/5-120/10-160/15-180/20-200hrs	280 hours	100%
Benzie	n/a	None	10, 15, 20	None	100% earned
Charlevoix	MERS B-4	1 year	5, 10, 3 Days	None	Full amount accrued
Emmet	Defined Contribution	n/a	1 yr. - 40 hrs, 2-4 yrs - 80 hr, 5-9 yrs 120 hr.	0	What is accrued
Grand Traverse	MERS, Nationwide, ICMA	1 year	1 yr. 10 days. 3 yrs>6 12 days, 5 yrs>10 15	160 hours	All hours up to 160 hours
Kalkaska	MERS	1 year	5, 10, 15	90 days	As accrued
Leelanau	MERS-2013 B2, 2% Gross Emp. Pay	1 year	6, 12, 18, 20, 22	30	Bank
Manistee	DB & Hybrid	1 Year	1=10 days, 5=15 days, 10=20 days, 1 add'l day at 15-19	0	100%
Missaukee	MERS Defined Benefit	6 months	5, 10, 15 Days	5 days	100%
Wexford	MERS	1 year	10, 10, 15	5	Pd straight rate/hr
Region 7					
Iosco	MERS DB & DC	1 year	40, 80 & 80	Not to exceed 80 hours	Balance
Ogemaw	New Hires Defined Contribution	n/a	40 hrs/80 hrs/120 hrs	Max. Accumulation 200 hours	All time at current rate of pay
Roscommon	Defined Benefit Pension	1 year	1 Yr-40 hrs, 3 Yr-80 hrs, 5 Yr-120 hrs	300 hours	100%

* No Response

Sheriff/Jail

COUNTY	VAC. AMOUNT PD. ON RETIREMENT	LONGEVITY BONUS	SICK LEAVE ELIGI. PERIOD	SICK DAYS EARNED PER YEAR	SICK LEAVE MAXIMUM ACCUMULATION
Region 9					
Alcona	100%	After 8 years	90 days	12	100 days
Alpena	n/a	Yes	0	0	0
Cheboygan	100%	Yes	None	12 days	90 days
Crawford	All	Yes	n/a	n/a	n/a
Montmorency	Yes	After 10 years	n/a	8 days	25 days
Oscoda	Yes	n/a	12 days	n/a	n/a
Otsego	All	No	n/a	7 personal days for POAM, 9 personal days for POLC	n/a
Presque Isle	All unused/accrued	No	Immediate	6	96 hours/year-pd 1/2 overage
Region 10					
Antrim	100%	No	After met Probation Period 1 yr	80 hrs	80 hrs
Benzie	100% earned	Yes	None	8	480 hrs
Charlevoix	Full amt accrued	Yes based on years	n/a	10	None
Emmet	What is accrued	0	on hire	96 hrs	96 hrs
Grand Traverse	All hours up to 160 hours	Prior to 4-1-05 5 yrs \$50, >6 \$50 addl with no max limit	None	Grandfathered plan 1 per month	50% of balance up to 480 hrs
Kalkaska	As accrued	No	1 month	10	42 days
Leelanau	Bank	Prior to 2013	Date of hire	12, 8 (after 2013)	None
Manistee	100%	No	n/a	n/a	n/a
Missaukee	100%	Yes	Immediate	12	600 hrs
Wexford	Pd @straight rate/hr	No	None	3	12 days
Region 7					
Iosco	Balance	5th year of employment	Immediate	40 hour work week 72 hours	Must use by the end of calendar year
Ogemaw	Same	Yes	30 days	12	96 days
Roscommon	100	Yes, 5 years	6 months	4 hours per pay	1000

* No Response

Sheriff/Jail

COUNTY	SICK LEAVE AMOUNT PD. ON TERMINATION	SICK LEAVE AMOUNT PD ON RETIREMENT	NUMBER OF PAID HOLIDAYS	TIME & 1/2 PAID FOR OVERTIME?	COMP. TIME FOR OVERTIME?
Region 9					
Alcona	100%	100%	13	Yes	Yes
Alpena	0	0	13	Yes	No
Cheboygan	GELC - 0, POLC - 50%	GELC - 0, POLC - 50%	13	Yes	Yes
Crawford	n/a	n/a	11	Yes	n/a
Montmorency	n/a	n/a	14	Yes	Yes
Oscoda	n/a	n/a	12	Yes	No
Otsego	Varies by group	Varies by group	13	Yes	Yes
Presque Isle	None	1/2 over 96 hours	12	Yes	No
Region 10					
Antrim	None	None	12	Yes	Yes
Benzie	100% earned	100% earned	12	Yes	Yes
Charlevoix	1/2 hourly rate of accum hrs	1/2 hourly rate of accum hrs	10	Yes	None
Emmet	Accrued at hourly rate	Accrued at hourly rate	9.5	yes	no
Grand Traverse	50% of balance up to 480 hrs	50% of balance up to 480 hours	12	Yes	Yes
Kalkaska	50%	50%	13	Yes	Yes
Leelanau	Yes	Yes	11	Yes, 80 credited	Yes
Manistee	n/a	n/a	14	Yes	Yes
Missaukee	May qualify for 20% of Bank	20% of bank	12	Yes	Yes
Wexford	0	0	13	Yes	Yes
Region 7					
Iosco	n/a	n/a	12	Yes	No
Ogemaw	50% of time at current rate of pay	same	13	Yes	Yes
Roscommon	All at 50% pay rate	All at 50% pay rate	13	Yes	Yes

* No Response

Sheriff/Jail

COUNTY	TIME & 1/2 OR DBL. FOR SUNDAY & HOLIDAYS?				
Region 9					
Alcona	Time & 1/2				
Alpena	Yes				
Cheboygan	Sunday - no, Holiday - yes				
Crawford	1 1/2				
Montmorency	Yes				
Oscoda	Yes				
Otsego	Varies by contract				
Presque Isle	1.5				
Region 10					
Antrim	Reg + O.T. Holidays Only				
Benzie	Holidays				
Charlevoix	Yes				
Emmet	2.75 for holidays				
Grand Traverse	Sun-No, Holidays paid plus if scheuled it's time and one half				
Kalkaska	Double				
Leelanau	Holidays are 2.5				
Manistee	Double				
Missaukee	Double				
Wexford	Yes				
Region 7					
Iosco	Yes				
Ogemaw	Time & 1/2				
Roscommon	Holidays				

* No Response

Court

COUNTY	PROBATION OFFICER Wage/Salary	MAGISTRATE Wage/Salary	FRIEND OF COURT Wage/Salary	ASST. F.O.C. Wage/Salary	F.O.C. INVESTIGATOR Wage/Salary
Region 9					
Alcona	\$47,811	\$38,411	\$19.00	n/a	n/a
Alpena	\$47,721	\$24,284	\$38,000	n/a	n/a
Cheboygan	\$24.24	\$19.30	\$74,152	n/a	\$17.00 - \$18.51
Crawford	\$33,209	\$47,756	\$54,000	n/a	\$36,855
Montmorency	\$18.00	\$7,000	Shared with Alpena Co.	n/a	n/a
Oscoda	\$50,000	\$45,406	\$27,100	n/a	n/a
Otsego	\$15.81 to \$18.82	\$3,415.00 Yearly stipend	n/a	n/a	Case Mgr \$14.33-\$17.06
Presque Isle	\$22.00	\$18.30	Share w/Cheboygan Co.	\$18.42	Share w/Cheboygan Co.
Region 10					
Antrim	Not Paid on Antrim County Payroll	Three County Circuit Paid by Grand Traverse	Antrim is billed and reimburses our portion	These wages and benefits are neg. by Grand Traverse	n/a
Benzie	\$52,702	\$51,793	Contact Manistee	n/a	n/a
Charlevoix	\$48,000	Paid thru Emmet County	\$63,500	n/a	\$43,800
Emmet	\$50,825	\$50,814	\$67,266	\$46,932	\$42,557
Grand Traverse	\$21.02 - \$26.31	\$51,911 - \$64,906	73,980 - \$92,505	n/a	n/a
Kalkaska	n/a	\$4,000 salary	\$19.67 hr	n/a	\$14.58
Leelanau	\$28	Contract/Grd. Traverse Co.	Contract/Grd. Traverse Co.	Contract/Grd. Traverse Co.	Contract/Grd. Traverse Co.
Manistee	\$52,702	\$61,005	\$94,475	n/a	\$52,789
Missaukee	n/a	\$47,339	Missaukee FOC Shared with Wexford	Missaukee FOC Shared with Wexford	Missaukee FOC Shared with Wexford
Wexford	\$44,858	n/a	\$59,200	n/a	n/a
Region 7					
Iosco	\$48,903	\$62,523	\$57,794	n/a	\$35,381
Ogemaw	\$37,384.20	\$39,353.41	n/a	n/a	\$37,384.20
Roscommon	\$39,632	\$37,541	\$46,589	\$36,928	\$18.56

* No Response

Court

COUNTY	F.O.C. CLERK Wage/Salary	PROB. CT. RECORDER/ REPORTER W/S	PROBATE CT. CLERK Wage/Salary	JUVENILE OFFICER Wage/Salary	DISTRICT COURT DISTRICT NUMBER
Region 9					
Alcona	\$15.00	\$30,501	\$24,624	\$34,569	81st
Alpena	\$29,511	\$34,726	\$29,776	\$38,398	88th
Cheboygan	\$14.54 - \$16.15	\$20.37 p/h	\$16.63 p/h	\$18.98 to \$21.34	89th
Crawford	\$33,209	\$35,588	\$35,159	Court Administrator	83C
Montmorency	n/a	Probate Reg. \$30,090	\$11.50	Shared with Alpena Co.	88th
Oscoda	\$25,480	n/a	\$12.50	\$32,403	81st
Otsego	Secretary \$14.20-\$16.68	n/a	Register - \$15.81-\$18.82	\$15.81-\$18.82	87A
Presque Isle	\$12.96	Contracted	\$15.42	\$21.20	89th
Region 10					
Antrim	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.
Benzie	n/a	n/a	\$13.22	\$41,340	85th
Charlevoix	\$38,300	n/a	\$30,500	\$39,300	90th
Emmet	\$42,557	\$47,694	n/a	n/a	90th
Grand Traverse	n/a	n/a	n/a	n/a	n/a
Kalkaska	\$12.04	n/a	\$14.58	\$14.58	87-B
Leelanau	Contract/Grd. Traverse Co.	\$23.00	\$33.00	\$33.00	86th
Manistee	n/a	n/a	n/a	\$41,340	85th
Missaukee	Missaukee FOC Shared with Wexford	n/a	\$37,229	\$40,335	84th
Wexford	\$31,752	\$32,379	\$34,384	\$59,190	84th
Region 7					
Iosco	\$29,793	n/a	n/a	\$59,055	81st
Ogemaw	\$30,398	n/a	\$37,384	\$34,838	82nd
Roscommon	\$17.00/hr	\$13.02	\$15.66/hr	\$32,463	82nd

* No Response

Court

COUNTY	DIST. CT. RECORDER/ REPORTER W/S	DISTRICT CT. CLERK Wage/Salary	CIRCUIT COURT CIRCUIT NUMBER	CIR. CT. RECORDER/ REPORTER W/S	CIRCUIT CT. CLERK Wage/Salary
Region 9					
Alcona	n/a	\$27,391	23rd	n/a	\$18.00
Alpena	\$37,511	\$29,011	26th	n/a	\$30,831
Cheboygan	\$17.56	\$15.32 - \$17.96	53rd	n/a	\$14.54 - \$16.15
Crawford	\$35,529	\$33,540	46th	n/a	n/a
Montmorency	T. Admin \$16.36 p/h + Stipend \$50	\$13.74 & \$15.02	26th	None	Same as Co.Clerk
Oscoda	\$15.88	\$12.50	23rd	\$30,462	\$12.50
Otsego	n/a	Supervisor - \$15.94 - \$18.94	46th	n/a	County paid
Presque Isle	n/a	\$21.53 Court Admin.	53rd	Contracted	\$13.52 - \$14.61
Region 10					
Antrim	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.
Benzie	\$22.57	\$20.35	19th	\$57,275	\$28,746
Charlevoix	n/a	\$36,800	33rd	n/a	\$19,800 PT
Emmet	n/a	\$30,306	57th	n/a	\$38,570
Grand Traverse	\$16.91 - \$21.11	n/a	13th	\$44,715 - \$55,910	n/a
Kalkaska	n/a	\$12.04	46th	n/a	n/a
Leelanau	Contract/Grd. Traverse Co.	Contract/Grd. Traverse Co.	13th	Contract/Grd. Traverse Co.	\$18.14
Manistee	\$36,738	\$18.47	19th	\$52,275	\$16.62
Missaukee	n/a	\$26,605	28th	n/a	n/a
Wexford	n/a	\$25,292	28th	\$52,569	\$30,303
Region 7					
Iosco	n/a	\$36,091	32nd	n/a	\$30,012
Ogemaw	n/a	\$30,893.12	34th Circuit (Shared w/Roscommon)	n/a	n/a
Roscommon	\$13.02	\$11.21	34th	\$13.02	\$32,470

* No Response

Court

COUNTY	HEALTH INS. PLAN	DEPENDENT COVERAGE?	% COUNTY PAID	PRESCRIPTION PLAN	AMT. LIFE INS.
Region 9					
Alcona	Blue Care Network	Yes	Hard Cap	Yes	\$10,000
Alpena	BCN	Yes	100%	20/40	\$20,000
Cheboygan	Blue Care	If employed over 4 years	100%	Blue Care	\$10,000
Crawford	Priority	Yes	Hard Cap	\$10/\$40	\$18,000
Montmorency	Same as Reg. County Above	Yes & No	85%	Yes	\$15,000
Oscoda	Yes	Yes	99%	Yes	\$15,000
Otsego	Blue Care Network	Yes	80%	Yes	\$10,000
Presque Isle	Blue Care Network	Yes	100%	Yes	\$15,000
Region 10					
Antrim	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.
Benzie	Same as Manistee	Same as Manistee	Same as Manistee	Same as Manistee	Same as Manistee
Charlevoix	Priority Health	Yes	80%	Yes	No
Emmet	BC/BS Cafateria Plan	Yes	Cap Amount	Yes	\$50,000
Grand Traverse	Priority Health HMO 250/500 with 6% Premium Share	Sgl, Dbl, Family	90%	Priority Health \$10/\$40/\$80	1x Salary
Kalkaska	Blue Cross/Blue Shield of MI	Yes	Hard Cap	Blue Cross/Blue Shield of MI	\$15,000
Leelanau	Yes	Yes	100%	\$10/\$40	\$50,000
Manistee	BCBS PPO	Yes	91%	BCBS - 3 Tier	\$10,000
Missaukee	BCBS Self-Insured	Yes	95%	Yes	2x Salary
Wexford	Priority Health POS	Yes	90%	\$10/\$40/\$80 or \$10/\$20	\$15,000
Region 7					
Iosco	BCBS	Yes	100%	Yes	\$30,000
Ogemaw	Glidepath	Yes	Hard Cap	Yes	\$20,000
Roscommon	Yes-Blue Care Network	Yes	100%	Yes	\$10,000

* No Response

Court

COUNTY	TYPE OF RETIREMENT PLAN OFFERED	VACATION PROB. PERIOD	VAC. DAYS EARNED @ 1, 3 AND 5 YRS.	VAC. MAX. CARRY OVER DAYS	VAC. AMOUNT PD. ON TERMINATION
Region 9					
Alcona	MERS Defined Benefit	1 year	10, 15, 20	20	100%
Alpena	MERS	n/a	7 hours per pay period	154	Varies
Cheboygan	MERS	1 year	12, 12, 15	5	100%
Crawford	DC (6%-9%)	1 year	13/18/23	12	None
Montmorency	MERS B2	6 months	35/70/105	Varies	Yes
Oscoda	MERS	Yes	Yes	Yes	Yes
Otsego	MERS	6 months	10 Days	Base vacation bank	Yes - up to 15 days
Presque Isle	MERS	1 year	5, 10,10	None	All unused or accrued
Region 10					
Antrim	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.
Benzie	Same as Manistee	Same as Manistee	Same as Manistee	Same as Manistee	Same as Manistee
Charlevoix	MERS B-4	1 year	5, 10, 15 days	10 days	Full amount accrued
Emmet	Defined Contribution	n/a	1 yr. - 40 hrs, 2-4 yrs. - 80 hrs, 5-9 yrs. - 120 hrs.	40 hours	Accrued
Grand Traverse	MERS, Nationwide, ICMA	6 months	>3=10 days, 3 but > 5 =12, 5 but >10=15	160 hours	Up to 160 hours
Kalkaska	MERS	1 year	5, 10	90	As accrued
Leelanau	MERS-2013 B2, 2% gross emp. Pay	1 year	6, 12, 18, 20, 22	30	Bank + accrued
Manistee	DB & Hybrid	None	1=10 days, 5=15 days, 10=20 days	No max	100%
Missaukee	Nationwide Life	12 months	5, 10, 15 Days	40 hours	100%
Wexford	MERS	1 year	10, 10, 15	5	Pd @ straight rate/hr
Region 7					
Iosco	MERS DB & DC	1 year	35, 70 & 70	210 hours	Balance
Ogemaw	New Hires = Defined Contribution	6 months	5 days/10days/15 days	n/a	All time at current pay rate
Roscommon	DB/New hires Defined Contribution	1 Year	1 yr-35 hrs, 3 yr-70 hrs, 5 yrs-104 hrs	0.00	Depends on years served-max of 160 hours

* No Response

Court

COUNTY	VAC. AMOUNT PD. ON RETIREMENT	LONGEVITY BONUS?	SICK LEAVE ELIGI. PERIOD	SICK DAYS EARNED PER YEAR	SICK LEAVE MAXIMUM ACCUMULATION
Region 9					
Alcona	100%	After 15 years	90 days	12	84
Alpena	100%	Yes	0	0	0
Cheboygan	100%	Yes	6 months	12	90 days
Crawford	None	Yes	n/a	n/a	n/a
Montmorency	100%	n/a	n/a	n/a	n/a
Oscoda	Yes	n/a	12 days	n/a	n/a
Otsego	Yes - up to 15 days	n/a	n/a	Personal days - 7 per yr	Same as previous question
Presque Isle	All unused/accrued	<6 year/\$100, +10 yrs/\$150	Immediate	6	96 hours/year-pd 1/2 overage
Region 10					
Antrim	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.
Benzie	Same as Manistee	Same as Manistee	Same as Manistee	Same as Manistee	Same as Manistee
Charlevoix	Full amount accrued	No	30 days	13	200
Emmet	Accrued	No	On hire	96 hours	96 hours
Grand Traverse	Up to 160 hours	Prior to 4-1-05 5 years \$50, >6 \$50 addl with no max limit	After 6 months	64 per year	40 hours
Kalkaska	As accrued	No	1 month	10	80 days
Leelanau	Bank + accrued	Hire date prior to 2013	6 months	12, 8 (after 2013)	No
Manistee	100%	No	n/a	n/a	n/a
Missaukee	100%	Yes	Immediate	12	600 hrs
Wexford	Pd @ straight rate/hr	No	None	3	12 Days
Region 7					
Iosco	Balance	Yes	Immediate	35 hour work week 62 hours	Must use by the end of calendar yer
Ogemaw	Same	Yes	30 days	12	96 days
Roscommon	Depends on years served- max 160 hrs	Yes, at 5 years	6 months	84	1000

* No Response

Court

COUNTY	SICK LEAVE AMOUNT PD. ON TERMINATION	SICK LEAVE AMOUNT PD ON RETIREMENT	NUMBER OF PAID HOLIDAYS	TIME & 1/2 PAID FOR OVERTIME?	COMP. TIME FOR OVERTIME?
Region 9					
Alcona	50%	50%	13	Yes	No
Alpena	0	0	13	Yes	Yes
Cheboygan	0	Up to 2 wks for AFSCME	13	No	Yes
Crawford	n/a	n/a	13	Yes	Yes
Montmorency	n/a	n/a	13	Yes over 40	Yes
Oscoda	n/a	n/a	12	No	No
Otsego	None	None	13	n/a - don't work overtime	Yes, if needed, don't work overtime
Presque Isle	None	None	12.5	Yes	Yes
Region 10					
Antrim	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.	Paid through Grand Traverse Co.
Benzie	Same as Manistee	Same as Manistee	Same as Manistee	Same as Manistee	Same as Manistee
Charlevoix	25% Accrued hours	25% Accrued hours	8.5	Yes	No
Emmet	Accrued	Accrued	8.5	Yes	No
Grand Traverse	Up to 40 hours	Up to 40 hours	13	Yes	Yes
Kalkaska	50%	50%	13	Yes	Yes
Leelanau	No	No	11	If physically work over 40 hrs	No
Manistee	n/a	n/a	14	Yes	No
Missaukee	May qualify for 1/6 of Bank	1/6 of bank	13	Yes	Yes
Wexford	0	0	13	Yes	Yes
Region 7					
Iosco	n/a	n/a	12	Yes	Yes
Ogemaw	All time at \$30.00 per day	same	13	Yes	Yes
Roscommon	All at 50% of pay rate	All at 50% of pay rate	14	Yes	Yes

* No Response

Court

COUNTY	TIME & 1/2 OR DBL. FOR SUNDAY & HOLIDAYS?				
Region 9					
Alcona	Time & 1/2				
Alpena	Yes				
Cheboygan	n/a				
Crawford	1 1/2				
Montmorency	n/a				
Oscoda	No				
Otsego	n/a - don't work overtime				
Presque Isle	No				
Region 10					
Antrim	Paid through Grand Traverse Co.				
Benzie	Same as Manistee				
Charlevoix	No				
Emmet	Double time for holidays				
Grand Traverse	Yes				
Kalkaska	Double				
Leelanau	No				
Manistee	Double				
Missaukee	Double				
Wexford	Yes				
Region 7					
Iosco	No				
Ogemaw	n/a				
Roscommon	No				

* No Response