



Northern Michigan 2018 Wage & Salary Survey

The 2018 Survey of Northern Michigan Counties, including wages, salaries, fringe benefits and general information was prepared by the Northeast Michigan Council of Governments in collaboration with Networks Northwest.



Northeast Michigan Council of Governments



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County General Information

COUNTY	POPULATION ESTIMATE	SQUARE MILES	S.E.V.	TOTAL BUDGET	TOTAL # COUNTY EMPLOYEES
Region 9					
Alcona	10,942	679	\$801,206,900	\$5,119,400	158
Alpena	29,598	640	\$970,077,700	\$9,417,916	160
Cheboygan	26,152	833	\$1,714,559,890	\$38,101,841	165
Crawford	14,750	563	\$46,467,600	\$5,570,234	114
Montmorency	9,765	576	\$608,000,000	\$4,373,518	90
Oscoda	8,264	572	\$408,374,020	\$5,235,497	140
Otsego	25,000	515	\$1,409,885,250	\$35,900,000	138
Presque Isle	13,376	678	\$625,875,713	\$5,272,812	75
Region 10					
Antrim	23,580	602	\$2,272,180,500	\$19,528,025	193
Benzie	17,525	860	\$1,681,447,494	\$23,322,876	119
Charlevoix	25,949	1,391	\$2,421,459,883	\$14,295,215	216
Emmet	33,193	882	\$3,711,189,550	\$22,869,004	250
Grand Traverse	92,084	464	\$6,077,177,567	\$66,260,090	536
Kalkaska	17,153	571	\$967,148,250	\$6,500,000	147
Leelanau	21,981	347	\$3,538,659,758	\$13,641,823	125
Manistee	24,300	1,281	\$1,389,878,395	\$11,052,155	134
Missaukee	15,031	576	\$814,003,150	\$5,380,145	67
Wexford	32,608	565	\$1,097,130,200	\$12,447,794	144
Region 7					
Iosco	25,327	565	\$1,267,272,250	\$9,184,322	137
Ogemaw	20,937	536	\$1,027,890,967	\$10,256,246	122
Roscommon	23,955	580	\$1,500,282,755	\$18,455,694	174

* No Response

County Board

COUNTY	BOARD CHAIR Ann'l Salary	CHAIR'S / Diem Rate(s)	BOARD MEMBER Ann'l Salary	MEMBERS / Diem Rate(s)	MEETING DAYS Exmpl: 1st & 3rd Tues.
Region 9					
Alcona	\$4,955	\$35/\$60	\$4,299	\$35/\$60	1st & 3rd Wednesday
Alpena	\$9,575	\$30	\$8,397	\$30	3rd Tuesday
Cheboygan	\$5,250	\$40/\$80/\$120	\$4,750	\$40/\$80/\$120	2nd & 4th Tuesday
Crawford	\$14,933	\$0	\$14,407	\$0	2nd & 4th Thursday
Montmorency	\$4,696	\$35/\$70	\$3,930	Same	1st & 3rd Wednesday
Oscoda	\$4,500	\$40/\$60	\$4,000	\$40/\$60	2nd & 4th Tuesday
Otsego	\$10,800	\$50/\$100	\$9,600	\$50/\$100	2nd & 4th Tuesday
Presque Isle	\$3,000	\$40/\$80	\$2,500	\$40/\$80	2nd Wed/Last Friday
Region 10					
Antrim	\$5,180	\$55/\$75	\$4,380	\$55/\$75	2nd Thursday
Benzie	\$5,529	\$35	\$4,789	\$35	1st & 3rd Tuesday
Charlevoix	\$3,000	\$50	\$3,000	\$50	2nd & 4th Wednesday
Emmet	\$6,000	\$50/\$70	\$6,000	\$50/\$70	Meets once a month (day varies)
Grand Traverse	\$1	\$0	\$1	\$0	1st & 3rd Wednesday
Kalkaska	6,090	\$25	\$5,481	\$25	3rd Wednesday
Leelanau	\$7,700	\$40/\$70	\$5,000	\$40/\$70	2nd & 3rd Tuesday
Manistee	\$6,600	\$40	\$5,400	\$40	3rd Tuesday
Missaukee	\$3,600	\$25/\$50	\$3,000	\$25/\$50	2nd Tuesday
Wexford	\$5,333	\$25/\$50	\$4,833	\$25/\$50	1st & 3rd Wednesday
Region 7					
Iosco	\$9,092	\$40/\$80	\$7,794	\$80, \$50, \$40, \$35	1st & 3rd Wednesday
Ogemaw	\$13,000	\$40/\$75	\$12,000	40/half day; 75/full day	2nd & 4th Thursday
Roscommon	\$15,661	\$0	\$15,008	\$0	2nd & 4th Wednesday

* No Response

County Departments

COUNTY	ADMINISTRATOR COORDINATOR Wage/Salary	COUNTY CLERK Wage/Salary	CHIEF DEPUTY CLERK Wage/Salary	DEPUTY CO. CLERK Wage/Salary	TREASURER Wage/Salary
Region 9					
Alcona	NA	\$45,437	\$34,384	NA	\$45,437
Alpena	NA	\$61,660	\$36,712	\$35,912	\$53,961
Cheboygan	\$100,929	\$66,950	\$21.16/h	\$16.96/\$17.30/h	\$63,860
Crawford	\$64,960	\$55,148	\$33,797	\$32,014	\$55,148
Montmorency	NA	\$42,269	\$31,031	\$28,810	\$41,656
Oscoda	NA	\$45,900	\$28,938	NA	\$45,900
Otsego	\$84,322-\$105,231	\$51,194 - \$63,988	\$16.02 - \$20.03/h	\$14.54 - \$18.17/h	\$51,194 - \$63,988
Presque Isle	NA	\$45,500	\$15.17/h	\$13.71-\$15.36/h	\$45,000
Region 10					
Antrim	\$80,002	\$61,544	\$38,045	\$34,554	\$60,281
Benzie	NA	\$56,177	\$19.78/h	\$16.25/h	\$56,177
Charlevoix	\$68,000	\$59,900	\$45,500	\$36,100	\$55,700
Emmet	\$110,000	\$65,358	\$48,900	\$40,518	\$71,096
Grand Traverse	\$120,000 - \$145,000	\$67,432	\$53,577	\$14.30 - \$17.84/h	\$80,943
Kalkaska	NA	\$47,366	15.25/h	NA	\$46,481
Leelanau	\$83,921	\$68,417	\$27.00/h	\$19.00/h	\$68,417
Manistee	NA	\$65,606	\$41,206	\$16.00/h	\$62,401
Missaukee	\$62,500	\$49,554 Clerk/Reg	\$42,969	\$33,383	\$49,554
Wexford	No Administrator currently. Administrative duties are being divided between the clerk and Treasurer.	\$57,724	\$37,835	\$27,155	\$56,736
Region 7					
Iosco	\$16,000 (also Treasurer)	\$59,421 + Admin Asst. \$4,000	\$41,000	NA	\$58,357
Ogemaw	\$12,000	\$52,587	\$44,317	\$17.28/h	\$52,599
Roscommon	\$69,175	\$52,540	\$12.80/h	\$14.70/h	\$52,540

* No Response

County Departments

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	\$34,384	NA	\$17.00/h	\$15.00/h	NA
Alpena	\$34,570	\$33,780	NA	NA	NA
Cheboygan	\$21.16/h	\$17.86/h	\$19.40/h	\$19.31/h	NA
Crawford	\$33,797	NA	\$33,797	NA	\$32,014
Montmorency	\$29,393	\$26,044	See Chief Dep. Clerk	Budget Officer: \$25/h Contractual	NA
Oscoda	\$28,447	\$9,493	\$27,482	\$26,572	\$30,230
Otsego	\$16.02 - \$20.03/h	\$15.26 - \$19.07/h	\$18.08 - \$22.61/h Accounting clerk - Payroll and AP	NA	NA
Presque Isle	\$16.17/h	\$15.36/h	Shared in other positions	Shared in other positions	Shared in other positions
Region 10					
Antrim	\$38,045	\$34,554	Chief Deputy Clerk	Fiscal Officer \$58,690	\$34,456
Benzie	NA	NA	NA	NA	NA
Charlevoix	\$36,800	\$34,700	\$36,800	\$33,100	\$28,800
Emmet	\$56,801	\$39,083	NA	\$44,470	\$31,686
Grand Traverse	\$48,914	\$21.60/h	\$17.05/h	Director of Finance \$99,995	\$13.34 - \$16.68/h
Kalkaska	\$15.23/h	\$13.26/h	\$15.61/h	NA	NA
Leelanau	\$24.00/h	\$19.00/h	\$21.00/h	\$21.00/h	NA
Manistee	\$41,206	\$16.00/h	\$20.00/h	NA	NA
Missaukee	\$42,969	\$33,383	\$42,969	NA	NA
Wexford	\$37,834	\$28,127	NA	NA	NA
Region 7					
Iosco	\$41,000	NA	\$30,048	\$30,048	\$26,226
Ogemaw	\$19.64/h	\$17.28/h	NA	NA	NA
Roscommon	\$33,749	\$16.48/h	\$18.62/h	NA	\$11.43/h

* No Response

County Departments

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	NA	\$76,632	\$30,000	NA	\$45,437
Alpena	NA	\$86,009	\$61,005	NA	\$53,613
Cheboygan	\$15.57/\$15.95/\$17.30/h	\$101,665	\$81,442/\$70,060	\$67,238	Combined with Clerk
Crawford	NA	\$81,500	\$52,000	NA	Combined with Clerk
Montmorency	NA	\$75,860	\$15,000	NA	\$41,146
Oscoda	\$24,388	\$76,400	\$42,500	NA	Combined with Clerk
Otsego	\$15.54 - \$18.17/h	\$79,144 - \$98,888	\$51,194 - \$63,988	\$45,508 - \$56,880	Combined with Clerk
Presque Isle	NA	\$85,000	\$48,000	NA	\$40,000
Region 10					
Antrim	\$31,960	\$92,367	\$77,435	Asst Dep Administrator \$44,208	\$57,811
Benzie	\$15.62/h	\$86,952	\$65,916	NA	\$56,177
Charlevoix	\$32,200	\$87,800	\$79,500	\$41,800	\$54,060
Emmet	\$34,450	\$93,143	\$73,474	\$68,974	\$57,301
Grand Traverse	\$14.30 - \$17.84/h	\$116,283	\$99,995	\$61,645 - \$77,075	\$63,014
Kalkaska	NA	\$62,228	\$41,828	NA	\$47,361
Leelanau	NA	\$91,416	\$78,435	\$67,622	\$68,417
Manistee	NA	\$106,912	\$48,737	\$65,402	\$61,514
Missaukee	NA	\$78,413	\$30,750	\$39,536 (32 hrs. p/w)	\$49,554 (Clerk/Reg)
Wexford	NA	\$85,466	\$64,440	NA	\$55,488
Region 7					
Iosco	NA	\$85,215	\$59,534	NA	\$49,428
Ogemaw	NA	\$85,252	\$69,360	NA	\$52,599
Roscommon	\$17.00/h	\$90,505	\$73,134	Combined with Admin	Combined with Clerk

* No Response

County Departments

COUNTY	CHIEF DEPUTY REG. OF DEEDS Wage/Salary	EQUALIZATION DIR. Wage/Salary	DEPUTY EQUAL. DIR. Wage/Salary	APPRAISER LEVEL I Wage/Salary	APPRAISER LEVEL II Wage/Salary
Region 9					
Alcona	\$34,384	\$45,437	NA	\$18.00/h	\$15.00/h
Alpena	\$34,570	\$60,180	\$33,780	\$34,340	\$35,912
Cheboygan	\$15.57/\$15.95/\$17.86/h	\$63,945	NA	\$17.97/\$18.14/\$18.77/h	NA
Crawford	\$33,797	\$78,000	NA	NA	\$36,236
Montmorency	\$29,666	\$49,824	NA	\$22,531	PT \$12.00/h
Oscoda	\$28,447	\$52,000	\$36,823	\$26,251	\$28,363
Otsego	NA	NA	\$45,508 - \$56,880	NA	\$16.83 - \$21.03/h
Presque Isle	\$15.17/h	\$21.25/h	NA	\$14.10/h	NA
Region 10					
Antrim	\$38,045	Sub contracted \$140,000	Shared contract 2 Direct/Equal.	\$41,320	NA
Benzie	\$18.78/h	\$58,437	NA	NA	\$17.25/h
Charlevoix	\$36,800	None	\$40,600	NA	NA
Emmet	NA	NA	\$67,954	\$32,773	\$34,906
Grand Traverse	\$40,958	\$87,568	\$46,902	\$14.30 - \$17.84/h	\$16.30 - \$20.42/h
Kalkaska	\$13.25/h	Sub contractor	\$15.50/h	NA	NA
Leelanau	\$24.00/h	\$83,672	NA	NA	\$27.00/h
Manistee	\$39,939	\$60,659	\$41,455	\$16.00/h	\$18.00/h
Missaukee	NA	\$49,419	NA	NA	\$37,137
Wexford	\$37,834	\$59,190	NA	\$25,130	\$32,217
Region 7					
Iosco	\$41,000	\$46,835	NA	\$32,560	\$32,560
Ogemaw	\$17.28/h	\$50,000	NA	NA	NA
Roscommon	\$33,749	\$61,200	NA	\$17.00/h	NA

* No Response

County Departments

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	NA	\$40/inspection	NA	NA	\$45,437
Alpena	\$52,419	NA	NA	\$41,184	\$59,118
Cheboygan	\$55,764	\$19.26/\$19.75/\$20.36/h	NA	NA	\$63,549
Crawford	NA	\$49,521	NA	NA	NA
Montmorency	NA	\$36,041	NA	\$28,628	Contractual
Oscoda	NA	\$34,382	\$17,043	\$28,938	\$40,500
Otsego	NA	\$19.44 - \$24.31/h	NA	\$16.83 - \$21.03/h	NA
Presque Isle	NA	\$18.50/h	NA	NA	NA
Region 10					
Antrim	Director \$62,609	\$47,697	\$47,541	County Clerk	\$61,866
Benzie	NA	NA	NA	NA	NA
Charlevoix	NA	\$55,000	\$48,090	NA	\$65,000
Emmet	NA	\$68,974	\$62,800	NA	\$87,550
Grand Traverse	\$76,381	Commercial Plan Examiner \$22.10-\$27.62/h	Code Inspector \$22,671 - \$28.40/h	\$21.71/h	\$91,432
Kalkaska	NA	\$16.30/h	NA	NA	NA
Leelanau	\$67,952	\$32.00/h	\$61,319	\$24.00/h	\$67,622
Manistee	NA	NA	NA	NA	NA
Missaukee	NA	\$32,122	NA	NA	NA
Wexford	NA	\$56,901	NA	NA	NA
Region 7					
Iosco	NA	Sub-contracted	NA	\$41,000 + Admin. Asst \$4,000	\$43,730
Ogemaw	NA	\$20.39/h	NA	NA	\$42,201
Roscommon	NA	NA	NA	\$16.48/h	\$48,425

* No Response

County Departments

COUNTY	BLDG. MAINT. EMPL. (BME) Wage/Salary	DRAIN COMMISSIONER Wage/Salary	RECREATION DIR. Wage/Salary	CIVIL DEFENSE DIR. Wage/Salary	VETERANS AFFAIRS Wage/Salary
Region 9					
Alcona	\$38,728	NA	NA	NA	\$6,500
Alpena	\$34,715	\$7,758	NA	NA	\$42,723
Cheboygan	\$15.95 to \$18.11/h	\$1,000	NA	NA	\$41,827
Crawford	\$35,339	NA	NA	NA	\$35,000
Montmorency	\$28,558	NA (Road Commission)		NA	\$9,350
Oscoda	\$37,856	\$32,427	\$30,014	\$25,116	\$16,224
Otsego	NA	NA	\$45,508 - \$56,800	NA	Combined with Housing and Grant Admin. Director
Presque Isle	\$16.00/h	\$5,200	NA	NA	\$16,000
Region 10					
Antrim	\$51,817	\$563/yr	\$37,500	\$35,554	\$37,776
Benzie	\$17.08/h	\$1,291	NA	NA	NA
Charlevoix	\$32,200	\$2,500	NA	NA	\$34,600
Emmet	\$30,188	\$1	\$52,530	NA	\$49,440
Grand Traverse	BME I \$16.30 - \$20.42/h BME II \$17.95 - \$22.47/h BME III \$20.61 - \$25.82/h	\$7,212	\$63,463	\$92,505	\$66,385
Kalkaska	\$47,000	\$2,136	NA	NA	\$14.31/h
Leelanau	\$21.00/h	\$13,991	\$21.00/h	\$74,461	Contract with Grand Traverse Co.
Manistee	\$17.00/h	\$261	NA	NA	\$18,914
Missaukee	\$46,582	NA	\$49,419	Is County Planner	\$1,500 annual / diem
Wexford	\$43,908	\$12,560	NA	NA	\$14,560
Region 7					
Iosco	NA	\$18,170	NA	NA	\$9,322
Ogemaw	\$19.85/h	\$6,000	NA	NA	NA
Roscommon	\$14.28/h	\$6,000	NA	NA	\$41,580

* No Response

County Service Organizations

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/h	NA	NA	NA	\$7,560
Alpena	NA	NA	NA	NA	NA
Cheboygan	NA	NA	NA	NA	\$10,215
Crawford	NA	NA	NA	NA	\$6,000
Montmorency	NA	NA	NA	NA	\$1,200
Oscoda	\$34,500	\$36,000	\$39,000	\$34,000	\$3,000
Otsego	NA	NA	NA	NA	\$10,000
Presque Isle	NA	NA	NA	NA	\$5,000 yr + \$175/cAll
Region 10					
Antrim	NA	NA	NA	NA	\$18,000
Benzie	\$11.40/\$18.26/h	NA	NA	NA	\$20,610
Charlevoix	NA	NA	NA	NA	\$22,000
Emmet	\$44,096	NA	NA	NA	NA
Grand Traverse	NA	PH Nurse I \$39,737 - \$49,657 PH Nurse II \$42,543 - \$53,151	\$99,995	Sanitarian I \$39,737 Sanitarian II \$42,543 - \$53,151	Part-time 12 hr shift - \$90 stipend 1/2 day training/mtg - \$48 stipend Full day training/mtg - \$96 stipend
Kalkaska	NA	NA	NA	NA	\$4,200
Leelanau	NA	NA	NA	NA	Contracted
Manistee	NA	NA	NA	NA	\$41,216
Missaukee	\$28,986/\$34,870	NA	NA	NA	\$1,000 yr + \$100/call
Wexford	NA	NA	NA	NA	NA
Region 7					
IOSCO	New Hire 1 yr, 2 yr, 3 yr, 4 yr, 5 yr	NA	NA	NA	Sub-Contracted
EMT	\$9.80, \$9.83, \$10.30, \$10.79, \$11.42, \$12.15				
Paramedic	\$11.57, \$12.00, \$12.74, \$13.51, \$14.34, \$15.25				
Ogemaw	NA	NA	NA	NA	NA
Roscommon	NA	NA	NA	NA	Contracted

* No Response

County Union and Benefits

COUNTY	NAME OF UNION(S)	DATE OF CONTRACT EXPIRATION	MEDICAL INSURANCE FOR COMMISSIONERS?	HEALTH INS. PLAN	DEPENDENT COVERAGE?
Region 9					
Alcona	Teamsters	1/1/2019	Yes	Blue Care Network	Yes
Alpena	TPOAM	2018	Yes, Single subs	Blue Care Network	Yes
Cheboygan	AFSCME	12/31/2018	Yes	Blue Care Network	After 4 yrs
Crawford	AFSCME	9/30/19 & 9/30/2020	No	Priority Health	Yes
Montmorency	NA	NA	No	Blue Cross Blue Shield	Yes & No
Oscoda	Steelworkers	6/30/2019	Yes	Blue Care Network	Yes
Otsego	NA	NA	Yes, 50% of cost	Blue Cross Blue Shield/PPO3/Blue Care Network/HMO	Yes
Presque Isle	Steelworkers	6/30/2018	Yes	Blue Care Network	Yes
Region 10					
Antrim	Teamsters Local 214	12/31/2020	Yes	Blue Care Network	Yes
Benzie	COAM, POAM, TPOAM, POLC	9/30/2018	Yes	Blue Care Network/Blue Cross Blue Shield	Yes, for full time employees
Charlevoix	NA	NA	Yes	Priority Health	Yes
Emmet	Steelworkers	12/31/2020	No	Blue Cross Blue Shield	Yes
Grand Traverse	TEAMSTERS GENERAL	12/31/2019	Same as employees	HMO & Health Savings Acct.	Yes
Kalkaska	Teamsters, MAPE	12/31/2019	No	Yes	Yes
Leelanau	POAM Cor Deputies, COAM Cor Sgt, POAM Teamsters 214 Law Enforcement	12/31/2019	Yes	Blue Cross Blue Shield - Self Insured	Yes
Manistee	GEA/TPOAM	9/30/2020	None	Blue Cross Blue Shield	Yes
Missaukee	AFSCME	9/30/2020	Available at own expense	Blue Cross Blue Shield Self Insured	Yes
Wexford	TPOAM	12/31/2018	No	Priority Health POS Copay Aligned 1000 Option and HSA 1350 Option	Yes
Region 7					
Iosco	Steelworkers & 23rd Circuit Court Employees Association	12/31/2018	No	Blue Cross Blue Shield	Yes
Ogemaw	USWA	9/30/2018	No	Glidepath	Yes
Roscommon	NA	NA	Yes	Yes- Blue Care Network	Yes

* No Response

County Benefits

COUNTY	% COUNTY PAID	PRESCRIPTION PLAN	AMT. LIFE INS.	TYPE OF RETIREMENT PLAN OFFERED	VACATION PROB. /IOD
Region 9					
Alcona	Hard Cap	Yes	\$10,000-\$20,000	MERS: Defined Benefit or Defined Contribution	1 yr
Alpena	90%	\$20/\$40/\$60	\$20,000	MERS	No
Cheboygan	100% for employee only	Yes	\$10,000-\$25,000	MERS	1 yr
Crawford	Hard Cap	\$10/\$40	Union=\$20k/Non Rep=\$10k	MERS B-4 for tenured/Defined Contribution for new hires	Some groups 6 months, some 12 months
Montmorency	80%	Yes	\$15,000/\$2,000 spouse	MERS B3/B2	180 days
Oscoda	\$25 SINGLE/\$50 COUPLE/\$60 FAMILY	Yes	\$15,000	MERS	1 yr
Otsego	80%	PPO: \$20/40/60; HMO: \$10/\$30/\$60 or \$80/20%/20%	Varies by group \$10,000 - \$50,000	MERS Hybrid for employees hired 2008 and after. MERS Defined Benefit for most employees hired prior to 2008.	Varies by group/contract
Presque Isle	Up to Hard Cap	3 tier	\$15,000	MERS Defined Benefit	1 yr
Region 10					
Antrim	Caps - single \$546.71, double \$1,224.91, family \$1,531.14	Yes \$10/\$50	Board \$10,000, Elected \$20,000, Employee \$25,000	MERS B4	9 months
Benzie	100%	Blue Care Network, Blue Cross Blue Shield	\$25,000	MERS Defined Benefit	1 yr
Charlevoix	80%	Yes	No	MERS B-4	1 yr
Emmet	Hard Cap	Yes	\$50,000	Defined Contribution	1 yr
Grand Traverse	80%	Generic \$10 co-pay, Brand \$40 co-pay & Non-Preferred Brand \$80 co-pay	One time salary or \$20,000 whichever is greater	MERS Defined Contribution	6 months
Kalkaska	Hard Cap	Yes	\$15,000	MERS	1 yr
Leelanau	0%	\$10/\$40	\$50,000	MERS Defined Benefit, prior to 2013 B-4 or hired after 2013 B-2	1 yr
Manistee	81%	Blue Cross Blue Shield \$10/\$40/\$80	\$10,000	MERS Defined Benefit & Hybrid	1 yr
Missaukee	94%	Yes	2x Salary	MERS Definted Contribution and Defined Contribution Plus	6 months
Wexford	90%	\$10/\$40/\$80	\$15,000	MERS	1 yr
Region 7					
Iosco	100%	Yes	\$30,000	MERS Defined Benefit & Defined Contribution	1 yr
Ogemaw	Hard Cap	NA	\$20,000	MERS Defined Contribution Plan after 2007	30 days
Roscommon	96%	Yes	\$10,000	Defined Contribution for New Hires	1 yr

* No Response

County Benefits

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	1-3 yr = 6 hr 3-10 yr = 7 hr 10-15 yr = 8 hr	184 hrs.	Varies	100%	\$100/yr of employment
Cheboygan	12, 12, 15	5	Yes	Yes	Yes
Crawford	16/16/21	10	All plus accrued vac time	All plus accrued vac time	4 yrs = \$150 20 yrs = \$630
Montmorency	5, 10, 15	2 yrs worth	Yes	Yes	No
Oscoda	Per yrs works	45 days max	No	Yes	No
Otsego	Non-Union: Up to 5 yrs = 10 days 8-10 yrs = 15 days 11 yrs = 20 days	0	Any banked hrs. at time of termination	Any banked hrs. at time of termination	Decided at the end of each yr.
Presque Isle	5, 10, 10	0	0	Accrued amount	\$150 5-15 yrs, \$300 16+ yrs
Region 10					
Antrim	1=6.5 days, 2=9.75 days, 3=13 days, bonus days 5-9 yrs= 2 add'l days yearly , 10-19 yrs=5 add'l days yearly, 25 yrs = additional 9 days	20	100%	100%	No
Benzie	1 = 10, 5 = 15, 15 = 20	0	Any unused/accrued	Any unused/accrued	Yes
Charlevoix	5, 10, 15	10	Full Amount Accrued	Full Amount Accrued	No
Emmet	1 yr 40 hrs., 2-4 yr - 80 hrs., 5-9 yrs - 120 hrs.	0	All earned and accrued	All earned and accrued	No
Grand Traverse	10, 12, 15	20	Up to 20 days	Up to 20 days	No
Kalkaska	Depends on Union	Depends on Union	Full if here one year	NA	NA
Leelanau	1=6, 2=12, 5=18, 10=20, 15=22	30	Bank & Accrual	Bank & Accrual	if hired before 2013
Manistee	1 = 10, 5 = 15, 10 = 20	5	Remainder	Remainder	No
Missaukee	5, 10, 15	5	100%	100%	Yes
Wexford	10, 10, 15	5	pd @ straight rate/h	pd @ straight rate/h	No
Region 7					
Iosco	35 hrs./week - 35, 70, 105	210 hrs.	Balance	Balance	5th yr of employment
Ogemaw	10, 15, (1 day/yr after 5 up to 19 max)	0	Current hrly rate for All time	Current hrly rate for All time	Yes
Roscommon	1 yr = 40 hrs. 3 yr = 80 hrs. 5 yrs = 120 hrs.	1 yr = 40 hrs. 3 yr = 80 hrs. 5 yrs = 120 hrs.	5 Depends on yrs served - max 160 hrs.	Depends on yrs served - max 160 hrs.	Yes - 5 yrs

* No Response

County Benefits

COUNTY	SICK LEAVE ELIGI. /IOD	SICK DAYS EARNED/YEAR	SICK LEAVE MAXIMUM ACCUMULATION DAYS	SICK LEAVE AMOUNT PD. ON TERMINATION	SICK LEAVE AMOUNT PD. ON RETIREMENT
Region 9					
Alcona	90 days	12	84	Union = 100% Non Union = 50%	Union = 100% Non Union = 50%
Alpena	0	0	0	0	0
Cheboygan	6 months	12	90	0	0
Crawford	6 months	8	8	All	All
Montmorency	30 days	8	5	Yes	Yes
Oscoda	1 day / month	12	NA	NA	NA
Otsego	Personal Leave	Non-Union personal - 7 days / yr	None	Non-Union - No payout	Non-Union - No payout
Presque Isle	None	6	1/2 pd over 96 hrs. at end of yr	None	1/2 pd over 96 hrs. at end of yr
Region 10					
Antrim	6 months	10	10	No	No
Benzie	NA	64	128	Any unused/accrued	Any unused/accrued
Charlevoix	30 days	13	200 hrs.	25% of balance	25% of balance
Emmet	96 hrs. GL prorated first year	96 GL hrs./year	GL max 96 hrs./year	\$13 paid on remaining GL	Remainder of 96 hrs. GL
Grand Traverse	NA	NA	NA	NA	personal Days - Up to 5 days
Kalkaska	Depends on Union	10	NA	Half	Half
Leelanau	6 months	12 / (2013) 8	None	No	No
Manistee	NA	NA	NA	NA	0
Missaukee	Immediately	12	600 hrs.	May qualify for 1/6 of bank	1/6 of bank
Wexford	None	3	12	0	0
Region 7					
Iosco	Immediately	63 hrs.	Must be used of end of calendar yr or get paid	0	NA
Ogemaw	30 days	12, 6 for new hires	96 days	Teamsters=\$30 p/d USWA=1/2 hr rate of pay	Paid @ 1/2 hrly rate of pay=USWA \$30 day=Teamsters
Roscommon	6 months	84	1000 hrs.	All hrs. at 50% of pay rate	All hrs. at 50% of pay rate

* No Response

County Benefits

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	Yes	Time & 1/2	
Alpena	13	Yes	Yes	No	
Cheboygan	13	Yes	Yes	No	
Crawford	12	Yes	Yes	No	
Montmorency	13	Yes	Yes	No	
Oscoda	14.5	Yes	No	No	
Otsego	Non-Union - 13	Yes	Yes, with mutual agreement	Non-Union - No	
Presque Isle	12.5	Yes/over 40 hrs.	No	NA	
Region 10					
Antrim	12.5	Yes	No	Holidays	
Benzie	10	Yes	Yes	Time & 1/2	
Charlevoix	8.5	Yes	No	No	
Emmet	8.5	Yes	no	Yes	
Grand Traverse	12	Yes	Yes	Time & 1/2	
Kalkaska	13	Yes	No	If work holiday	
Leelanau	11	After 40 worked hrs.	No	No	
Manistee	14	Yes	No	Yes	
Missaukee	13	Yes	Yes	Double	
Wexford	13	Yes	Yes	Yes	
Region 7					
Iosco	13	Yes	Yes	No	
Ogemaw	13	No	Yes	No	
Roscommon	14	Yes	Yes	No	

* No Response

County Sheriff/Jail

COUNTY	SHERIFF Wage/Salary	CAR FURNISHED TO SHERIFF?	UNDERSHERIFF Wage/Salary	SHEIFF'S SECRETARY Wage/Salary	CLERK Wage/Salary
Region 9					
Alcona	\$54,047	Yes	\$52,547	\$19.00/h	\$13.00/h
Alpena	\$68,833	Yes	\$61,046	\$35,692	NA
Cheboygan	\$81,607	Yes	\$68,134	\$20.64/h	NA
Crawford	\$62,066	No	\$55,710	\$39,749	\$16,311
Montmorency	\$53,092	Yes	\$52,581	\$32,718	\$12.00 PT
Oscoda	\$50,400	Yes	\$45,802	\$33,654	\$42,632
Otsego	\$58,874 - \$73-577	Yes	\$51,194 - \$63,988	\$16.83 - \$21.03/h	\$15.26 - \$19.07/h
Presque Isle	\$59,300	If available	\$54,200	\$16.30/h	NA
Region 10					
Antrim	\$71,760	Yes	\$65,312	\$34,778	\$35,256
Benzie	\$57,011	Yes	\$55,215	\$16.08/h	NA
Charlevoix	\$77,800	Yes	\$69,800	\$36,100	\$31,900
Emmet	\$84,807	Yes	\$75,358	\$40,654	\$35,778
Grand Traverse	\$97,055	Yes	\$83,338	\$52,952	\$13.71 - \$17.14/h
Kalkaska	\$61,250	Yes	\$58,204	\$34,075	NA
Leelanau	\$76,965	Yes	\$74,461	\$21.00/h	\$19.00/h
Manistee	\$70,465	No	\$63,723	\$20.00/h	\$16.00/h
Missaukee	\$72,152	Yes	\$60,201	\$45,827	\$34,966
Wexford	\$37,344	No	\$64,172	\$35,484	NA
Region 7					
Iosco	\$55,000	Yes	\$45,280	\$30,410	NA
Ogemaw	\$56,404	No	\$24.77/h	\$17.27/h	NA
Roscommon	\$66,947	Yes	\$62,422	\$18.91/h	\$15.44/h

* No Response

County Sheriff/Jail

COUNTY	CAPTAIN Wage/Salary	LIEUTENANT Wage/Salary	SERGEANT Wage/Salary	CORPORAL Wage/Salary	DETECTIVE Wage/Salary
Region 9					
Alcona	NA	NA	\$25.00/h	NA	NA
Alpena	NA	\$54,476	\$49,524	NA	NA
Cheboygan	NA	NA	\$26.79/h	\$22.48/h	\$57,355
Crawford	\$59,196	\$56,962	\$55,845	\$49,424	\$55,845
Montmorency	NA	NA	\$21.06/h	NA	NA
Oscoda	\$40,251	\$44,423	\$21.31/h	\$40,614	\$40,387
Otsego	None	None	\$26.41/h	NA	\$26.98/h
Presque Isle	NA	NA	\$24.71/h	NA	\$23.58/h
Region 10					
Antrim	NA	NA	\$55,016	\$47,570	\$49,088
Benzie	NA	\$26.79/h	\$26.31/h	NA	\$23.39/h
Charlevoix	NA	NA	\$54,600	\$52,300	\$54,600
Emmet	NA	\$62,712	\$58,916	\$56,645	\$49,318
Grand Traverse	\$80,091	\$69,644	\$27.88 - \$29.18/h	NA	\$42,952 - \$56,014
Kalkaska	NA	NA	NA	NA	\$23.82/h
Leelanau	NA	\$33.00/h	\$30.00/h	NA	\$26.00/h
Manistee	NA	\$57,074	\$25.00/h	NA	\$25.00/h
Missaukee	NA	NA	\$57,387	NA	NA
Wexford	NA	\$50,897	\$51,019	NA	\$56,097
Region 7					
Iosco	NA	NA	\$45,240	\$38,480	NA
Ogemaw	NA	\$22.91/h	\$21.99/h	\$18.59/h	NA
Roscommon	NA	\$27.98/h	\$25.67/h	\$20.62/h	\$25.67/h

* No Response

County 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	\$21.00/h	\$16.00/h	NA	\$18.00/h	NA
Alpena	\$45,032	NA	\$45,032	\$38,896	NA
Cheboygan	\$21.38 - \$24.35/h	\$11.60/h	NA	NA	\$55,161
Crawford	\$52,067	\$15.00/h	\$15.00/h	\$38,657	\$59,196
Montmorency	\$17.77 - \$19.96/h	\$15.00 - \$18.00/h	NA	\$14.15 - \$16.21/h	\$19.77/h
Oscoda	NA	NA	NA	\$17.22/h	NA
Otsego	\$18.46 - \$24.27/h	\$18.46/h	\$15.26 - \$19.07/h	NA	\$45,508 - \$56,880
Presque Isle	\$18.18 - \$22.46/h	\$11.50/h (marine/snowmobile)	\$14.94 - \$17.80/h	\$14.44 - \$15.50/h	NA
Region 10					
Antrim	\$51,542	\$12.01/h	\$34,986	\$38,334	\$55,016
Benzie	\$23.39/h	\$12.36/h	\$16.58/h	\$19.02/h	\$26.03/h
Charlevoix	\$49,700	\$15.81/h	\$31,800	NA	\$54,900
Emmet	\$45,440	\$16.95/h	\$21.97/h	NA	\$62,441
Grand Traverse	\$41,309 - \$53,851	NA	\$16.06 - \$20.09/h	\$18.69 - \$22.33/h	\$80,091
Kalkaska	Start \$15.94/h	\$15.00/h	\$17.53/h	Start \$14.04/h	\$23.82/h
Leelanau	\$25.00/h	\$21.00/h	\$24.00/h	\$24.00/h	\$65,470
Manistee	\$24.00/h	NA	\$22.00/h	NA	\$56,801
Missaukee	\$50,871	\$38,151	NA	\$44,595	\$50,455
Wexford	\$48,235	Grant Position	\$39,376	\$37,627	\$56,097
Region 7					
Iosco	\$42,120	NA	\$37,440	\$35,360	\$45,000
Ogemaw	\$20.61/h	NA	\$13.13/h	\$17.60/h	\$22.91/h
Roscommon	\$23.55/h	\$13.09/h	\$34,285	\$20.00/h	\$27.98/h

* No Response

County 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/h	NA	\$12.00/h	POAM; COAM	1/1/2018
Alpena	\$38,272	NA	NA	POAM; COAM	2018
Cheboygan	\$18.34/\$19.25/\$20.44/h	NA	NA	POLC and GELC	12/31/2018
Crawford	\$45,012	NA	NA	POAM; COAM	9/30/2018 & 9/30/2019
Montmorency	\$14.15 - \$16.21/h	NA	\$27,102	POAM	12/2018
Oscoda	NA	NA	NA	POAM	6/30/2019
Otsego	\$16.02 - \$20.03/h	None	\$13.19 - \$16.48/h	POLC for Deputies, POAM for Corrections	12/31/2020 and 12/31/2018
Presque Isle	\$15.20 - \$16.20/h	NA	\$13.13 - \$14.03/h	POLC	6/30/2018
Region 10					
Antrim	\$43,410	NA	\$35,838	POAM/TEAMSTERS LOCAL 214	12/31/2018
Benzie	\$20.57/h	NA	NA	POAM, COAM, POLC	9/30/2018
Charlevoix	\$43,600	\$45,300	\$34,100	Deputies Only	9/30/2016
Emmet	\$41,954	NA	NA	FOPLC	12/31/2019
Grand Traverse	\$38,792 - \$50,752	NA	NA	TPOAM CENTRAL RECORDS, POAM DEPUTIES/STD, TEAMSTERS CENTRAL DISPATCH, TEAMSTERS COMMAND/STD, POAM COR OFFICER W/STD, SERGEANTS/STD (COAM)	12/31/2017 & 12/31/2019 (TCD only)
Kalkaska	Start \$14.17/h	NA	NA	POLC/COLC	12/2020
Leelanau	\$24.00/h	NA	Contract	General 214 Teamsters	12/31/2019
Manistee	\$20.00/h	NA	NA	POLC	9/30/2019
Missaukee	\$44,595	NA	\$29,042	POLC	9/30/2020
Wexford	\$42,206	NA	NA	POAM 312, POAM Non-312, COAM	12/31/2019, 12/31/2018, 12/31/2020
Region 7					
Iosco	\$35,360	NA	NA	POAM	12/31/2018
Ogemaw	\$17.42/h	NA	\$14.95/h	Teamsters POLC	9/30/2018 (both)
Roscommon	\$18.91/h	NA	NA	POAM/COAM	12/31/2020

* No Response

County Sheriff/Jail Benefits

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	Blue Care Network	Yes	90%	\$20/\$40/\$60	\$20,000
Cheboygan	Blue Care Network	Yes after 4 yrs	100% for employee coverage	Yes	\$10,000-\$15,000
Crawford	Priority Health	Yes	Hard Cap	\$10/\$40	Union = \$20k/ Non-rep \$10k
Montmorency	Blue Cross Blue Shield	Yes	80%	Yes	\$15,000/\$2,000 spouse
Oscoda	Blue Care Network	Yes	Pays 100% except Single \$35, Double\$50, Family \$60	Yes	\$15,000
Otsego	Blue Cross Blue Shield/Blue Care Network	Yes	80%	Blue Cross Blue Shield/Blue Care Network	\$46,000
Presque Isle	Blue Care Network	Yes	Hard Cap	Tier program	\$15,000 Jail - 911 / \$25,000 Deputies
Region 10					
Antrim	Blue Care Network	Yes	\$546.71 single, \$1,224.91 dbl, \$1531.14 family, employee pays balance	\$10/\$50	\$25,000
Benzie	Blue Care Network, Blue Cross Blue Shield	Yes for full time	100%	Blue Care Network, Blue Cross Blue Shield	\$25,000
Charlevoix	Priority Health	Yes	80%	Yes	\$10,000
Emmet	Blue Cross Blue Shield	Yes	Hard Cap	Yes	\$50,000
Grand Traverse	HMO and Health Savings Acct	Yes	80%	Generic \$10 co-pay, Brand \$40 co-pay, Non preferred Brand \$80 co-pay	One time salary or \$20,000 whichever is greater
Kalkaska	Blue Cross Blue Shield	Yes	Hard Cap	Yes	\$15,000
Leelanau	Blue Cross Blue Shield - Self Insured	Yes	100%	\$10/\$40	\$50,000
Manistee	Blue Cross Blue Shield	Yes	81%	Blue Cross Blue Shield	\$25,000
Missaukee	Blue Cross Blue Shield Self Insured	Yes	94%	Yes	\$50,000
Wexford	Priority Health POS Copay Aligned 1000 option and HSA 1350 Option	Yes	93%, 90%, or 80%	\$10/\$40/\$80	\$30,000
Region 7					
Iosco	Blue Cross Blue Shield	Yes	100%	Yes	\$30,000
Ogemaw	Teamsters/POLC=Glidepath	Yes	Hard Cap	NA	\$20,000
Roscommon	Blue Care Network	Yes	100%	Yes	\$10,000

* No Response

County Sheriff/Jail Benefits

COUNTY	TYPE OF RETIREMENT PLAN OFFERED	VACATION PROB. /IOD	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 Contribution	1 yr	10, 15, 20	20	100%
Alpena	MERS B-4 55 rider	No	1-2 yr=\$5.85/h 6 yr=\$7.08/h 6-12 yr=\$10.16/h \$10.16/h	2 over	Varies
Cheboygan	MERS	1 yr	5, 12, 15	10.5	Yes
Crawford	B-4 for tenured/Defined Contribution for new hires	1 yr	12/12/19.5	14	All + any accrued
Montmorency	MERS B2/B3	1 yr	40/80/120 h/yr	2 yrs worth	Yes
Oscoda	MERS	Starts on Anniversary Date	NA	NA	NA
Otsego	DB, DB with 4% ee contrib & Hybrid hired after 1/1/18	1 yr	After 1 yr - 7 days 2 yrs - 12 days 3 yrs - 18 days 4 yrs - 19 days - 20 days	5 8 10 yrs	80 hrs. at end of anniversary yr Vacation bank
Presque Isle	MERS - Defined Benefit	1 yr	Deps: 10, 12, 18 Jail/911: 5, 10, 17	0	0
Region 10					
Antrim	MERS B-4/New Hires MERS Hybrid	1 yr	1 yr 96 hrs. yr 96 hrs. 120 hrs.	3 5 yr	280 hrs. Yes
Benzie	MERS - Defined Benefit	1 yr	1= 10, 5=15, 15=20	80	Any unused/accrued
Charlevoix	MERS B-4	1 yr	5, 10, 15 days	None	Full amount accrued
Emmet	Defined Contribution	NA	1yr - 40 hrs. 2-4 yrs 80 hrs. 5-9 yr 120 hrs.	0	All earned and accrued
Grand Traverse	MERS Defined Contribution	6 months	10, 12, 15	20	Up to 20 days
Kalkaska	MERS	1 yr	48 hrs./80 hrs./120hrs.	NA	Full
Leelanau	Defined Benefit, prior to 2013 B-4 or hired after 2013 B-2	1 yr	1=6, 2=12, 5=18, 10=20, 15=22	30	Bank
Manistee	MERS Defined Benefit & Hybrid	1 yr	1=10, 5=15, 10=20	0	Remaining
Missaukee	MERS Defined Benefit/MERS Hybrid	6 months	5, 10, 15 days	5 days	100%
Wexford	MERS	1 yr	10, 10, 15 days	5	Pd @ straight rate/h
Region 7					
Iosco	MERS Defined Benefit & Defined Contribution	1 yr	40, 80, 120 hrs.	Not to exceed 80 hrs.	Balance
Ogemaw	MERS Defined Contribution Plan after 2007	30 days	NA	200 hrs.	Hr rate of pay for All time
Roscommon	Defined Benefit Pension	1 yr	1 yr - 40 hrs. yr- 80 hrs. yr - 120 hrs.	3 5	300 hrs. 100%

* No Response

County Sheriff/Jail Benefits

COUNTY	VAC. AMOUNT PD. ON RETIREMENT	LONGEVITY BONUS	SICK LEAVE ELIGI. /IOD	SICK DAYS EARNED / yr	SICK LEAVE MAXIMUM ACCUMULATION
Region 9					
Alcona	100%	After 8 yrs	90 days	12	100 days
Alpena	100%	\$4,100 / yr of employment	0	0	0
Cheboygan	Yes	Yes	6 months	12	90 days
Crawford	All + any accrued	All + any accrued	6 months	8	8
Montmorency	Yes	Yes/Varies	120 days	8	200 hrs.
Oscoda	Yes	NA	1 day / month	NA	NA
Otsego	Vacation bank	Decided at the end of budget yr	After 60 days of employment	10	Up to 72 hrs. paid at end of the yr
Presque Isle	Accrued	No	0	6	1/2 paid over 96 hrs. at end of yr
Region 10					
Antrim	Yes	No	6 months	80 hrs.	NA
Benzie	Any unused/accrued	Yes	NA	64	128
Charlevoix	Full amount accrued	Yes, based on years	NA	10	None
Emmet	All earned and accrued	No	GL prorated on hire	GL 96 hrs. / year	96 hrs.
Grand Traverse	Up to 20 days	NA	NA	NA	NA
Kalkaska	Full	NA	1040 hrs.	10	336 hrs.
Leelanau	Bank	Hired prior to 2013	Date of hire	12, 8 (hired after 2013)	None
Manistee	Remaining	NA	NA	NA	NA
Missaukee	100%	Yes	Immediately	12	600 hrs.
Wexford	Pd @ straight rate/h	No	None	3	12 days
Region 7					
Iosco	Balance	5th yr	Immediately	40 hr. work week - 72 hrs.	Must be used by end of calendar yr
Ogemaw	Hr rate of pay for All time	Yes	30 days	12 days	96 days
Roscommon	100%	Yes - 5 yrs	6 months	104 hrs.	1000 hrs.

* No Response

County Sheriff/Jail Benefits

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	0
Cheboygan	POLC Yes/GELC No	POLC Yes/GELC No	13	Yes	Yes
Crawford	All remaining	All remaining	12	Yes	Yes
Montmorency	Yes	Yes	14	Yes	No
Oscoda	0	0	14.5	Yes	No
Otsego	Depending on reasons for term	Up to 72 hrs.	13	Yes	Yes upon mutual agreement
Presque Isle	0	1/2 pd over 96 hrs. at end of yr	10	Yes	Yes
Region 10					
Antrim	Yes/100%	Yes/\$100%	12	Yes	Yes
Benzie	Any unused/accrued	Any isused/accrued	10	Yes	Yes
Charlevoix	1/2 hourly rate of Accum. hrs.	1/2 hourly rate of Accum.	10	Yes	No
Emmet	All earned and accrued	All earned and accrued	10	Yes	No
Grand Traverse	personal Days - Up to 5 days	personal Days - Up to 5 days	12	Yes	Yes
Kalkaska	Half	Half	10	Yes	NA
Leelanau	Bank (Unless worked less than 3 months)	Yes (All hrs.)	11	Yes, 80 credited bi-weekly	Yes
Manistee	0	0	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	0	0	12	Yes	No
Ogemaw	50% of time @ current rate of pay	50% of time @ current rate of pay	13	Yes	Yes
Roscommon	All at 50% of pay rate	All at 50% of pay rate	14	Yes	Yes

* No Response

County Sheriff/Jail Benefits

COUNTY	TIME & 1/2 OR DBL. FOR SUNDAY & HOLIDAYS?				
Region 9					
Alcona	Time & 1/2				
Alpena	Yes				
Cheboygan	Yes				
Crawford	Dbl & 1/2 for holidays				
Montmorency	Holidays Yes				
Oscoda	NA				
Otsego	No on Sunday				
Presque Isle	Wage + 1 1/2 time if worked holiday				
Region 10					
Antrim	Holidays (Reg + OT)				
Benzie	Time & 1/2				
Charlevoix	Yes				
Emmet	2.75 times for holidays				
Grand Traverse	Time & 1/2				
Kalkaska	Holidays				
Leelanau	Holidays worked are 2.5				
Manistee	Yes				
Missaukee	Double				
Wexford	Yes				
Region 7					
Iosco	Yes				
Ogemaw	Time & 1/2 for holidays				
Roscommon	Holidays				

* No Response

County Court Departments

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	\$48,448	\$39,048	\$21.00/h	NA	NA
Alpena	\$42,573	\$24,335	NA	NA	NA
Cheboygan	\$24.94/h	\$23.56/h	\$80,265	NA	\$18.21/\$18.99/\$19.83/h
Crawford	\$34,223	\$49,628	\$55,358	NA	NA
Montmorency	\$42,933	\$42,843 (Mag/Crt. Admin)	Shared with Alpena Co.	NA	NA
Oscoda	\$26,663	\$45,955	\$37,365	\$50,500	\$31,013
Otsego	\$15.81 to \$18.82/h	\$3,415 Yrly Stipend	NA	NA	Case Manager \$14.33 - \$17.06/h
Presque Isle	\$23.15/h (89th - days/wk)	\$19.45/h (3 days / week)	Shared with Cheboygan Co.	\$19.17/h	Shared with Cheboygan Co.
Region 10					
Antrim	Shared cost - 13th Circuit	Shared cost - 13th Circuit	Shared cost - 13th Circuit	Shared cost - 13th Circuit	Shared cost - 13th Circuit
Benzie	\$39,500	\$45,900	NA	NA	NA
Charlevoix	\$48,000	Paid thru Emmet Co.	\$63,500	NA	\$43,800
Emmet	\$53,140	\$72,000	\$70,323	\$51,600	\$41,954
Grand Traverse	\$19.89 - \$24.87/h	\$51,911 - \$64,906	\$72,989	\$21.80/h	\$19.93 - \$24.94/h
Kalkaska	NA	\$55,000	\$23.81 hr	NA	NA
Leelanau	\$29.00/h	Contracted w/Grand Traverse Co.	Contracted w/Grand Traverse Co.	Contracted w/Grand Traverse Co.	Contracted w/Grand Traverse Co.
Manistee	\$54,831	\$59,804	\$98,292	NA	\$54,922
Missaukee	Pd thru Shared Wexford Contract	\$49,494	Pd thru Shared Wexford Contract	Pd thru Shared Wexford Contract	Pd thru Shared Wexford Contract
Wexford	\$37,342	NA	\$59,200	NA	NA
Region 7					
Iosco	\$49,886	\$65,048	\$61,441	NA	\$39,749
Ogemaw	NA	\$46,719	\$52,000	NA	NA
Roscommon	\$42,539	\$37,281	\$49,413	NA	\$20.70/h

* No Response

County Court Departments

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	\$17.00/h	\$34,384	\$27,624	\$25,206	81st
Alpena	NA	\$37,818	\$32,775	NA	88th
Cheboygan	\$15.57/\$15.95/\$17.30/h	\$20.00/h	\$17.00/h	\$20.33/\$22.62/h	89th
Crawford	\$34,223	NA	\$36,660	\$34,223	83C
Montmorency	NA	\$31,651 Probate Register	\$22,531	Shared with Alpena Co.	88th
Oscoda	\$26,554	\$26,017	\$18,200	\$33,551	81st
Otsego	Secretary \$14.20 - \$16.68/h	NA	Register \$15.81 - \$18.82/h	\$15.81 - \$18.82/h	87A
Presque Isle	\$14.61/h	\$29.00/h	\$16.17/h	\$21.95/h	89th
Region 10					
Antrim	Shared cost - 13th Circuit	\$45,794	\$43,836	\$48,828	86th
Benzie	NA	\$34,500	\$15.62/h	\$44,309	85th
Charlevoix	\$38,300	NA	\$30,500	\$39,300	90th
Emmet	\$43,834	\$49,125	NA	NA	90th
Grand Traverse	NA	\$45,331 - \$56,678	\$54,193	\$19.89-\$24.87/h	86th
Kalkaska	\$12.22/h	NA	\$14.80/h	\$28,860	87B
Leelanau	Contracted w/Grand Traverse Co.	\$21.00/h	\$24.00/h	\$34.00/h	86th
Manistee	\$17.00/h	\$38,222	\$15.00/h	\$43,233	85th
Missaukee	Contracted with Wexford County	Contract	\$38,160	\$42,171	84th
Wexford	\$31,752	\$32,379	\$34,384	\$43,173	84th
Region 7					
Iosco	\$30,394	NA	NA	\$42,515	81st
Ogemaw	NA	NA	NA	NA	82nd
Roscommon	\$17.00/h	\$13.87/h	\$16.70/h	\$20.89/h	82nd

* No Response

County Court General Information

COUNTY	DIST. CT. RECORDER/ REPORTER Wage & Salary	DISTRICT CT. CLERK Wage/Salary	CIRCUIT COURT CIRCUIT NUMBER	CIR. CT. RECORDER/ REPORTER Wage & Salary	CIRCUIT CT. CLERK Wage/Salary
Region 9					
Alcona	NA	\$28,028	23rd	NA	\$17.00/h
Alpena	\$36,863	\$32,775	26th	NA	NA
Cheboygan	\$20.04/h	\$18.50/h	53rd	NA	\$15.65/\$21.02/h
Crawford	\$37,674	\$36,329	46th	NA	\$33,462
Montmorency	See Magistrate	\$25,807	26th	NA	See Co. Clerk & Dep. Clerk
Oscoda	\$23,296	\$29,478	23rd	\$18,200	NA
Otsego	NA	Supervisor - \$15.94 - \$18.94/h	46th	NA	NA
Presque Isle	\$29.00/h	\$16.00/h	53rd	\$29.00/h	Part of Clerks office
Region 10					
Antrim	Shared Cost - Grand Traverse County	Shared Cost - Grand Traverse County	13th	Shared Cost - Grand Traverse County	Shared Cost - Grand Traverse County
Benzie	\$34,500	\$15.62/h	19th	\$34,500	\$15.62/h
Charlevoix	NA	\$36,800	33rd	NA	\$19,800 PT
Emmet	NA	\$34,449	57th	NA	\$38,000
Grand Traverse	\$16.91 - \$21.11/h	\$14.72 - \$18.44/h	13th	\$44,715 - \$55,910	\$14.30 - \$17.84/h
Kalkaska	NA	\$14.80 hr	46th	NA	NA
Leelanau	Contracted w/Grand Traverse Co.	Contracted w/Grand Traverse Co.	13th	Contracted w/Grand Traverse Co.	Contracted w/Grand Traverse Co.
Manistee	\$38,222	\$19.22/h	19th	\$52,280	\$15.91/h
Missaukee	Contract	\$27,816	28th	Contract	NA
Wexford	NA	\$25,292	28th	\$52,569	\$30,303
Region 7					
Iosco	NA	\$36,818	23rd	NA	\$34,908
Ogemaw	NA	NA	34th	NA	NA
Roscommon	\$13.28/h	\$17.00/h	34th	\$13.28/h	\$22,119

* No Response

County Court Fringe Benefits

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	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM
Cheboygan	Blue Care Network	After 4 yrs employment	100% for employee Coverage	Yes	\$10,000
Crawford	Priority Health	Yes	Hard Cap	\$10/\$40	Union=\$20k/Non rep =\$10k
Montmorency	Blue Cross Blue Shield	Some	80%	Yes	\$15,000/\$2,000 spouse
Oscoda	Yes	Yes		Yes	NA
Otsego	Blue Care Network	Yes	80%	Yes	\$10,000
Presque Isle	Blue Care Network	Yes	Up to Hard Cap	Tier	\$15,000
Region 10					
Antrim	Shared Cost - Grand Traverse County	Shared Cost with Grand Traverse County	Pays 100% except Single \$35, Double\$50, Family \$60	Same as above	Same as above
Benzie	Blue Care Network, Blue Cross Blue Shield	Yes for full time	100%	Blue Care Network, Blue Cross Blue Shield	\$25,000
Charlevoix	Priority Health	Yes	80%	Yes	No
Emmet	Blue Cross Blue Shield	Yes	Hard Cap	Yes	\$50,000
Grand Traverse	HMO and Health Savings Acct.	Yes	80%	Generic - \$10 co-pay, Brand - \$40 co-pay & Non-Preferred Brand \$80 co-pay	One time salary or \$20,000 whichever is greater
Kalkaska	Blue Cross Blue Shield	Yes	Hard Cap	Yes	\$15,000
Leelanau	Blue Cross Blue Shield - Self	Yes	100%	\$10/\$40	\$50,000
Manistee	Blue Cross Blue Shield	Yes	81%	Blue Cross Blue Shield	\$10,000
Missaukee	Blue Cross Blue Shield Self-Insured	Yes	94%	Yes	2.5 times
Wexford	Priority Health POS Copay Aligned 1000 Option and HSA 1350 Option	Yes	90%	\$10/\$40/\$80	\$15,000
Region 7					
Iosco	Blue Cross Blue Shield	Yes	100%	Yes	\$30,000
Ogemaw	Teamsters	Yes	Hard Cap	NA	\$20,000
Roscommon	Yes, Blue Care Network	Yes	96%	Yes	\$10,000

* No Response

County Court Fringe Benefits

COUNTY	TYPE OF RETIREMENT PLAN OFFERED	VACATION PROB. /IOD	VAC. DAYS EARNED @ 1, 3 AND 5 YRS.	VAC. MAX. CARRY OVER DAYS	VAC. AMOUNT PD. ON TERMINATION
Region 9					
Alcona	MERS Defined Benefits	1 yr	10, 15, 20	20	100%
Alpena	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM
Cheboygan	MERS	1 yr	12, 12, 15	5	Yes
Crawford	MERS B-3 Tenured/Defined Contribution New Hires	6 months	13, 18, 23	10	All
Montmorency	MERS B3/B2	180 days	5, 10, 15	2 yrs worth	Yes
Oscoda	MERS	Anniversary Date	NA	NA	No
Otsego	MERS	6 months	10	Base Vacation Bank	Yes - up to 15 days
Presque Isle	Defined Benefit	1 yr	5, 10, 10	0	No
Region 10					
Antrim	Shared cost - Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County
Benzie	MERS Defined Benefits	1 yr	(1) 10, (5) 15, (15) 20	80	Any unused/accrued
Charlevoix	MERS B-4	1 yr	5, 10, 15	10	Full amt. accrued
Emmet	Defined Contribution	NA	1yr - 40 hrs., 2-4 yrs - 80 hrs., 5-9 yrs 120 hrs.		All earned and accrued
Grand Traverse	MERS Defined Contribution 3%	6 months	10, 12, 15	20	Up to 20 days
Kalkaska	MERS	1 yr	5, 10, 15	NA	Full
Leelanau	MERS Defined Benefit - B-4 if prior to 2016, B-2 hired after 2013	1 yr	1=6, 2=12, 5=18, 10=20, 15=22	30	Bank & Accrual
Manistee	MERS Defined Benefit & Hybrid	1 yr	1=10, 5=15, 10=20	Any remaining	Remaining
Missaukee	MERS Defined Contribution and PC Plus	1 yr	5, 10, 15	5	100%
Wexford	MERS	1 yr	10, 10, 15	5	Pd @ straight rate/h
Region 7					
Iosco	MERS Defined Benefit & DC	1 yr	35, 70, 70	210 hrs.	Balance
Ogemaw	MERS Defined Contribution Plan after 2007	30 days	NA	0	Current pay rate
Roscommon	Defined Benefit-New Hires Defined Contribution	1 yr	1 yr - 35 hrs., 3 yr - 70 hrs., 5 yr - 104 hrs.	0	Depends on yrs served - max 160 hrs.

* No Response

County Court Fringe Benefits

COUNTY	VAC. AMOUNT PD. ON RETIREMENT	LONGEVITY BONUS?	SICK LEAVE ELIGI. /IOD	SICK DAYS EARNED / yr	SICK LEAVE MAXIMUM ACCUMULATION
Region 9					
Alcona	100%	After 15 yrs	90 days	12	84
Alpena	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM
Cheboygan	Yes	Yes	6 months	12	90 days
Crawford	All plus accrued vac time	4 yrs = \$150/\$20 yrs =\$630	6 months	NA	NA
Montmorency	Yes	No	30 days	8	5 days
Oscoda	Yes	No	0	12	NA
Otsego	Yes - up to 15 days	NA	NA	personal days - 7 / yr	NA
Presque Isle	Amount accrued	6+\$100, 11+\$150, \$16+200	0	6	1/2 paid over 96 hrs. at end of yr
Region 10					
Antrim	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County
Benzie	Any unused/accrued	Yes	NA	64	128
Charlevoix	Full amt accrued	No	30 days	13	200
Emmet	All earned and accrued	No	0	GL 96 hrs.	GL 96 hrs.
Grand Traverse	Up to 20 days	\$50 after 5 yrs of service and \$50 added annually with No maximum limit	NA	NA	NA
Kalkaska	Full	NA	NA	10	80 days
Leelanau	Bank & Accrual	Yes, if hired prior to 2013	6 months	12, 8 (2013)	None
Manistee	Remaining	NA	NA	NA	NA
Missaukee	100%	Yes	Immediately	12	600 hrs.
Wexford	Pd @ straight rate/h	No	None	3	12 days
Region 7					
Iosco	Balance	Yes	Immediately	9	Must use by the end of the calendar yr
Ogemaw	Current pay rate	Yes	30 days	12	96 days
Roscommon	Depends on yrs served-Max 160 hrs.	Yes at 5 yrs	6 months	84	1000 hrs.

* No Response

County Court Fringe Benefits

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	Yes
Alpena	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM	All the same as TPOAM
Cheboygan	No	No	13	Yes	Yes
Crawford	NA	NA	13	Yes	Yes
Montmorency	Yes	Yes	13	Yes	Yes
Oscoda	NA	NA	14	Yes	NA
Otsego	No	No	13	NA	Yes, if needed
Presque Isle	0	1/2 pd over 96 hrs. at end of yr	12.5	Yes	Yes
Region 10					
Antrim	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County	Shared Cost with Grand Traverse County
Benzie	Any unused/accrued	Any unused/accrued	10	Yes	Yes
Charlevoix	25% accrued hrs.	25% accrued hrs.	9	Yes	No
Emmet	GL earned and accrued	GL earned and accrued	8.5	Yes	No
Grand Traverse	personal days - Up to 5 days	personal days - up to 5 days	12	Yes	Yes
Kalkaska	Half	Half	13	Yes	NA
Leelanau	No	No	11	If physically worked over 40	No
Manistee	NA	NA	13	Yes	NA
Missaukee	May qualify for 1/6 of bank	1/6 of bank	13	Yes	Yes
Wexford	0	0	13	Yes	Yes
Region 7					
Iosco	NA	NA	13	Yes	Yes
Ogemaw	\$30 / day	\$30 / day	13	NA	Yes
Roscommon	All at 50% of pay rate	All 50% of pay rate	14	Yes	Yes

* No Response

County Court Fringe Benefits

COUNTY	TIME & 1/2 OR DBL. FOR SUNDAY & HOLIDAYS?				
Region 9					
Alcona	Time & 1/2				
Alpena	All the same as TPOAM				
Cheboygan	NA				
Crawford	No				
Montmorency	No				
Oscoda	NA				
Otsego	No, do not work Sundays or Holidays				
Presque Isle	No				
Region 10					
Antrim	Shared Cost with Grand Traverse County				
Benzie	Time & 1/2				
Charlevoix	No				
Emmet	2x holidays				
Grand Traverse	Time & 1/2				
Kalkaska	NA				
Leelanau	No				
Manistee	NA				
Missaukee	Double				
Wexford	Yes				
Region 7					
Iosco	No				
Ogemaw	NA				
Roscommon	No				

* No Response

