

MLGMA Summer Workshop

Boyne Mountain
July 22, 2015

Dan Gilmartin, CEO & Executive Director
Michigan Municipal League



michigan municipal league
Better Communities. Better Michigan.

Compensation

\$400,000



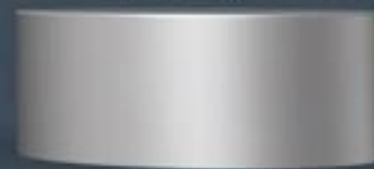
Stanford
MBA

\$232,658



CEO
of Medical Charity

\$84,028



CEO
of Hunger Charity

Salary Growth for Michigan Local Government Managers 2007-2014

Year	Average Salary	Increase from Previous Year
2007	\$72,708	-
2008	\$75,622	4.01%
2009	\$78,923	4.37%
2010	\$81,813	3.66%
2011	\$82,133	0.39%
2012	\$84,563	2.96%
2013	\$82,926	-1.94%
2014	\$82,900	-0.03%
Average	\$80,199	1.92%

*Data from Michigan Municipal League Annual Pay and Benefits Survey, self-reported

*If salary was reported as a range, the midpoint was used

*All included communities have a population >2000

Public Manager Salaries in Michigan

- ❖ According to League data – Michigan’s local government managers saw an average increase in salary that only barely kept pace with the average rate of inflation at 1.92% from 2007 to 2014 (average inflation rate was 1.93%)
- ❖ The salary figures for Michigan local government managers has declined the past two years
- ❖ Nationally, local government managers make a fraction of the salaries for private executives, public school executives, and university executives

National Comparison of Top Administrator/Management Compensation

	Number of Employees	Mean Hourly Wage	Mean Annual Wage
Management Occupation (Total Industry)	6,741,640	\$54.08	\$112,490
Management: Companies and Enterprises	442,040	\$66.65	\$128,640
Management: Elementary and Secondary Schools	308,610	\$45.00	\$93,610
Management: Local Government	281,760	\$39.38	\$81,920
Management: Colleges, University, and Professional Schools	206,920	\$50.79	\$105,640

*Data from Bureau of Labor Statistics Management Occupations, 2014

Public Management Occupations Comparison

	Number of Employees	Average Hourly Wage	Average Annual Wage
Michigan – Federal Management Occupations	1,710	\$53.15	\$110,550
National Average – Federal Management Occupations	3,171	\$51.47	\$107,052
Michigan – State Management Occupations	1,970	\$48.99	\$101,900
National Average – State Management Occupations	2,125	\$40.00	\$82,766
Michigan – Local Management Occupations	9,320	\$32.38	\$67,350
National Average – Local Management Occupations	5,571	\$36.00	\$74,563

*Data from Bureau of Labor Statistics Public Employee Database

Advertising and Marketing

Tolerance for Risk

Time

Profits

How can we collectively disrupt this narrative without 'control'?

- ❖ Education
- ❖ Transparency
- ❖ MLGMA branding can accelerate

How must we change the game?

- ❖ Up the ante
- ❖ Value the human experience above all else
- ❖ Chief problem solver vs. king bureaucrat, especially in a growing (finally) economy



Community Engagement

“Often the best ideas, the ones that have preservation and enhancement at their center, come from the community.”

Placemaking

“Civic engagement is at once motivated by and contributing to a sense of place.”

Micro Governance

“Expecting mid-20th century governance structures to handle the challenges of the early 21st century is not realistic.”



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