

City of the Village of Clarkston

Salary Study Impact Assessment for the Administrative Staff - May 2025

	Current Compensation			Rahmberg Compensation Recommendations								Budget Compensation Proposal					
	24/25 Fiscal Year Salary	401k Match (3%) (c)	Total Compensation	Minimum (a)	Mid-Point (a)	Maximum (a)	Annual Salary (b)	Health Care In-Lieu of Coverage	401k Match (6%)	Total Compensation	Change vs Current	Annual Salary	Health Care -or- In-Lieu of Coverage	401k Match (4.0%)	Total Compensation	Change vs Current	Change vs Rahmberg
City Manager	\$44,990	\$1,350	\$46,340	\$58,225	\$68,500	\$78,775	\$68,500	\$3,080	\$2,760	\$74,340	\$28,001	\$58,225	\$0	\$2,329	\$60,554	\$14,214	(\$13,786)
City Treasurer	\$33,320	\$0	\$33,320	\$30,005	\$35,300	\$40,595	\$35,300	\$3,080	\$1,118	\$39,498	\$6,178	\$40,000	\$0	\$1,600	\$41,600	\$8,280	\$2,102
City Clerk	\$38,220	\$1,147	\$39,367	\$33,150	\$39,000	\$44,850	\$44,850	\$3,080	\$1,544	\$49,474	\$10,108	\$50,000	\$8,000	\$2,000	\$60,000	\$20,633	\$10,526
Deputy Clerk	\$12,395	\$372	\$12,767	\$18,785	\$22,100	\$25,415	\$18,785	\$0	\$755	\$19,540	\$6,773	\$13,880	\$0	\$555	\$14,435	\$1,668	(\$5,105)
Total	\$128,925	\$2,868	\$131,793	\$140,165	\$164,900	\$189,635	\$167,435	\$9,240	\$6,178	\$182,853	\$51,060	\$162,105	\$8,000	\$6,484	\$176,589	\$44,796	(\$6,264)

a) Based on the 25th Percentil of the MML Salary Study and adjusted downward to reflect a 32-hour work week

b) Adjusted to reflect experience/knowledge of current employee