

DATE: May 11<sup>th</sup>, 2026

# A RESOLUTION TO ESTABLISH A SALARY POLICY FOR VILLAGE LEADERSHIP POSITIONS

**WHEREAS**, the Village of Pinckney seeks to maintain clear, consistent, and fiscally responsible compensation practices; and

**WHEREAS**, the current compensation structure for certain leadership positions lacks consistency and does not align with standard municipal and business practices; and

**WHEREAS**, the Village Council desires to establish a uniform salary policy to improve budget control, financial forecasting, and organizational accountability;

**NOW, THEREFORE, BE IT RESOLVED**, that the Village of Pinckney adopts the following Salary Policy:

## 1. Designation of Salaried Positions

Positions designated as salaried shall include leadership and administrative roles as determined by the Village Council, including but not limited to:

- Department of Public Works (DPW) Director
- Police Chief

Additional positions may be designated as salaried by action of the Village Council.

## 2. Compensation Structure

- Salaried employees shall receive a fixed annual salary as approved by the Village Council.
- Salaries shall be paid in equal pay periods throughout the year.
- Salaried employees are compensated for the performance of their duties and responsibilities, not for a set number of hours worked.

## 3. Work Expectations

- Salaried employees are expected to work the hours necessary to effectively fulfill the responsibilities of their position.

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- A standard work schedule is generally based on a full-time workweek; however, additional hours may be required without additional compensation.
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**4. Overtime and Additional Compensation**

- Salaried employees shall not receive overtime pay or additional hourly compensation for hours worked beyond their normal schedule or beyond eighty (80) hours in a pay period.
  - Any additional compensation must be approved in advance by the Village Council and shall not be based on hourly overages.
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**5. Performance-Based Compensation**

- The Village Council may establish performance-based incentives or bonuses tied to specific goals, project completion, or measurable outcomes.
  - Such incentives shall be approved by the Village Council and documented accordingly.
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**6. Compliance with Law**

- All positions shall be classified in accordance with the Fair Labor Standards Act (FLSA) and applicable Michigan law.
  - Employees classified as exempt from overtime requirements shall be treated as salaried employees under this policy.
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**7. Collective Bargaining Agreements**

Employees covered under a collective bargaining agreement (CBA), including Police Union employees, shall be governed by the terms of their respective union contract. In the event of any conflict between this policy and a collective bargaining agreement, the collective bargaining agreement shall control.

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**8. Effective Date**

This policy shall take effect July 1, \_\_\_\_\_, and shall apply to all designated salaried positions beginning with the new fiscal year.

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**BE IT FURTHER RESOLVED**, that the Village Clerk and/or designated administrative staff are authorized to implement and administer this policy and update internal systems accordingly.

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**EFFECTIVE DATE:**

This Resolution shall become effective upon its adoption by the Pinckney Village Council and publication in accordance with applicable law.

X  
\_\_\_\_\_  
Jeffrey A Buerman  
President Village of Pinckney

X  
\_\_\_\_\_  
Andrea McCall  
Clerk Village of Pinckney

Village Council Member \_\_\_\_\_ offered the foregoing Resolution and moved its adoption. The motion was seconded by Village Council Member \_\_\_\_\_, and upon being put to a vote, the vote was as follows:

- Jeffrey A Buerman, President
- Justin Bierman – President Pro-temp
- Stacy Conquest, Trustee
- Rob Coppersmith, Trustee
- Trisha Wagner, Trustee
- Nick Kane, Trustee
- Jo Self, Trustee

The President thereupon declared this Resolution approved and adopted by the Village of Council of the Village of Pinckney this 11<sup>th</sup> day of May, 2026.

I hereby certify that the foregoing constitutes a true and complete copy Resolution No. \_\_\_\_\_ adopted by the Village Council of the Village of Pinckney, County of Livingston, Michigan at a regular meeting held on Monday May 11<sup>th</sup>, 2026.

X  
\_\_\_\_\_  
Andrea McCall  
Village Clerk