

GENERAL ADJUSTMENTS FOR EXEMPT EXECUTIVE EMPLOYEES

Municipality	Fiscal Yr	2006/2007	2007/2008	Comments
Sterling Heights	7/1	3%	3%	
Livonia	12/1	3%	TBD	1% of 06/07 to VIBA for Retiree Health
Dearborn	7/1	1%	TBD	+1% bonus per reduction of 10 F/T non-Police/Fire
Farmington Hills	7/1	3%	3%	
Troy	7/1	3%	TBD	+0-3% Merit pay
Southfield	7/1	2%	2%	07/08 projected/budgeted
Saint Clair Shores	7/1	3%	3%	
Royal Oak	7/1	0.0%	TBD	
Roseville	7/1	3%	3%	
AVERAGE:		2.3%	2.8%	