

2005 SALARY SURVEY FOR DEPARTMENT DIRECTORS

DIRECTOR OF ASSESSING/TREASURY (Assessors)

Appointed by the Mayor as Director of Assessing and by the City Council as Treasurer. As Assessor, responsible for valuation of all real and personal property within the geographic area of the City in accordance with applicable Federal, State and local laws, regulations and ordinances. As Treasurer, responsible for implementation of local taxation, maintenance and investment of all cash receipts, bonds, notes and all evidence of value belonging to the City or held in trust by the City. Requires bachelor's degree, five years of directly related municipal experience and Level IV certification in Assessment Administration. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min | Max | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|-------------------|------------------|------------------|------------------|--------------------------------|---------------|--|
| Warren | 138,247 | City Assessor | \$96,403 | \$96,403 | \$96,403 | | 1/1/05 | Elected Official. Separate Treasurer. |
| Livonia | 100,545 | City Assessor | \$80,642 | \$68,972 | \$80,642 | | 1/1/05 | Appointed Position |
| Pontiac | 66,337 | Assessor | | | | | | Assessor duties performed by County officials |
| Sterling Heights | 124,471 | City Assessor | \$85,673 | \$69,104 | \$85,673 | | 7/1/04 | Separate Treasurer, same pay for each. Under Finance & Budget Dir. |
| Farmington Hills | 82,111 | City Assessor | \$89,161 | \$89,161 | \$89,161 | comp time | 7/1/04 | Supervises Assessing and Finance. Separate Treasurer. |
| Troy | 80,959 | City Assessor | \$98,627 | \$78,135 | \$117,203 | car allw \$325-\$425/mo | 7/1/04 | Separate Treasurer. |
| Southfield | 78,296 | City Assessor | \$90,548 | \$67,822 | \$91,759 | | 7/1/04 | |
| Saint Clair Shores | 63,096 | Assessor | \$77,551 | \$69,387 | \$81,632 | Lngvty. Bonus up to 10 days/yr | 11/1/04 | Separate Treasurer. Min pay based on 85% of Max |
| Royal Oak | 60,062 | City Assessor | \$79,627 | \$63,641 | \$82,718 | | 7/1/04 | Separate Treasurer. Appointed by City Mgr |
| Roseville | 48,125 | City Assessor | \$76,648 | \$68,865 | \$76,648 | | 7/1/04 | Separate Treasurer. |
| West Bloomfield Twp | 64,860 | Township Assessor | \$94,673 | \$76,349 | \$94,673 | | 1/1/05 | Appointed Position |
| Rochester Hills | 68,825 | | \$102,192 | \$102,192 | \$102,192 | | 1/1/05 | Bonus determined by Mayor |
| AVERAGES: | 82,464 | | \$86,955 | \$74,784 | \$89,651 | | | |

DIRECTOR OF ASSESSING/TREASURY (Treasurers)

See Assessor page for description

| Municipality | Population | Title | Average/Actual | Min Range | Max Range | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|------------------------------|------------------|------------------|------------------|------------|---------------|---|
| Warren | 138,247 | City Treasurer | \$79,137 | \$79,137 | \$79,137 | | 1/1/05 | Elected Official |
| Livonia | 100,545 | City Treasurer | \$59,450 | \$59,450 | \$59,450 | | | Elected Official |
| Pontiac | 66,337 | City Treasurer | \$71,647 | \$53,347 | \$85,331 | | 7/1/04 | Assessor Duties performed by County Officials |
| Sterling Heights | 124,471 | City Treasurer | \$85,673 | \$69,104 | \$85,673 | Comp Time | 7/1/04 | Same pay as Assessor. Under Finance & Budget Director |
| Farmington Hills | 82,111 | Finance Dir/City Treasurer | \$95,275 | \$95,275 | \$95,275 | | 7/1/04 | Also listed under Finance Director |
| Troy | 80,959 | Treasurer | \$74,800 | \$61,550 | \$92,326 | | 7/1/04 | |
| Southfield | 78,296 | Treasurer | \$88,500 | \$88,500 | \$88,500 | | | Elected Official; salary set by comp bd, no incr since 2002 |
| Saint Clair Shores | 63,096 | Treasurer & Finance Director | \$93,202 | \$79,222 | \$93,202 | | 11/1/04 | Dual Appointment |
| Royal Oak | 60,062 | Treasurer | \$81,897 | \$61,669 | \$81,699 | | 7/1/04 | Appointed by City Mgr; currently acting Finance Dir |
| Roseville | 48,125 | Treasurer | \$73,903 | \$73,903 | \$73,903 | | 7/1/04 | Elected Official |
| West Bloomfield Twp | 64,860 | Township Treasurer | \$96,567 | \$96,567 | \$96,157 | | 1/1/05 | Elected Official |
| Rochester Hills | 68,825 | | \$100,188 | \$100,188 | \$100,188 | | 1/1/05 | |
| AVERAGES: | 82,464 | | \$81,823 | \$74,339 | \$84,605 | | | |

DIRECTOR OF BUILDING AND ORDINANCE COMPLIANCE

Plans, organizes, and directs activities of the department. Interprets and enforces building codes, ordinances and regulations. Performs inspection and plan review functions for compliance. Provides related administrative and technical assistance. Researches, investigates, resolves complaints and represents the department at court proceedings and public meetings. Manages and coordinates major City projects. Requires Associate's Degree and ten years directly related municipal experience, or Bachelor's Degree and five years directly related experience and registration with the State of Michigan under Act 54 as a Building Official, Plan Examiner and Building Inspector. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min | Max | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|-------------------------------|-----------------|-----------------|-----------------|----------------------------------|---------------|--|
| Warren | 138,247 | Director of Building & Safety | \$94,371 | \$94,371 | \$94,371 | | 1/1/05 | Mayoral Appointee. No min quals. |
| Livonia | 100,545 | Dir of Building Inspection | \$81,660 | \$69,347 | \$81,661 | | 12/1/03 | Appointed by Mayor |
| Pontiac | 66,337 | Cmty Development Director | \$85,501 | \$60,155 | \$95,878 | Car allow \$465/mo | 7/1/04 | |
| Sterling Heights | 124,471 | Building Official | \$91,495 | \$73,797 | \$91,495 | | 7/1/04 | Division Manager |
| Farmington Hills | 82,111 | Building Official | \$62,262 | \$54,422 | \$62,262 | | 7/1/04 | Supervises div of Plng & Cmty Dev |
| Troy | 80,959 | Director of Building & Zoning | \$93,132 | \$78,135 | \$117,203 | Car allow \$325-425/mo | 7/1/04 | |
| Southfield | 78,296 | Building Official | \$81,987 | \$81,987 | \$81,987 | | 7/1/04 | Non-exempt Teamster position |
| Saint Clair Shores | 63,096 | Chief Building Official | \$60,856 | \$51,728 | \$60,856 | Lgnty, bonus up to 15 days/yr | 7/1/04 | Two incumbents report to Cmty Dev Director |
| Royal Oak | 60,062 | Building Official | \$70,910 | \$54,576 | \$70,910 | | 7/1/04 | |
| Roseville | 48,125 | Dir of Building Inspection | \$76,648 | \$68,865 | \$76,648 | | 7/1/04 | |
| West Bloomfield Twp | 64,860 | Building Director | \$81,836 | \$59,553 | \$81,836 | | 1/1/05 | |
| Rochester Hills | 68,825 | | \$85,512 | \$85,512 | \$85,512 | <i>Bonus determined by Mayor</i> | <i>1/1/05</i> | |
| AVERAGES: | 82,464 | | \$80,060 | \$67,903 | \$83,192 | | | |

CITY CLERK

Appointed by City Council. Plans, organizes and directs department activities; serves as clerk to the City Council, acts as official record keeper, chief election official and chief accountant for the City. Also responsible for operation of municipal cemetery and issuance of permits and licenses. Requires Bachelor’s Degree and ten or more years directly related supervisory level municipal experience or equivalent. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min | Max | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|----------------|-----------------|-----------------|-----------------|--------------------------------|---------------|--|
| Warren | 138,247 | City Clerk | \$79,137 | \$79,137 | \$79,137 | | 1/1/05 | Elected Official |
| Livonia | 100,545 | City Clerk | \$67,100 | \$67,100 | \$67,100 | | 1/1/04 | Elected Official. Salary set by Local Officers Compensation Commission |
| Pontiac | 66,337 | City Clerk | \$71,646 | \$60,155 | \$95,878 | Lgvtly to 10%, Car allow \$465 | 7/1/04 | No Acct, Cemetary or Permit/Lic |
| Sterling Heights | 124,471 | City Clerk | \$97,289 | \$79,248 | \$97,289 | Comp time | 7/1/04 | No Acct; serves as Asst City Mgr |
| Farmington Hills | 82,111 | City Clerk | \$99,825 | \$99,825 | \$99,825 | | 7/1/04 | |
| Troy | 80,959 | City Clerk | \$99,910 | \$76,099 | \$114,150 | | 7/1/04 | Records only for Cemetary; lesser educ/exp qualifications |
| Southfield | 78,296 | City Clerk | \$88,500 | \$88,500 | \$88,500 | | | Elected Position |
| Saint Clair Shores | 63,096 | City Clerk | \$76,053 | \$64,645 | \$76,053 | Lgvtly; bonus up to 10 days/yr | | No Acct or Cemetary; issue permits only. |
| Royal Oak | 60,062 | City Clerk | \$72,034 | \$60,770 | \$72,034 | | 7/1/04 | |
| Roseville | 48,125 | City Clerk | \$73,904 | \$73,904 | \$73,904 | | 7/1/04 | No Cemetary |
| West Bloomfield Twp | 64,860 | Township Clerk | \$96,567 | \$96,567 | \$96,567 | | 1/1/05 | Elected Official |
| Rochester Hills | 68,825 | | vacant | \$72,823 | \$85,674 | | 1/1/05 | 85% min estab for new hire |
| AVERAGES: | 82,464 | | \$83,815 | \$76,905 | \$87,312 | | | |

DIRECTOR OF FINANCE

Plans, organizes, and directs the financial functions assigned to the Mayor's office by charter. Analyzes, prepares, amends, and tracks the budget, and oversees the annual audit. Addresses legislative issues and concerns, and develops and presents financial and revenue options and plans. Administers the risk management function. Tracks and monitors capital improvement, bond, and grant activity. Requires bachelor's degree and ten years directly related experience; or master's degree and five years directly related experience. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min Range | Max Range | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|---------------------------------|-----------------|-----------------|------------------|----------------------------------|---------------|--|
| Warren | 138,247 | City Controller | \$105,053 | \$105,053 | \$105,053 | | 1/1/05 | Mayor appoints; no min quals. Also oversees IS; not resp for risk mgt. |
| Livonia | 100,545 | Director of Finance | \$94,286 | \$80,600 | \$94,286 | | 12/1/03 | Appointed by Mayor |
| Pontiac | 66,337 | Finance Director | \$95,878 | \$60,155 | \$95,878 | Car allow \$465 | 7/1/04 | |
| Sterling Heights | 124,471 | Finance & Budget Director | \$91,944 | \$73,797 | \$91,944 | Comp Time | 7/1/04 | Also oversees Assess & Treas |
| Farmington Hills | 82,111 | Finance Director/City Treasurer | \$95,275 | \$95,275 | \$95,275 | | 7/1/04 | Also oversees Assess & Treas; not resp for Purch |
| Troy | 80,959 | Financial Services Director | \$101,970 | \$78,135 | \$117,203 | | 7/1/04 | Also oversees Treasury. |
| Southfield | 78,296 | Dpty City Admin/Fin Serv Dir | \$114,097 | \$91,868 | \$124,293 | | 11/23/04 | Deputy City Admin resp. Also oversees Assess & Ctrl Serv; not resp for Purch |
| Saint Clair Shores | 63,096 | Director of Finance | \$93,202 | \$79,222 | \$93,202 | Lgvtly, bonus up to 10 days/yr | 7/1/04 | Also oversees IS, Assess & Treas |
| Royal Oak | 60,062 | Director of Finance | \$102,600 | \$74,101 | \$102,600 | | 7/1/04 | Also oversees IS; not resp for Purch |
| Roseville | 48,125 | City Controller | | | | | | Did not indicate comparable |
| West Bloomfield Twp | 64,860 | Budget Director | \$81,836 | \$59,553 | \$81,836 | | 1/1/05 | |
| Rochester Hills | 68,825 | | \$85,674 | \$85,674 | \$85,674 | <i>Bonus determined by Mayor</i> | <i>1/1/05</i> | |
| AVERAGES: | 82,464 | | \$97,614 | \$79,776 | \$100,157 | | | |

FIRE CHIEF

Plans, directs and administers full-time and paid-on-call operations for fire and rescue, emergency medical services, special operations, emergency management, fire marshal, emergency medical dispatch and telecommunications services. Requires bachelor's degree and ten years of experience; or master's degree and five years related experience; or an equivalent combination; and State certifications as Fire Fighter II, Fire Officer III, Hazardous Materials Operations, Certified Training Instructor, and Incident Command System; Basic Emergency Medical Technician, CPR and defibrillator licensure. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min Range | Max Range | Other Comp | Eff Date | Notes/Differences |
|---------------------|------------|-------------------|----------------|-----------|-----------|------------------------------|----------|---|
| Warren | 138,247 | Fire Commissioner | \$104,313 | \$104,313 | \$104,313 | | 1/1/05 | Mayor appoints; no min quals |
| Livonia | 100,545 | Fire Chief | \$90,750 | \$77,584 | \$90,750 | | 12/1/04 | Promotion by examination |
| Pontiac | 66,337 | Fire Chief | \$85,330 | \$60,155 | \$95,878 | Car allow \$465/mo; Lgty 10% | 7/1/04 | No Dispatch resp |
| Sterling Heights | 124,471 | Fire Chief | \$96,601 | \$76,688 | \$96,601 | Comp Time | 7/1/04 | |
| Farmington Hills | 82,111 | Fire Chief | \$104,652 | \$104,652 | \$104,652 | | 7/1/04 | |
| Troy | 80,959 | Fire Chief | \$102,513 | \$78,135 | \$117,203 | | | Vol Fire service; EMT contracted; Dispatch/Telecom under PD |
| Southfield | 78,296 | Fire Chief | \$91,000 | \$76,666 | \$103,725 | | 12/14/04 | |
| Saint Clair Shores | 63,096 | Fire Chief | \$83,657 | \$74,851 | \$88,060 | Lgty, Bonus up to 10 days/yr | 12/6/04 | |
| Royal Oak | 60,062 | Fire Chief | \$86,386 | \$66,852 | \$86,386 | | 7/1/04 | |
| Roseville | 48,125 | Fire Chief | \$78,971 | \$78,961 | \$78,961 | Food Allow | 7/1/04 | Certifications only education qual |
| West Bloomfield Twp | 64,860 | Fire Chief | \$94,673 | \$76,349 | \$94,673 | | 1/1/05 | |

| | | | | | | | | |
|------------------------|---------------|--|-----------------|-----------------|-----------------|----------------------------------|--------|----------------------------|
| Rochester Hills | 68,825 | | vacant | \$78,972 | \$87,629 | <i>Bonus determined by Mayor</i> | 1/1/05 | 85% min estab for new hire |
| AVERAGES: | 82,464 | | \$92,622 | \$79,564 | \$96,473 | | | |

DIRECTOR OF HUMAN RESOURCES

Plans, organizes, and directs operation of department. Administers staffing, benefits, wage and salary, performance management and safety programs. Functions as chief labor negotiator. Interprets and affects compliance with labor contracts, employment laws and regulations. Develops and recommends policies and procedures. Oversees internal investigations and disciplinary procedures. Responsible for maintenance of personnel records and related documentation. Requires bachelor's degree and ten years directly related experience; or master's degree and five years directly related experience. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min Range | Max Range | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|--------------------------|-----------------|-----------------|-----------------|----------------------------------|---------------|---|
| Warren | 138,247 | Dir of Personnel Mgt | \$84,522 | \$84,522 | \$84,522 | | 1/1/05 | Mayor appoints; no min quals |
| Livonia | 100,545 | Human Resources Director | \$65,562 | \$65,562 | \$76,502 | | 12/1/03 | Hired by exam |
| Pontiac | 66,337 | Human Resources Director | \$95,878 | \$60,155 | \$95,878 | Lgvtly 10%; car allow \$465/mo | 7/1/05 | |
| Sterling Heights | 124,471 | Human Resources Director | \$91,944 | \$73,797 | \$91,944 | Comp Time | 7/1/04 | |
| Farmington Hills | 82,111 | Dir of Human Resources | \$93,000 | \$93,000 | \$93,000 | | | |
| Troy | 80,959 | Human Resources Director | \$102,514 | \$78,135 | \$117,203 | Car allow \$325-425/mo | 7/1/04 | No Benefits or Safety resp |
| Southfield | 78,296 | Dir of Human Resources | \$94,053 | \$69,518 | \$94,053 | | 7/1/04 | |
| Saint Clair Shores | 63,096 | Dir of Human Resources | \$83,867 | \$71,287 | \$83,867 | lgvty, bonus up to 10 days/yr | 7/1/04 | No designated support staff. Various resp supported by other depts/staff. |
| Royal Oak | 60,062 | Human Resources Director | \$63,283 | \$63,283 | \$82,259 | | 1/24/05 | Newly appointed |
| Roseville | 48,125 | | | | | | | City Mgr function |
| West Bloomfield Twp | 64,860 | Personnel Director | \$77,461 | \$59,553 | \$81,836 | | 1/1/05 | |
| Rochester Hills | 68,825 | | \$85,674 | \$85,674 | \$85,674 | <i>Bonus determined by Mayor</i> | 1/1/05 | |
| AVERAGES: | 82,464 | | \$85,208 | \$71,881 | \$90,106 | | | |

DIRECTOR OF MANAGEMENT INFORMATION SYSTEMS

corrected 4/4/05

Plans, organizes, and directs the activities of Department. Provides City-wide user support for business and technical computer systems and administration of computer networks, Web-site/internet access, geographic information system, integrated financial system and related applications. Requires bachelor's degree and ten years directly related experience; or master's degree and five years directly related experience. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min Range | Max Range | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|----------------------------|-----------------|-----------------|-----------------|----------------------------------|---------------|---|
| Warren | 138,247 | Information Systems Mgr | 85,789 | 82,046 | 85,789 | | 1/1/05 | Union position; 5yr exp, 5yr prg lang |
| Livonia | 100,545 | Information Systems Dir | 83,096 | 71,074 | 83,096 | | 12/1/03 | Appointed by Mayor |
| Pontiac | 66,337 | Information Tech Adm | 67,591 | 53,347 | 85,331 | | 7/1/04 | |
| Sterling Heights | 124,471 | Information Tech Mgr | \$91,495 | \$73,797 | \$91,495 | Comp time | 7/1/04 | Division Mgr |
| Farmington Hills | 82,111 | Dir of Central Services | \$95,481 | \$95,481 | \$95,481 | | 7/1/04 | Directs MIS Div, Purch Div and Adm Serv |
| Troy | 80,959 | Information Tech Director | \$102,513 | \$78,135 | \$117,203 | | 7/1/04 | Bach & 5yrs min qual. |
| Southfield | 78,296 | Dir of Technology Services | vacant | \$72,833 | \$98,540 | | 7/1/04 | |
| Saint Clair Shores | 63,096 | Information Systems Dir | \$82,824 | \$70,400 | \$82,824 | Lgvty, bonus up to 10days/yr | 7/1/04 | |
| Royal Oak | 60,062 | Informations Systems Mgr | \$74,817 | \$64,251 | \$74,817 | | 7/1/04 | |
| Roseville | 48,125 | Dir of Information Systems | \$76,648 | \$68,865 | \$76,648 | | 7/1/04 | |
| West Bloomfield Twp | 64,860 | Data Processing Director | \$77,461 | \$59,553 | \$81,836 | | 1/1/05 | |
| Rochester Hills | 68,825 | | \$84,488 | \$84,488 | \$84,488 | <i>Bonus determined by Mayor</i> | <i>1/1/05</i> | |
| AVERAGES: | 82,464 | | \$83,772 | \$71,798 | \$88,460 | | | |

DIRECTOR OF PARKS & FORESTRY

Plans, organizes, and directs department operations. Responsible for maintenance of trees and grounds in city parks, municipal facilities and major boulevards. Prepares and implements the Five-Year Park Plan and Recreation Master Plan, including the planning and development of all new parklands and facilities. Conducts ongoing field inspections of all parklands, facilities, city-sponsored recreational programs, and any related new construction projects or renovations. Conducts studies and surveys of local recreational needs and assesses the effectiveness of existing programs. Requires bachelor's degree and ten years directly related experience; or master's degree and five years directly related experience. FLSA Exempt.

| Municipality | Population | Titles | Average/Actual | Min | Max | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|--------------------------------------|-----------------|-----------------|-----------------|----------------------------------|---------------|---|
| Warren | 138,247 | Parks & Forestry Supt | \$68,956 | \$68,956 | \$68,956 | | 1/1/05 | Union; BS Forestry/Park, 2yr exp dev publ/priv grounds |
| Livonia | 100,545 | Superintendent of Parks & Recreation | \$72,613 | \$69,909 | \$81,682 | | 12/1/03 | Not responsible for maintenance of trees & grounds in parks and major boulevards. Hired by exam |
| Pontiac | 66,337 | Forestry & Grounds Supt | \$61,714 | \$40,576 | \$68,576 | | 7/1/04 | No Five Yr Park Plan |
| Sterling Heights | 124,471 | Parks & Recreation Dir | \$91,944 | \$73,797 | \$91,944 | Comp Time | 7/1/05 | No parks & grds maint or forestry |
| Farmington Hills | 82,111 | Dir of Special Services | \$95,000 | \$95,000 | \$95,000 | | 7/1/04 | Oversees Park & Golf Course Div; Snr Adult, Cultural Arts prog; Ice Arena, & Rec Div |
| Troy | 80,959 | Dir of Parks & Recreation | \$97,669 | \$78,135 | \$117,203 | Car allow \$325-\$425/mo | 7/1/04 | Bach & 4yrs exp required |
| Southfield | 78,296 | Dir of Parks & Recreation | \$96,960 | \$76,666 | \$103,725 | | 7/1/04 | |
| Saint Clair Shores | 63,096 | Parks & Recreation Dir | \$82,824 | \$70,400 | \$82,824 | Lgvtly; bonus to 15days/yr | 7/1/04 | Oversees City marina, aquatic prg, two ice arenas, golf crs & senior center |
| Royal Oak | 60,062 | DPS Sprv-Parks & Forestry | \$61,257 | \$54,302 | \$61,257 | | 7/1/04 | No recreation program resp |
| Roseville | 48,125 | Dir of Parks & Recreation | \$76,648 | \$68,865 | \$76,648 | | 7/1/04 | No forestry responsibilities |
| West Bloomfield Twp | 64,860 | | | | | | | No comparable |
| Rochester Hills | 68,825 | | \$86,092 | \$86,092 | \$86,092 | <i>Bonus determined by Mayor</i> | <i>1/1/05</i> | |
| AVERAGES: | 82,464 | | \$80,559 | \$69,661 | \$84,782 | | | |

DIRECTOR OF PLANNING & ECONOMIC DEVELOPMENT

corrected 4/4/05

Plans, organizes, and directs the activities of the department. Directs preparation and maintenance of Master Land Use Plan for city. Oversees development and administration of economic development policy. Advises city officials on developmental matters pertaining to the Master Plan, Zoning Code and Code of Ordinances. Provides staff support and serves as primary planning liaison to boards and commissions. Monitors and coordinates development and redevelopment projects and permit process. Requires bachelor's degree and ten years directly related experience; or master's degree and five years directly related experience. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min Range | Max Range | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|--------------------------------|-----------------|-----------------|-----------------|----------------------------------|---------------|--|
| Warren | 138,247 | Director of Planning | \$85,901 | \$85,901 | \$85,901 | | 1/1/05 | Mayor appoints |
| Livonia | 100,545 | Planning Director | \$89,024 | \$76,294 | \$89,024 | | 12/1/03 | Hired by exam |
| Pontiac | 66,337 | Cmty Development Dir | \$80,501 | \$60,155 | \$95,878 | Car allow \$465/mo | 7/1/04 | Oversees Building Official & Master Planning |
| Sterling Heights | 124,471 | City Planner | \$91,495 | \$73,797 | \$91,495 | Comp Time | 7/1/04 | Division Mgr |
| Farmington Hills | 82,111 | Dir of Planning & Cmty Dev | \$95,481 | \$95,481 | \$95,481 | | 7/1/04 | Plng&Cmt Dev, Zoning & Building |
| Troy | 80,959 | Planning Director | \$84,261 | \$78,135 | \$117,203 | Car allow \$325-\$425/mo | 7/1/04 | No Econ Dev or Ordinance resp |
| Southfield | 78,296 | Dir of City Plng & Bsn Res Dev | \$103,725 | \$76,666 | \$103,725 | | 7/1/04 | Over Bldg, Plng & Code Enf Depts |
| Saint Clair Shores | 63,096 | Planning Director | \$63,649 | \$63,648 | \$70,721 | Lgvty, Bonus to 10days/yr | 7/1/04 | |
| Royal Oak | 60,062 | Director of Planning | \$83,853 | \$74,870 | \$83,853 | | 7/1/04 | |
| Roseville | 48,125 | | | | | | | Consultant |
| West Bloomfield Twp | 64,860 | Planning Director | \$81,836 | \$59,553 | \$81,836 | | 1/1/05 | |
| Rochester Hills | 68,825 | | \$85,674 | \$85,674 | \$85,674 | <i>Bonus determined by Mayor</i> | <i>1/1/05</i> | |
| AVERAGES: | 82,464 | | \$85,973 | \$74,450 | \$91,512 | | | |

DIRECTOR OF PUBLIC SERVICES

Plans, organizes, and directs the activities of the department and its several divisions. Responsible for administering and managing civil engineering and construction projects; water, sanitary and storm sewer systems; roads and bike paths; and fleet maintenance. Coordinates and evaluates professional and technical resources and support required for maintenance of City's infrastructure and public services operations. Confers with local and state officials regarding operations, construction, water and sewer systems, and administers project contracts. Requires bachelor degree in civil engineering or closely related field and fifteen years directly related experience; or master's degree in public administration and ten years directly related experience. FLSA Exempt.

| Municipality | Population | Title | Average/Actual | Min | Max | Other Comp | Eff Date | Notes/Differences |
|------------------------|---------------|---------------------------------|-----------------|-----------------|-----------------|----------------------------------|---------------|---|
| Warren | 138,247 | Dir of Public Services | \$101,332 | \$101,332 | \$101,332 | | 1/1/05 | Mayor appoints; no min quals |
| Livonia | 100,545 | Director of Public Works | \$94,286 | \$94,286 | \$94,286 | | 12/1/03 | Appointed by Mayor |
| Pontiac | 66,337 | Public Wks/Utility Director | \$85,330 | \$60,155 | \$95,878 | Lgnty to 10%; Car allow \$425/mo | 7/1/04 | Public Utilities? |
| Sterling Heights | 124,471 | Public Works Director | \$91,944 | \$73,797 | \$91,944 | Comp time | 7/1/04 | |
| Farmington Hills | 82,111 | Dir of Public Services | \$101,714 | \$101,714 | \$101,714 | | 7/1/04 | Oversees Publ Wks, Facilities, Eng Divs |
| Troy | 80,959 | Public Works Director | \$86,520 | \$80,537 | \$120,805 | Car allow \$325-\$425/mo | 7/1/04 | No Eng resp; Bach/5yr exp supv publ wrks ops |
| Southfield | 78,296 | Dir of Public Works | \$109,237 | \$82,218 | \$111,241 | | 7/1/04 | Public Utilities? |
| Saint Clair Shores | 63,096 | DPW/Water Director | \$74,542 | \$70,400 | \$82,824 | Lgnty; bonus up to 10 days/yr | 11/1/04 | No Eng responsibilities |
| Royal Oak | 60,062 | Dir of Rec & Pub Serv | \$91,000 | \$73,378 | \$97,015 | | 8/30/04 | Salary per appt date. Rec prog responsibilities |
| Roseville | 48,125 | Dir of PW and Dir Water & Sewer | \$76,648 | \$68,865 | \$76,648 | | 7/1/04 | Two separate departments |
| West Bloomfield Twp | 64,860 | Water & Sewer Director | \$81,836 | \$59,553 | \$81,836 | | 1/1/05 | Water & Sewer ops only |
| Rochester Hills | 68,825 | | \$93,329 | \$93,329 | \$93,329 | <i>Bonus determined by Mayor</i> | <i>1/1/05</i> | |
| AVERAGES: | 82,464 | | \$90,399 | \$78,749 | \$95,957 | | | |

GENERAL ADJUSTMENTS FOR EXEMPT EMPLOYEES

| Municipality | Fiscal Yr | 2005 | 2006 | Comments |
|---------------------|------------------|---------------------|---------------------|--|
| Warren | 1/1 | \$176 in Jan & July | \$176 in Jan & July | Cost of Living added to salary rate |
| Sterling Heights | 7/1 | 3% | 3% | |
| Livonia | 12/1 | 0 | 0 | Last gnl inc 2% in 2003 |
| Dearborn | 7/1 | 0 | TBD | Pending union neg; last gnl inc 3% in 2003 |
| Farmington Hills | 7/1 | 3% | 3% | 2006 projected; may be less |
| Troy | 7/1 | 3% | TBD | Tied to outcome of union negotiations |
| Southfield | 7/1 | 2.5% | TBD | 2006 adjustments TBD after July 1 |
| Saint Clair Shores | 7/1 | 2% | 2% | 2006 projected; may be less |
| Royal Oak | 7/1 | 3% | 1.5% | 2006 projected; may be less |
| Roseville | 7/1 | 3% | 3% | |
| West Bloomfield Twp | 1/1 | 3% | 3% | |

Notes:

- 1) Livonia and Dearborn salary survey responses unavailable at this time.
- 2) Pontiac could not be reached regarding adjustments.