

## ASSESSOR (LEVEL IV)

(updated 4/2/04)

| Municipality              | Population    | Average/Actual   | Min Range  | Max Range        | Rank     | Notes         |
|---------------------------|---------------|------------------|------------|------------------|----------|---------------|
| Sterling Heights          | 124,471       | \$83,177         | \$67,089   | \$83,177         | 7        | Division Mgr  |
| Livonia                   | 100,545       | \$80,642         | \$68,973   | \$80,642         | 11       |               |
| Westland                  | 86,602        | \$82,385         | \$70,027   | \$82,385         | 9        |               |
| Farmington Hills***       | 82,111        | \$86,564         | \$0        | \$86,564         | 4        | Division Mgr  |
| Troy                      | 80,959        | \$95,754         | \$76,603   | \$114,905        | 1        |               |
| Southfield                | 78,296        | \$88,340         | \$67,822   | \$91,759         | 3        |               |
| Wyoming                   | 69,368        | \$81,598         | \$64,292   | \$81,598         | 10       |               |
| Saint Clair Shores        | 63,096        | \$79,198         | \$79,198   | \$79,198         | 13       |               |
| Royal Oak                 | 60,062        | \$74,263         | \$61,788   | \$80,309         | 12       | 1yr incumbent |
| Battle Creek              | 53,364        | \$85,961         | \$65,494   | \$85,961         | 6        |               |
| Roseville                 | 48,129        | \$74,416         | \$66,859   | \$74,416         | 16       |               |
| Novi                      | 47,386        | \$78,041         | \$63,381   | \$82,395         | 8        |               |
| East Lansing              | 46,525        | \$71,968         | \$51,417   | \$71,968         | 18       |               |
| Kentwood                  | 45,255        | \$73,412         | \$56,527   | \$73,412         | 17       |               |
| Portage                   | 44,897        | \$86,035         | \$61,453   | \$86,035         | 5        |               |
| Jackson                   | 36,316        | \$76,138         | \$54,363   | \$76,138         | 15       |               |
| Auburn Hills              | 19,837        | \$76,814         | \$0        | \$76,814         | 14       |               |
| <b>Rochester Hills**</b>  | <b>68,825</b> | <b>\$100,188</b> | <b>\$0</b> | <b>\$100,188</b> | <b>2</b> |               |
| <b>AVERAGES:*</b>         | 66,711        | \$81,118         |            | \$83,179         |          |               |
| <b>W&amp;C COMPS AVG:</b> | 84,572        | \$83,991         |            | \$88,079         |          |               |

\*not including RH and AH

\*\*Assessor &amp; Treasurer Positions Combined

\*\*\*Finance &amp; Treasurer positions combined

BUILDING OFFICIAL

(updated 4/2/04)

| Municipality                 | Population     | Average/Actual  | Min Range       | Max Range       | Rank      | Notes        |
|------------------------------|----------------|-----------------|-----------------|-----------------|-----------|--------------|
| Flint                        | 124,943        | \$54,637        | \$46,958        | \$61,147        | 18        |              |
| <b>Sterling Heights</b>      | <b>124,471</b> | <b>\$88,830</b> | <b>\$71,648</b> | <b>\$88,830</b> | <b>2</b>  | Division Mgr |
| Livonia**                    | 100,545        | \$81,661        | \$69,347        | \$81,661        | 6         |              |
| Dearborn                     | 97,775         | \$81,689        | \$0             | \$81,689        | 5         |              |
| Westland                     | 86,602         | \$74,147        | \$63,025        | \$74,147        | 9         |              |
| <b>Farmington Hills</b>      | <b>82,111</b>  | <b>\$60,449</b> | <b>\$52,837</b> | <b>\$60,449</b> | <b>19</b> | Teamsters    |
| Troy                         | 80,959         | \$90,420        | \$76,603        | \$114,905       | 1         |              |
| Southfield                   | 78,296         | \$79,987        | \$60,701        | \$74,714        | 7         |              |
| Kalamazoo                    | 77,145         | \$58,067        | \$45,786        | \$63,651        | 13        |              |
| Wyoming                      | 69,368         | \$72,612        | \$57,283        | \$72,612        | 10        |              |
| Taylor                       | 65,868         | \$61,984        | \$0             | \$61,984        | 15        |              |
| <b>Saint Clair Shores***</b> | <b>63,096</b>  | <b>\$57,958</b> | <b>\$47,314</b> | <b>\$60,253</b> | <b>20</b> |              |
| Royal Oak                    | 60,062         | \$68,845        | \$52,986        | \$68,845        | 12        |              |
| Dearborn Heights             | 58,264         | \$56,257        | \$0             | \$56,257        | 22        |              |
| Battle Creek                 | 53,364         | \$49,402        | \$40,597        | \$49,402        | 24        |              |
| Roseville                    | 48,129         | \$74,416        | \$66,859        | \$74,416        | 8         |              |
| Novi                         | 47,386         | \$69,293        | \$55,598        | \$72,276        | 11        |              |
| East Lansing                 | 46,525         | \$82,035        | \$58,593        | \$82,035        | 4         |              |
| Muskegon                     | 40,105         | \$59,926        | \$44,945        | \$59,926        | 21        |              |
| Lincoln Park                 | 40,008         | \$52,224        | \$0             | \$52,224        | 23        |              |
| Bay City                     | 36,817         | \$62,774        | \$47,569        | \$62,774        | 14        |              |
| Jackson                      | 36,316         | \$61,968        | \$44,237        | \$61,968        | 16        |              |
| <b>Auburn Hills</b>          | <b>19,837</b>  | <b>\$61,664</b> | <b>\$0</b>      | <b>\$61,664</b> | <b>17</b> |              |
| <b>Rochester Hills</b>       | <b>68,825</b>  | <b>\$84,816</b> | <b>\$0</b>      | <b>\$84,816</b> | <b>3</b>  |              |
| <b>AVERAGES:*</b>            | 69,007         | \$68,163        |                 | \$69,826        |           |              |
| <b>W&amp;C COMPS AVG:</b>    | 78,572         | \$74,611        |                 | \$77,001        |           |              |

\*not including RH and AH

\*\*Extra Pay = \$1500/yr

\*\*\*Two incumbents

## CITY CLERK

(updated 4/2/04)

| Municipality              | Population    | Average/Actual  | Min Range       | Max Range       | Rank      | Notes         |
|---------------------------|---------------|-----------------|-----------------|-----------------|-----------|---------------|
| Warren                    | 138,247       | \$79,137        | \$0             | \$79,137        | 8         |               |
| Flint                     | 124,943       | \$70,817        | \$63,888        | \$76,800        | 9         | Asst City Mgr |
| Sterling Heights          | 124,471       | \$94,456        | \$76,939        | \$94,456        | 3         |               |
| Livonia**                 | 100,545       | \$67,100        | \$67,100        | \$67,100        | 21        |               |
| Dearborn                  | 97,775        | \$70,525        | \$0             | \$70,525        | 16        |               |
| Farmington Hills          | 82,111        | \$96,918        | \$0             | \$96,918        | 2         |               |
| Troy                      | 80,959        | \$97,000        | \$74,607        | \$111,912       | 1         |               |
| Southfield                | 78,296        | \$88,500        | \$0             | \$88,500        | 4         |               |
| Kalamazoo                 | 77,145        | \$60,050        | \$52,139        | \$74,975        | 11        |               |
| Wyoming                   | 69,368        | \$64,200        | \$64,200        | \$64,200        | 24        |               |
| Taylor                    | 65,868        | \$66,111        | \$0             | \$66,111        | 22        |               |
| Saint Clair Shores        | 63,096        | \$74,562        | \$74,562        | \$74,562        | 12        |               |
| Saginaw                   | 61,799        | \$76,524        | \$66,817        | \$76,524        | 10        |               |
| Royal Oak                 | 60,062        | \$69,936        | \$59,007        | \$69,936        | 17        |               |
| Dearborn Heights          | 58,264        | \$58,700        | \$0             | \$58,700        | 26        |               |
| Battle Creek              | 53,364        | \$71,069        | \$54,150        | \$71,069        | 14        |               |
| Roseville                 | 48,129        | \$71,061        | \$71,061        | \$71,061        | 15        |               |
| Novi                      | 47,386        | \$74,723        | \$63,381        | \$82,395        | 7         |               |
| East Lansing              | 46,525        | \$64,459        | \$46,030        | \$64,459        | 23        |               |
| Kentwood                  | 45,255        | \$53,427        | \$0             | \$53,427        | 27        |               |
| Portage                   | 44,897        | \$56,087        | \$48,784        | \$68,297        | 19        |               |
| Midland                   | 41,685        | \$62,000        | \$57,181        | \$73,999        | 13        |               |
| Muskegon                  | 40,105        | \$69,428        | \$52,176        | \$69,428        | 18        |               |
| Lincoln Park              | 40,008        | \$37,000        | \$0             | \$37,000        | 28        |               |
| Bay City                  | 36,817        | \$62,774        | \$47,569        | \$62,774        | 25        |               |
| Jackson                   | 36,316        | \$84,594        | \$60,450        | \$84,594        | 5         |               |
| <b>Auburn Hills</b>       | <b>19,837</b> | <b>\$68,200</b> | <b>\$60,000</b> | <b>\$68,200</b> | <b>20</b> |               |
| <b>Rochester Hills</b>    | <b>68,825</b> | <b>\$83,994</b> | <b>\$0</b>      | <b>\$83,994</b> | <b>6</b>  |               |
| <b>AVERAGES:*</b>         | 67,824        | \$70,814        |                 | \$73,418        |           |               |
| <b>W&amp;C COMPS AVG:</b> | 84,540        | \$80,633        |                 | \$82,125        |           |               |

\*not including RH and AH

| Municipality              | Population     | Average/Actual  | Min Range       | Max Range       | Rank      | Notes                        |
|---------------------------|----------------|-----------------|-----------------|-----------------|-----------|------------------------------|
| Warren                    | 138,247        | \$104,701       | \$0             | \$104,701       | 3         |                              |
| Flint                     | 124,943        | \$95,002        | \$88,512        | \$106,400       | 2         | Assess/Treas/Purch/ Fin Serv |
| <b>Sterling Heights</b>   | <b>124,471</b> | <b>\$89,267</b> | <b>\$71,648</b> | <b>\$89,267</b> | <b>15</b> |                              |
| Livonia**                 | 100,545        | \$94,286        | \$80,600        | \$94,286        | 9         |                              |
| Dearborn                  | 97,775         | \$97,072        | \$0             | \$97,072        | 8         |                              |
| <b>Farmington Hills</b>   | <b>82,111</b>  | <b>\$98,514</b> | <b>\$0</b>      | <b>\$98,514</b> | <b>7</b>  | Also Treasurer               |
| Troy                      | 80,959         | \$99,000        | \$76,603        | \$114,905       | 1         |                              |
| Southfield                | 78,296         | \$101,195       | \$74,796        | \$101,195       | 5         |                              |
| Kalamazoo                 | 77,145         | \$86,798        | \$61,773        | \$91,841        | 12        |                              |
| Wyoming                   | 69,368         | \$82,145        | \$82,145        | \$82,145        | 22        |                              |
| Taylor                    | 65,868         | \$80,415        | \$0             | \$80,415        | 23        |                              |
| <b>Saint Clair Shores</b> | <b>63,096</b>  | <b>\$91,374</b> | <b>\$91,374</b> | <b>\$91,374</b> | <b>14</b> |                              |
| Saginaw                   | 61,799         | \$81,910        | \$75,508        | \$86,477        | 16        |                              |
| <b>Royal Oak</b>          | <b>60,062</b>  | <b>\$99,611</b> | <b>\$71,942</b> | <b>\$99,611</b> | <b>6</b>  |                              |
| Dearborn Heights          | 58,264         | \$64,685        | \$0             | \$64,685        | 27        |                              |
| Battle Creek              | 53,364         | \$85,961        | \$65,494        | \$85,961        | 18        |                              |
| Roseville                 | 48,129         | \$74,416        | \$66,859        | \$74,416        | 26        |                              |
| Novi                      | 47,386         | \$87,331        | \$72,254        | \$93,930        | 10        |                              |
| East Lansing              | 46,525         | \$91,728        | \$65,520        | \$91,728        | 13        |                              |
| Kentwood                  | 45,255         | \$79,433        | \$61,163        | \$79,433        | 24        |                              |
| Portage                   | 44,897         | \$77,818        | \$61,453        | \$86,035        | 17        |                              |
| Midland                   | 41,685         | \$96,317        | \$78,322        | \$101,358       | 4         |                              |
| Muskegon                  | 40,105         | \$82,236        | \$61,676        | \$82,236        | 21        |                              |
| Lincoln Park              | 40,008         | \$54,710        | \$0             | \$54,710        | 28        |                              |
| Bay City                  | 36,817         | \$0             | \$68,598        | \$92,851        | 11        |                              |
| Jackson                   | 36,316         | \$0             | \$60,450        | \$84,594        | 20        |                              |
| <b>Auburn Hills</b>       | <b>19,837</b>  | <b>\$76,814</b> | <b>\$0</b>      | <b>\$76,814</b> | <b>25</b> |                              |
| <b>Rochester Hills</b>    | <b>68,825</b>  | <b>\$85,539</b> | <b>\$0</b>      | <b>\$85,539</b> | <b>19</b> |                              |
| <b>AVERAGES:*</b>         | 67,824         | \$80,613        |                 | \$89,621        |           |                              |
| <b>W&amp;C COMPS AVG:</b> | 84,540         | \$95,183        |                 | \$96,774        |           |                              |

\*not including RH and AH

\*\*Extra Pay = \$750/yr

FIRE CHIEF

| Municipality              | Population     | Average/Actual   | Min Range       | Max Range        | Rank |
|---------------------------|----------------|------------------|-----------------|------------------|------|
| Flint                     | 124,943        | \$77,783         | \$74,536        | \$89,600         | 9    |
| <b>Sterling Heights</b>   | <b>124,471</b> | <b>\$93,787</b>  | <b>\$76,396</b> | <b>\$93,787</b>  | 5    |
| Livonia**                 | 100,545        | \$89,586         | \$76,814        | \$89,856         | 8    |
| Dearborn                  | 97,775         | \$93,359         | \$0             | \$93,359         | 6    |
| Westland                  | 86,602         | \$82,385         | \$70,027        | \$82,385         | 21   |
| <b>Farmington Hills</b>   | <b>82,111</b>  | <b>\$101,604</b> | <b>\$0</b>      | <b>\$101,604</b> | 2    |
| Troy                      | 80,959         | \$99,527         | \$76,603        | \$114,905        | 1    |
| Southfield                | 78,296         | \$99,792         | \$74,796        | \$101,195        | 4    |
| Wyoming                   | 69,368         | \$86,694         | \$68,348        | \$86,694         | 12   |
| Taylor                    | 65,868         | \$86,870         | \$0             | \$86,870         | 11   |
| <b>Saint Clair Shores</b> | <b>63,096</b>  | <b>\$86,333</b>  | <b>\$86,333</b> | <b>\$86,333</b>  | 14   |
| Saginaw                   | 61,799         | \$86,477         | \$75,508        | \$86,477         | 13   |
| <b>Royal Oak</b>          | <b>60,062</b>  | <b>\$83,870</b>  | <b>\$64,905</b> | <b>\$83,870</b>  | 19   |
| Dearborn Heights          | 58,264         | \$82,592         | \$0             | \$82,592         | 20   |
| Battle Creek              | 53,364         | \$85,961         | \$65,494        | \$85,961         | 15   |
| Roseville                 | 48,129         | \$76,672         | \$0             | \$76,672         | 24   |
| East Lansing              | 46,525         | \$88,254         | \$63,045        | \$88,254         | 10   |
| Kentwood                  | 45,255         | \$79,433         | \$61,163        | \$79,433         | 22   |
| Portage                   | 44,897         | \$82,544         | \$66,369        | \$92,918         | 7    |
| Midland                   | 41,685         | \$87,550         | \$78,322        | \$101,358        | 3    |
| Muskegon                  | 40,105         | \$75,944         | \$56,958        | \$75,944         | 25   |
| Lincoln Park              | 40,008         | \$75,592         | \$0             | \$75,592         | 26   |
| Bay City                  | 36,817         | \$85,072         | \$63,003        | \$85,072         | 17   |
| Jackson                   | 36,316         | \$84,594         | \$60,450        | \$84,594         | 18   |
| <b>Auburn Hills</b>       | <b>19,837</b>  | <b>\$76,735</b>  | <b>\$0</b>      | <b>\$76,735</b>  | 23   |
| <b>Rochester Hills</b>    | <b>68,825</b>  | <b>\$85,911</b>  | <b>\$0</b>      | <b>\$85,911</b>  | 16   |
| <b>AVERAGES:*</b>         | 66,136         | \$86,345         |                 | \$88,555         |      |
| <b>W&amp;C COMPS AVG:</b> | 78,572         | \$91,621         |                 | \$93,516         |      |

\*not including RH and AH

\*\*Extra Pay =\$2250/yr

HUMAN RESOURCES OR PERSONNEL DIRECTOR

| Municipality              | Population    | Average/Actual  | Min Range  | Max Range       | Rank      |
|---------------------------|---------------|-----------------|------------|-----------------|-----------|
| Warren                    | 138,247       | \$84,170        | \$0        | \$84,170        | 9         |
| Flint                     | 124,943       | \$65,000        | \$63,888   | \$76,800        | 16        |
| Sterling Heights          | 124,471       | \$89,267        | \$71,648   | \$89,267        | 7         |
| Livonia**                 | 100,545       | \$76,502        | \$65,562   | \$76,502        | 17        |
| Dearborn                  | 97,775        | \$99,003        | \$0        | \$99,003        | 4         |
| Farmington Hills          | 82,111        | \$86,895        | \$0        | \$86,895        | 8         |
| Troy                      | 80,959        | \$99,528        | \$76,603   | \$114,905       | 1         |
| Southfield                | 78,296        | \$91,759        | \$67,822   | \$91,759        | 5         |
| Kalamazoo                 | 77,145        | \$89,554        | \$65,322   | \$104,382       | 2         |
| Wyoming                   | 69,368        | \$80,352        | \$80,352   | \$80,352        | 13        |
| Saint Clair Shores        | 63,096        | \$82,223        | \$82,223   | \$82,223        | 12        |
| Royal Oak                 | 60,062        | \$79,864        | \$61,440   | \$79,864        | 14        |
| Battle Creek              | 53,364        | \$75,409        | \$57,454   | \$75,409        | 18        |
| Roseville                 | 48,129        | \$99,366        | \$0        | \$99,366        | 3         |
| Novi                      | 47,386        | \$73,659        | \$63,381   | \$82,395        | 11        |
| East Lansing              | 46,525        | \$79,268        | \$56,617   | \$79,268        | 15        |
| Kentwood                  | 45,255        | \$73,412        | \$56,527   | \$73,412        | 20        |
| Midland                   | 41,685        | \$79,310        | \$69,964   | \$90,541        | 6         |
| Muskegon                  | 40,105        | \$69,428        | \$52,176   | \$69,428        | 22        |
| Lincoln Park              | 40,008        | \$53,955        | \$0        | \$53,955        | 23        |
| Bay City                  | 36,817        | \$74,547        | \$55,827   | \$74,547        | 19        |
| Jackson                   | 36,316        | \$72,776        | \$52,007   | \$72,776        | 21        |
| <b>Rochester Hills</b>    | <b>68,825</b> | <b>\$83,994</b> | <b>\$0</b> | <b>\$83,994</b> | <b>10</b> |
| <b>AVERAGES:*</b>         | 69,664        | \$80,693        |            | \$83,510        |           |
| <b>W&amp;C COMPS AVG:</b> | 91,729        | \$87,690        |            | \$89,399        |           |

\*not including RH and AH  
 Extra Pay = \$2250/yr

DIRECTOR OF INFORMATION SYSTEMS OR COMPUTER SERVICES

(updated 4/2/04)

| Municipality              | Population     | Average/Actual  | Min Range       | Max Range       | Rank      | Notes        |
|---------------------------|----------------|-----------------|-----------------|-----------------|-----------|--------------|
| <b>Sterling Heights</b>   | <b>124,471</b> | <b>\$88,830</b> | <b>\$71,648</b> | <b>\$88,830</b> | <b>6</b>  | Division Mgr |
| Livonia**                 | 100,545        | \$83,096        | \$71,074        | \$83,096        | 10        |              |
| Dearborn                  | 97,775         | \$95,631        | \$0             | \$95,631        | 4         |              |
| Westland                  | 86,602         | \$66,732        | \$56,722        | \$66,732        | 23        |              |
| <b>Farmington Hills</b>   | <b>82,111</b>  | <b>\$73,219</b> | <b>\$0</b>      | <b>\$73,219</b> | <b>18</b> | Division Mgr |
| Troy                      | 80,959         | \$99,527        | \$76,603        | \$114,605       | 1         |              |
| Southfield                | 78,296         | \$85,000        | \$71,057        | \$96,137        | 3         |              |
| Kalamazoo                 | 77,145         | \$80,993        | \$61,773        | \$91,841        | 5         |              |
| Wyoming                   | 69,368         | \$75,816        | \$59,862        | \$75,816        | 14        |              |
| Taylor                    | 65,868         | \$87,538        | \$0             | \$87,538        | 7         |              |
| <b>Saint Clair Shores</b> | <b>63,096</b>  | <b>\$75,249</b> | <b>\$63,962</b> | <b>\$75,249</b> | <b>15</b> |              |
| Saginaw                   | 61,799         | \$79,718        | \$75,508        | \$86,477        | 9         |              |
| <b>Royal Oak</b>          | <b>60,062</b>  | <b>\$72,638</b> | <b>\$62,380</b> | <b>\$72,638</b> | <b>19</b> |              |
| Battle Creek              | 53,364         | \$80,339        | \$61,211        | \$80,339        | 13        |              |
| Roseville                 | 48,129         | \$74,416        | \$66,859        | \$74,416        | 17        |              |
| Novi                      | 47,386         | \$67,040        | \$55,598        | \$72,276        | 20        |              |
| Midland                   | 41,685         | \$99,503        | \$78,322        | \$101,358       | 2         |              |
| Muskegon                  | 40,105         | \$69,428        | \$52,176        | \$69,428        | 21        |              |
| Bay City                  | 36,817         | \$74,547        | \$55,827        | \$74,547        | 16        |              |
| Jackson                   | 36,316         | \$69,232        | \$49,475        | \$69,232        | 22        |              |
| <b>Rochester Hills</b>    | <b>68,825</b>  | <b>\$82,831</b> | <b>\$0</b>      | <b>\$82,831</b> | <b>11</b> |              |
| <b>AVERAGES:*</b>         | 67,595         | \$79,925        |                 | \$82,470        |           |              |
| <b>W&amp;C COMPS AVG:</b> | 85,914         | \$84,149        |                 | \$87,426        |           |              |

\*not including RH  
 \*\*Extra Pay = \$750/Yr

## DIRECTOR OF PARKS AND RECREATION

(updated 4/2/04)

| Municipality              | Population     | Average/Actual  | Min Range       | Max Range       | Rank      | Notes                  |
|---------------------------|----------------|-----------------|-----------------|-----------------|-----------|------------------------|
| Flint                     | 124,943        | \$70,000        | \$63,888        | \$76,800        | 16        |                        |
| <b>Sterling Heights</b>   | <b>124,471</b> | <b>\$89,267</b> | <b>\$71,648</b> | <b>\$89,267</b> | <b>8</b>  | PW handles grounds     |
| Livonia**                 | 100,545        | \$81,682        | \$69,909        | \$81,682        | 12        |                        |
| Dearborn                  | 97,775         | \$89,672        | \$0             | \$89,672        | 7         |                        |
| Westland                  | 86,602         | \$78,266        | \$66,526        | \$78,266        | 15        |                        |
| <b>Farmington Hills</b>   | <b>82,111</b>  | <b>\$88,639</b> | <b>\$0</b>      | <b>\$88,639</b> | <b>9</b>  | Forestry & Golf Course |
| Troy                      | 80,959         | \$87,136        | \$76,603        | \$114,905       | 1         |                        |
| Southfield                | 78,296         | \$93,605        | \$74,796        | \$101,195       | 3         |                        |
| Kalamazoo                 | 77,145         | \$78,801        | \$61,773        | \$91,841        | 5         |                        |
| Wyoming                   | 69,368         | \$75,816        | \$59,862        | \$75,816        | 19        |                        |
| Taylor                    | 65,868         | \$79,733        | \$0             | \$79,733        | 14        |                        |
| <b>Saint Clair Shores</b> | <b>63,096</b>  | <b>\$82,004</b> | <b>\$69,703</b> | <b>\$82,004</b> | <b>11</b> |                        |
| Dearborn Heights          | 58,264         | \$61,382        | \$0             | \$61,382        | 23        |                        |
| Battle Creek              | 53,364         | \$80,339        | \$61,211        | \$80,339        | 13        |                        |
| Roseville                 | 48,129         | \$74,416        | \$66,859        | \$74,416        | 21        |                        |
| Novi                      | 47,386         | \$75,691        | \$82,395        | \$75,691        | 20        |                        |
| East Lansing              | 46,525         | \$91,728        | \$65,520        | \$91,728        | 6         |                        |
| Kentwood                  | 45,255         | \$67,849        | \$52,243        | \$67,849        | 22        |                        |
| Portage                   | 44,897         | \$87,151        | \$66,369        | \$92,918        | 4         |                        |
| Midland                   | 41,685         | \$97,631        | \$78,322        | \$101,358       | 2         |                        |
| Muskegon                  | 40,105         | \$75,944        | \$56,958        | \$75,944        | 18        |                        |
| Lincoln Park              | 40,008         | \$57,574        | \$0             | \$57,574        | 24        |                        |
| Jackson                   | 36,316         | \$76,320        | \$54,539        | \$76,320        | 17        |                        |
| <b>Auburn Hills</b>       | <b>19,837</b>  | <b>\$48,165</b> | <b>\$0</b>      | <b>\$48,165</b> | <b>25</b> |                        |
| <b>Rochester Hills</b>    | <b>68,825</b>  | <b>\$84,404</b> | <b>\$0</b>      | <b>\$84,404</b> | <b>10</b> |                        |
| <b>AVERAGES:*</b>         | 67,527         | \$80,028        |                 | \$82,841        |           |                        |
| <b>W&amp;C COMPS AVG:</b> | 80,886         | \$82,521        |                 | \$86,941        |           |                        |

\*not including RH and AH

\*\*Extra Pay = 2250/yr



PLANNING DIRECTOR OR CITY PLANNER

(updated 4/2/04)

| Municipality              | Population    | Average/Actual  | Min Range  | Max Range       | Rank      | Notes                         |
|---------------------------|---------------|-----------------|------------|-----------------|-----------|-------------------------------|
| Warren                    | 138,247       | \$85,549        | \$0        | \$85,549        | 9         |                               |
| Sterling Heights          | 124,471       | \$87,084        | \$71,648   | \$88,830        | 6         | Division Mgr                  |
| Livonia**                 | 100,545       | \$54,919        | \$41,142   | \$61,256        | 19        |                               |
| Dearborn                  | 97,775        | \$90,139        | \$75,115   | \$90,139        | 5         |                               |
| Westland                  | 86,602        | \$74,147        | \$63,025   | \$74,147        | 16        |                               |
| Farmington Hills          | 82,111        | \$92,700        | \$0        | \$92,700        | 3         | lng&Cmt Dev, Zoning & Buildin |
| Troy                      | 80,959        | \$81,807        | \$76,603   | \$114,905       | 1         |                               |
| Southfield                | 78,296        | \$101,195       | \$74,796   | \$101,195       | 2         |                               |
| Kalamazoo                 | 77,145        | \$66,607        | \$58,025   | \$83,439        | 11        |                               |
| Wyoming                   | 69,368        | \$86,694        | \$68,348   | \$86,694        | 7         |                               |
| Taylor                    | 65,868        | \$65,955        | \$0        | \$65,955        | 18        |                               |
| Saint Clair Shores        | 63,096        | \$70,020        | \$59,517   | \$70,020        | 17        |                               |
| Royal Oak                 | 60,062        | \$81,411        | \$72,689   | \$81,411        | 14        |                               |
| Battle Creek              | 53,364        | \$85,961        | \$65,494   | \$85,961        | 8         |                               |
| Novi                      | 47,386        | \$79,139        | \$63,381   | \$82,395        | 12        |                               |
| East Lansing              | 46,525        | \$82,035        | \$58,593   | \$82,035        | 13        |                               |
| Kentwood                  | 45,255        | \$79,433        | \$61,163   | \$79,433        | 15        |                               |
| Midland                   | 41,685        | \$83,726        | \$69,964   | \$90,541        | 4         |                               |
| Bay City                  | 36,817        | \$60,403        | \$45,739   | \$60,403        | 20        |                               |
| <b>Auburn Hills</b>       | <b>19,837</b> | <b>\$49,770</b> | <b>\$0</b> | <b>\$49,770</b> | <b>21</b> |                               |
| <b>Rochester Hills</b>    | <b>68,825</b> | <b>\$83,994</b> | <b>\$0</b> | <b>\$83,994</b> | <b>10</b> |                               |
| <b>AVERAGES:*</b>         | 73,451        | \$79,417        |            | \$83,000        |           |                               |
| <b>W&amp;C COMPS AVG:</b> | 84,540        | \$79,459        |            | \$83,578        |           |                               |

\*not including RH and AH

\*\*Extra Pay = \$1500/yr (3 incumbents)

DIRECTOR OF PUBLIC WORKS

(corrected 3/1/04)

(updated 4/2/04)

| Municipality              | Population     | Average/Actual  | Min Range     | Max Range       | Rank      | Notes       |
|---------------------------|----------------|-----------------|---------------|-----------------|-----------|-------------|
| <b>Sterling Heights</b>   | <b>124,471</b> | <b>89,267</b>   | <b>71,648</b> | <b>89,267</b>   | <b>13</b> |             |
| <b>Livonia**</b>          | <b>100,545</b> | <b>94,286</b>   | <b>94,286</b> | <b>94,286</b>   | <b>7</b>  |             |
| <b>Dearborn</b>           | <b>97,775</b>  | <b>98,219</b>   | <b>0</b>      | <b>98,219</b>   | <b>6</b>  |             |
| Westland                  | 86,602         | 82,385          | 70,027        | 82,385          | 18        |             |
| <b>Farmington Hills</b>   | <b>82,111</b>  | <b>98,751</b>   | <b>0</b>      | <b>98,751</b>   | <b>5</b>  | DPW/Fac/Eng |
| <b>Troy</b>               | <b>80,959</b>  | <b>84,000</b>   | <b>78,958</b> | <b>118,436</b>  | <b>1</b>  |             |
| <b>Southfield</b>         | <b>78,296</b>  | <b>106,573</b>  | <b>80,213</b> | <b>108,528</b>  | <b>2</b>  |             |
| Wyoming                   | 69,368         | 92,934          | 73,112        | 92,934          | 9         |             |
| Taylor                    | 65,868         | 79,733          | 0             | 79,733          | 20        |             |
| <b>Saint Clair Shores</b> | <b>63,096</b>  | <b>78,104</b>   | <b>66,388</b> | <b>78,104</b>   | <b>21</b> |             |
| Saginaw                   | 61,799         | 86,477          | 75,508        | 86,477          | 14        |             |
| <b>Royal Oak</b>          | <b>60,062</b>  | <b>94,189</b>   | <b>71,241</b> | <b>94,189</b>   | <b>8</b>  |             |
| Dearborn Heights          | 58,264         | 64,685          | 0             | 64,685          | 24        |             |
| Battle Creek              | 53,364         | 92,370          | 70,377        | 92,370          | 10        |             |
| Roseville                 | 48,129         | 74,416          | 66,859        | 74,416          | 23        |             |
| Novi                      | 47,386         | 74,359          | 63,381        | 82,395          | 17        |             |
| East Lansing              | 46,525         | 86,507          | 65,520        | 91,728          | 11        |             |
| Kentwood                  | 45,255         | 85,946          | 66,178        | 85,946          | 15        |             |
| Midland                   | 41,685         | 97,631          | 78,322        | 101,358         | 3         |             |
| Muskegon                  | 40,105         | 82,236          | 61,676        | 82,236          | 19        |             |
| Lincoln Park              | 40,008         | 60,000          | 0             | 60,000          | 25        |             |
| Bay City                  | 36,817         | 101,296         | 74,838        | 101,296         | 4         |             |
| Jackson                   | 36,316         | 84,594          | 60,450        | 84,594          | 16        |             |
| <b>Auburn Hills</b>       | <b>19,837</b>  | <b>76,735</b>   | <b>0</b>      | <b>76,735</b>   | <b>22</b> |             |
| <b>Rochester Hills</b>    | <b>68,825</b>  | <b>91,500</b>   | <b>0</b>      | <b>91,500</b>   | <b>12</b> |             |
| <b>AVERAGES:*</b>         | 73,631         | \$86,922        |               | \$88,797        |           |             |
| <b>W&amp;C COMPS AVG:</b> | 78,015         | <b>\$92,314</b> |               | <b>\$95,168</b> |           |             |

\*not including RH and AH

\*Extra Pay = \$2250/yr

TREASURER

(updated 4/2/04)

| Municipality              | Population    | Average/Actual   | Min Range  | Max Range        | Rank      | Notes               |
|---------------------------|---------------|------------------|------------|------------------|-----------|---------------------|
| Warren                    | 138,247       | \$79,137         | \$0        | \$79,137         | 9         |                     |
| Flint                     | 124,943       | \$70,955         | \$63,888   | \$76,800         | 10        |                     |
| Sterling Heights          | 124,471       | \$83,177         | \$67,089   | \$83,177         | 7         | Division Mgr        |
| Livonia                   | 100,545       | \$58,300         | \$58,300   | \$58,300         | 24        |                     |
| Dearborn                  | 97,775        | \$61,479         | \$52,323   | \$62,787         | 21        |                     |
| Farmington Hills          | 82,111        | \$92,500         | \$0        | \$98,514         | 2         | Finance & Treasurer |
| Troy                      | 80,959        | \$68,000         | \$60,343   | \$90,516         | 4         |                     |
| Southfield                | 78,296        | \$88,500         | \$88,500   | \$88,500         | 5         |                     |
| Kalamazoo                 | 77,145        | \$69,405         | \$60,742   | \$87,347         | 6         |                     |
| Wyoming                   | 69,368        | \$75,816         | \$59,862   | \$75,816         | 11        |                     |
| Taylor                    | 65,868        | \$66,111         | \$0        | \$66,111         | 19        |                     |
| Saint Clair Shores        | 63,096        | \$91,374         | \$91,374   | \$91,374         | 3         |                     |
| Royal Oak                 | 60,062        | \$72,500         | \$59,873   | \$79,319         | 8         |                     |
| Dearborn Heights          | 58,264        | \$58,700         | \$0        | \$58,700         | 23        |                     |
| Battle Creek              | 53,364        | \$63,969         | \$48,740   | \$63,969         | 20        |                     |
| Roseville                 | 48,129        | \$71,061         | \$71,061   | \$71,061         | 13        |                     |
| East Lansing              | 46,525        | \$67,059         | \$49,940   | \$69,908         | 14        |                     |
| Kentwood                  | 45,255        | \$56,270         | \$0        | \$56,270         | 25        |                     |
| Portage                   | 44,897        | \$59,283         | \$48,784   | \$68,297         | 16        |                     |
| Midland                   | 41,685        | \$58,600         | \$57,181   | \$73,999         | 12        |                     |
| Muskegon                  | 40,105        | \$69,428         | \$52,176   | \$69,428         | 15        |                     |
| Bay City                  | 36,817        | \$62,774         | \$47,569   | \$62,774         | 22        |                     |
| Jackson                   | 36,316        | \$67,337         | \$0        | \$67,337         | 17        |                     |
| <b>Auburn Hills</b>       | <b>19,837</b> | <b>\$66,200</b>  | <b>\$0</b> | <b>\$66,200</b>  | <b>18</b> |                     |
| <b>Rochester Hills**</b>  | <b>68,825</b> | <b>\$100,188</b> | <b>\$0</b> | <b>\$100,188</b> | <b>1</b>  |                     |
| <b>AVERAGES:*</b>         | 70,184        | \$70,075         |            | \$73,889         |           |                     |
| <b>W&amp;C COMPS AVG:</b> | 84,540        | \$76,117         |            | \$79,782         |           |                     |

\*not including RH and AH

\*\*Treasurer & Assessor positions combined