

**GENERAL ADJUSTMENTS FOR EXEMPT EXECUTIVE EMPLOYEES**

<b>Municipality</b>	<b>Fiscal Yr</b>	<b>2006/2007</b>	<b>2007/2008</b>	<b>Comments</b>
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%	
<b>AVERAGE:</b>		<b>2.3%</b>	<b>2.8%</b>	