

GENERAL ADJUSTMENTS FOR EXEMPT EMPLOYEES

Municipality	Fiscal Yr	2004	2005	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%	2005 projected; may be less
Troy	7/1	3%	TBD	Tied to outcome of union negotiations
Southfield	7/1	2.5%	TBD	2005 adjustments TBD after July 1
Saint Clair Shores	7/1	2%	2%	2005 projected; may be less
Royal Oak	7/1	3%	1.5%	2005 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.