
CITY OF ROCHESTER HILLS

Human
Resources

Pamela M. Lee, Director ext. 2521

DATE: February 27, 2004

TO: AIS Committee

RE: Director Salary Survey

I am forwarding for your review preliminary data obtained from the Michigan Municipal League's annual salary survey for positions comparable to Rochester Hills Department Directors. This salary data is current, since it was collected online from Michigan municipalities within the last two months. The official MML survey will not be published until about April and along with the new data collection format, will contain salary data on many positions common to municipalities, from entry to management level.

I have prepared the attached spreadsheets using the data available from MML for municipalities with population sizes between 50% and 200% of Rochester Hills, as well as for Auburn Hills.

In reviewing the survey, please note:

- The position titles listed on each spreadsheet reflect the title of the position as it appears in the MML survey.
- Municipalities that were included in the 2001 market survey conducted by the Mercer Group have been bolded for comparison.
- The cities of Ann Arbor and Pontiac were included in the 2001 Mercer survey, but have not yet submitted survey information to MML.
- Auburn Hills data has been included because it was one of the 12 cities surveyed in 2001, based on local labor market considerations.
- Auburn Hills was only included in the averages for the comparibles surveyed by Mercer in 2001 ("W&C Comps Avg") not in the averaged data for all municipalities.
- Max Range salaries were used for ranking.
- Where no "Average/Actual" or no "Max Range" was provided, the salaries listed in "Average/Actual" were duplicated in "Max Range" and vice versa for averaging.

I will also have preliminary economic data available at Tuesday's meeting. In the meantime, if you have further questions, please feel free to call me at (248)841-2521.