

# Salaries and Wages

## 2008

Michigan Municipal League  
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**This wage and salary survey is conducted by the Michigan Municipal League on behalf of, and for the benefit of, our membership. The information contained may be used only by a member municipality for the legitimate business purposes of that municipality. Any use of this information for any other reason other than the business use of our members is strictly prohibited.**

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# Preface

## *Intended Use of Survey*

The League conducts this wage and salary survey for the benefit of our member communities. It is intended to be used by management employees, their designees, or elected officials working on behalf of member communities for official community business.

This information will not be sold or otherwise provided to any organization or individual whose intended use falls outside of these parameters. Where intended use is unclear, it is suggested that requests for this information be directed to the community, which can access the information directly through one of its elected or appointed management employees.

## *History and Scope of Survey*

This is the 65th edition in a continuing series of compilations of wage data for Michigan municipalities. The wage information on 143 job classifications was requested Fall 2008 from all Michigan cities and villages and urban townships that are members of the League, as well as full associate members of the Michigan Municipal League.

## *Response Rates*

As of February, 2009, 295 organizations responded, yielding an overall response rate of 56% percent. Among organizations over 2,500 in population, the response rate is 70%. Response rates can be further broken out as follows:

<b>Population</b>	<b># Surveyed</b>	<b># Responding</b>	<b>Response Rate</b>
Under 2,500	294	133	45%
2,500-4,999	78	50	64%
5,000-9,999	53	45	85%
10,000-19,999	43	26	61%
20,000-50,000	33	24	73%
Over 50,000	24	17	71%
<b>MML Region (See Map Below)</b>	<b># Surveyed</b>	<b># Responding</b>	<b>Response Rate</b>
Region 1 (SE Mich)	121	70	58%
Region 2 (SW Mich)	124	60	48%
Region 3 (W Mid Mich)	76	51	66%
Region 4 (E Mid Mich)	55	29	53%
Region 5 ("Thumb")	50	29	58%
Region 6 (Northern Lower Mich)	58	32	55%
Region 7 (Upper Peninsula)	41	24	59%

### Continuous Updates

It is our intention to continuously enhance the reliability and usefulness of this study for our members. To this end, self-reported corrections will be integrated into the online version of this study periodically.

As well, this information is provided free of charge to survey respondents; non-respondents may complete the survey through a website link to gain access to survey results.

### Interpretation of Data

Wage data, annualized based on 2080 hours when possible, is presented by job classification in descending order of municipal population. See "Position Titles and Descriptions" for a more detailed description of each classification.

Column Title	Definition
Pop	Population of responding community
Municipality	Responding municipality
County	County of responding municipality
Gov	Type of government, HRC=Home Rule City GLV=General Law Village HRV=Home Rule Village
Status	Employment status of position F=Full-time P=Part-time C=Contractor (NOT considered an employee)
#	Number of positions with this title employed by the respondent community
Min Pay	The pay range minimum for this classification
Max Pay	The pay range maximum for this classification
Actual Pay	The actual pay for this classification if no range is reported
Pay Basis	Per year, hour, week, month, meeting, etc.
Extra Income	Additional income provided to this classification
Per	Per year, hour, week, month, meeting, etc.

### Limitations of Data

Our updated online format allows us to collect information with more efficiency and precision than ever before. However, caution should be exercised when using the data for comparative purposes, as each community has some degree of variance in work assignment, duties and responsibilities for most job titles. Therefore a title to title match may not provide the most reliable salary comparison. When making decisions concerning pay levels, employers are best served by conducting customized, position-level research. The data presented here may provide a starting point for that work.

**For obvious reasons, the Michigan Municipal League makes no warranties of any kind, including but not limited to warranties of accuracy or fitness for a particular purpose.**