

Department Heads**COLA Applied for Mid/Max Average****Longevity included where applicable**

Dir of Admin		COLA				\$ 121,366.00	\$ 133,529.00
	Min		Mid	Max	<u>Mid/Max Avg</u>		
1 Wayne	\$ 103,225.73	\$	134,030.12	\$ 164,834.51	\$ 149,432.31		
2 Oakland	\$ 183,767.98	\$	183,767.98	\$ 183,767.98	\$ 183,767.98		
3 Macomb	\$ 167,198.09	\$	167,198.09	\$ 167,198.09	\$ 167,198.09		
4 Kent	\$ 136,077.98	\$	159,890.94	\$ 183,703.89	\$ 171,797.41		
6 Washtenaw	\$ 240,768.89	\$	240,768.89	\$ 240,768.89	\$ 240,768.89		
7 Ottawa	\$ 208,353.60	\$	208,353.60	\$ 208,353.60	\$ 208,353.60		
8 Ingham	\$ 148,194.10	\$	163,137.21	\$ 178,080.32	\$ 170,608.76		
9 Kalamazoo	\$ 164,399.66	\$	196,433.49	\$ 228,467.32	\$ 212,450.41		
10 Livingston	\$ 130,554.81	\$	147,968.76	\$ 165,382.71	\$ 156,675.73		
11 Saginaw	\$ 170,340.00	\$	170,340.00	\$ 170,340.00	\$ 170,340.00		
Average	\$ 165,288.08	\$	177,188.91	\$ 189,089.73	\$ 183,139.32		

Animal Control Director		COLA				\$ 66,239.00	\$ 80,038.00
	Min		Mid	Max	<u>Mid/Max Avg</u>		
1 Wayne							
2 Oakland	\$ 83,855.70	\$	98,102.68	\$ 112,349.66	\$ 105,226.17		
3 Macomb	\$ 83,636.23	\$	101,338.48	\$ 119,040.73	\$ 110,189.61		
4 Kent	\$ 105,896.31	\$	105,896.31	\$ 105,896.31	\$ 105,896.31		
6 Washtenaw							
7 Ottawa							
8 Ingham	\$ 94,534.49	\$	104,017.84	\$ 113,501.19	\$ 108,759.52		
9 Kalamazoo	\$ 104,483.81	\$	123,737.27	\$ 142,990.74	\$ 133,364.01		

10 Livingston	\$	58,579.01	\$	68,091.25	\$	77,603.49	\$	72,847.37
11 Saginaw	\$	80,781.24	\$	93,576.78	\$	106,372.32	\$	99,974.55
Average	\$	87,395.26	\$	99,251.52	\$	111,107.78	\$	105,179.65

CIO COLA \$ 159,630.00

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 98,176.76	\$ 127,346.04	\$ 156,515.33	\$ 141,930.68
2 Oakland	\$ 166,028.08	\$ 194,235.97	\$ 222,443.86	\$ 208,339.91
3 Macomb	\$ 108,345.11	\$ 131,276.75	\$ 154,208.39	\$ 142,742.57
4 Kent	\$ 129,597.24	\$ 152,277.06	\$ 174,956.88	\$ 163,616.97
6 Washtenaw	\$ 114,145.67	\$ 140,130.92	\$ 166,116.17	\$ 153,123.55
7 Ottawa	\$ 80,548.42	\$ 95,240.81	\$ 109,933.20	\$ 102,587.00
8 Ingham	\$ 148,194.10	\$ 163,137.21	\$ 178,080.32	\$ 170,608.76
9 Kalamazoo	\$ 66,389.52	\$ 78,628.49	\$ 90,867.46	\$ 84,747.98
10 Livingston	\$ 101,056.35	\$ 114,535.73	\$ 128,015.12	\$ 121,275.43
11 Saginaw	\$ 98,959.52	\$ 114,635.31	\$ 130,311.10	\$ 122,473.21
Average	\$ 111,144.08	\$ 131,144.43	\$ 151,144.78	\$ 141,144.61

GIS COLA \$ 92,760.00

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne				
2 Oakland				
3 Macomb	\$ 96,517.60	\$ 116,945.86	\$ 137,374.11	\$ 127,159.98
4 Kent				
6 Washtenaw	\$ 57,651.46	\$ 72,107.47	\$ 86,563.49	\$ 79,335.48
7 Ottawa	\$ 80,548.42	\$ 95,240.81	\$ 109,933.20	\$ 102,587.00
8 Ingham				
9 Kalamazoo	\$ 66,389.52	\$ 78,628.49	\$ 90,867.46	\$ 84,747.98
10 Livingston	\$ 76,798.00	\$ 87,067.50	\$ 97,337.00	\$ 92,202.25

11 Saginaw

Average	\$ 75,581.00	\$ 89,998.03	\$ 104,415.05	\$ 97,206.54
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Health Officer		COLA		\$ 142,000.00
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	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne				
2 Oakland	\$ 97,073.06	\$ 113,566.00	\$ 130,058.93	\$ 121,812.46
3 Macomb	\$ 96,517.60	\$ 116,945.86	\$ 137,374.11	\$ 127,159.98
4 Kent	\$ 129,597.24	\$ 152,277.06	\$ 174,956.88	\$ 163,616.97
6 Washtenaw	\$ 108,709.90	\$ 133,457.95	\$ 158,206.00	\$ 145,831.97
7 Ottawa	\$ 108,558.22	\$ 128,369.12	\$ 148,180.03	\$ 138,274.58
8 Ingham				
9 Kalamazoo	\$ 117,017.36	\$ 138,583.32	\$ 160,149.29	\$ 149,366.31
10 Livingston	\$ 101,056.35	\$ 114,535.73	\$ 128,015.12	\$ 121,275.43
11 Saginaw	\$ 98,959.52	\$ 114,635.31	\$ 130,311.10	\$ 122,473.21
Average	\$ 107,186.16	\$ 126,546.29	\$ 145,906.43	\$ 136,226.36



Senior Services		COLA		\$ 77,587.00
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	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 98,176.76	\$ 127,346.04	\$ 156,515.33	\$ 141,930.68
2 Oakland	\$ 68,988.96	\$ 80,710.13	\$ 92,431.30	\$ 86,570.71
3 Macomb	\$ 83,636.23	\$ 101,338.48	\$ 119,040.73	\$ 110,189.61
4 Kent				
6 Washtenaw				
7 Ottawa				
8 Ingham				
9 Kalamazoo	\$ 74,358.63	\$ 88,063.52	\$ 101,768.41	\$ 94,915.96
10 Livingston				

11 Saginaw	\$ 80,781.24	\$ 93,576.78	\$ 106,372.32	\$ 99,974.55
Average	\$ 81,188.36	\$ 98,206.99	\$ 115,225.62	\$ 106,716.30

CFO

COLA

\$ 147,112.56

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 98,180.00	\$ 127,350.00	\$ 156,520.00	\$ 141,935.00
2 Oakland	\$ 73,874.00	\$ 86,425.00	\$ 98,976.00	\$ 92,700.50
3 Macomb				
4 Kent				
6 Washtenaw				
7 Ottawa	\$ 102,455.00	\$ 117,822.00	\$ 133,189.00	\$ 125,505.50
8 Ingham	\$ 92,637.00	\$ 101,930.00	\$ 111,223.00	\$ 106,576.50
9 Kalamazoo	\$ 104,522.00	\$ 123,783.00	\$ 143,045.00	\$ 133,414.00
10 Livingston	\$ 101,036.00	\$ 114,513.00	\$ 127,990.00	\$ 121,251.50
11 Saginaw				
Average	\$ 95,450.67	\$ 111,970.50	\$ 128,490.50	\$ 120,230.50

Equalization Director

COLA

\$ 110,860.00

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 79,459.00	\$ 103,024.00	\$ 126,589.00	\$ 114,806.50
2 Oakland	\$ 73,874.00	\$ 86,425.00	\$ 98,976.00	\$ 92,700.50
3 Macomb				
4 Kent	\$ 106,596.00	\$ 113,915.00	\$ 121,234.00	\$ 117,574.50
6 Washtenaw				
7 Ottawa	\$ 87,848.00	\$ 101,024.00	\$ 114,200.00	\$ 107,612.00
8 Ingham	\$ 92,637.00	\$ 101,930.00	\$ 111,223.00	\$ 106,576.50
9 Kalamazoo	\$ 93,323.00	\$ 110,521.00	\$ 127,719.00	\$ 119,120.00

10 Livingston	\$	96,225.00	\$	109,060.00	\$	121,895.00	\$	115,477.50
11 Saginaw								
Average	\$	89,994.57	\$	103,699.86	\$	117,405.14	\$	110,552.50

GCCARD Director

COLA

\$ 117,300.00

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 75,317.00	\$ 97,660.00	\$ 120,003.00	\$ 108,831.50
2 Oakland				
3 Macomb				
4 Kent	\$ 106,596.00	\$ 113,915.00	\$ 121,234.00	\$ 117,574.50
6 Washtenaw				
7 Ottawa				
8 Ingham				
9 Kalamazoo	\$ 83,324.00	\$ 98,680.00	\$ 114,035.00	\$ 106,357.50
10 Livingston	\$ 91,643.00	\$ 103,867.00	\$ 116,091.00	\$ 109,979.00
11 Saginaw				
Average	\$ 89,220.00	\$ 103,530.50	\$ 117,840.75	\$ 110,685.63

HR/LR Director

COLA

\$ 121,437.80

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 98,180.00	\$ 127,350.00	\$ 156,520.00	\$ 141,935.00
2 Oakland	\$ 120,332.00	\$ 140,776.00	\$ 161,221.00	\$ 150,998.50
3 Macomb				
4 Kent	\$ 124,574.00	\$ 133,127.00	\$ 141,680.00	\$ 137,403.50
6 Washtenaw				
7 Ottawa	\$ 94,876.00	\$ 109,106.00	\$ 123,336.00	\$ 116,221.00
8 Ingham				
9 Kalamazoo	\$ 104,522.00	\$ 123,783.00	\$ 143,045.00	\$ 133,414.00

10 Livingston	\$	96,225.00	\$	109,060.00	\$	121,895.00	\$	115,477.50
11 Saginaw								
Average	\$	106,451.50	\$	123,867.00	\$	141,282.83	\$	132,574.92

Facilities and Operations Dir

COLA

\$ 124,654.20

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne				
2 Oakland	\$ 120,332.00	\$ 140,776.00	\$ 161,221.00	\$ 150,998.50
3 Macomb				
4 Kent	\$ 106,596.00	\$ 113,915.00	\$ 121,234.00	\$ 117,574.50
6 Washtenaw				
7 Ottawa	\$ 87,839.00	\$ 101,015.00	\$ 114,191.00	\$ 107,603.00
8 Ingham	\$ 90,821.00	\$ 99,932.00	\$ 109,042.00	\$ 104,487.00
9 Kalamazoo	\$ 104,522.00	\$ 123,783.00	\$ 143,045.00	\$ 133,414.00
10 Livingston	\$ 91,643.00	\$ 103,867.00	\$ 116,091.00	\$ 109,979.00
11 Saginaw				
Average	\$ 100,292.17	\$ 113,881.33	\$ 127,470.67	\$ 120,676.00

Parks and Rec Dir

COLA

\$ 130,000.00

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 98,180.00	\$ 127,350.00	\$ 156,520.00	\$ 141,935.00
2 Oakland	\$ 120,332.00	\$ 140,776.00	\$ 161,221.00	\$ 150,998.50
3 Macomb				
4 Kent	\$ 91,214.00	\$ 97,476.00	\$ 103,739.00	\$ 100,607.50
6 Washtenaw				
7 Ottawa	\$ 87,839.00	\$ 101,015.00	\$ 114,191.00	\$ 107,603.00
8 Ingham	\$ 84,241.00	\$ 92,678.00	\$ 101,114.00	\$ 96,896.00
9 Kalamazoo	\$ 104,522.00	\$ 123,783.00	\$ 143,045.00	\$ 133,414.00

10 Livingston	\$	91,643.00	\$	103,867.00	\$	116,091.00	\$	109,979.00
11 Saginaw								
Average	\$	96,853.00	\$	112,420.71	\$	127,988.71	\$	120,204.71

Planning Dir

COLA

\$ 134,494.80

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 98,180.00	\$ 127,350.00	\$ 156,520.00	\$ 141,935.00
2 Oakland	\$ 85,518.00	\$ 110,048.00	\$ 114,578.00	\$ 112,313.00
3 Macomb				
4 Kent				
6 Washtenaw				
7 Ottawa				
8 Ingham				
9 Kalamazoo	\$ 104,522.00	\$ 123,783.00	\$ 143,045.00	\$ 133,414.00
10 Livingston	\$ 91,643.00	\$ 103,867.00	\$ 116,091.00	\$ 109,979.00
11 Saginaw				
Average	\$ 94,965.75	\$ 116,262.00	\$ 132,558.50	\$ 124,410.25

Veteran Services Dir

COLA

\$ 99,450.00

	Min	Mid	Max	<u>Mid/Max Avg</u>
1 Wayne	\$ 98,180.00	\$ 127,350.00	\$ 156,520.00	\$ 141,935.00
2 Oakland	\$ 81,446.00	\$ 95,283.00	\$ 109,121.00	\$ 102,202.00
3 Macomb				
4 Kent	\$ 86,050.00	\$ 91,958.00	\$ 97,866.00	\$ 94,912.00
6 Washtenaw				
7 Ottawa	\$ 76,019.00	\$ 87,416.00	\$ 98,812.00	\$ 93,114.00
8 Ingham				
9 Kalamazoo				

10 Livingston	\$	72,426.00	\$	82,092.00	\$	91,758.00	\$	86,925.00
11 Saginaw								
Average	\$	82,824.20	\$	96,819.80	\$	110,815.40	\$	103,817.60

Public Defender

\$ 115,383.00

1 Wayne	Based on Prosecutor reorg - Attny wages (attny top 132K)							
2 Oakland	Chief Assistant APA \$163,200							
3 Macomb	Prosecutor \$180,000							
4 Kent								
6 Washtenaw								
7 Ottawa								
8 Ingham								
9 Kalamazoo								
10 Livingston								
11 Saginaw								
Recommended					\$	145,000.00		

Corp Counsel	\$	140,000.00	Prosecutor scales to consider
Medical Examiner	\$	280,500.00	