

# Bloomfield Township

## **2020 Compensation, Classification, and Staffing Report**

July 2020

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# Executive Summary

## Background

The Charter Township of Bloomfield, Michigan (“Bloomfield” or “Township”) engaged Segal to conduct a comprehensive study covering a market assessment, a classification analysis, an employee opinion survey, and a staffing analysis. Each of these items were covered from January 2020 to June 2020. This section provides a brief summary of each project component. In depth methodology and findings are covered throughout the rest of this report.

## Market Assessment

### Methodology

The market assessment was conducted to determine the comparability of base pay, pay policies, health benefits, retirement benefits, and paid leave with peer employers within the proximity to the Township.

To gather market data on salary ranges, Segal, in consultation with Bloomfield’s project team, designed a customized survey to distribute to the peer organizations. Twelve (12) local peer employers were identified as part of Bloomfield’s labor market. Data from all twelve (12) public sector entities was included in the study, as indicated in **Table 1**.

**Table 1**  
**Custom Survey Peers**

Peer Employers	Responded to Survey
Canton Township	√
City of Auburn Hills	√
City of Birmingham	√
City of Farmington Hills	√
City of Novi	√
City of Rochester Hills	√
City of Royal Oak	√
City of Troy	√
Oakland County	√
Shelby Township	√
Waterford Township	Segal Populated
West Bloomfield Township	√

## Findings - Job Family Competitiveness

It is important to note that Bloomfield does not currently have a pay grade and range system for most job titles, the Township determines individual pay rates for each incumbent in those job titles without pay ranges. There are some job titles that have ranges, mostly in Public Safety.

All twelve (12) of the peers reported pay ranges for their matches, so the comparisons to minimum, midpoint, and maximums, in this report, are mostly using the same Bloomfield pay rates at each. Findings by job family are shown in **Table 2**.

**Table 2**  
**Competitiveness by Job Family**

Job Family	# of Benchmark Job Titles in Family with Sufficient Data	Bloomfield Pay Rates as a % of Market Average		
		Minimum	Midpoint	Maximum
Accounting	4	107%	90%	75%
Administrative	9	104%	94%	86%
Assessment	2	122%	109%	99%
Communications/External Affairs	5	96%	81%	69%
Emergency Communications	1	92%	100%	106%
Engineering & Environmental Services	2	107%	89%	75%
Fire	7	113%	110%	106%
Information Technology	2	113%	97%	83%
Inspection	4	103%	92%	87%
Maintenance	5	116%	104%	93%
Planning	1	131%	117%	105%
Police	7	112%	108%	105%
Roads	5	120%	106%	95%
Senior Services	4	111%	92%	79%
Telecommunications	1	124%	108%	95%
Treasury	2	103%	96%	90%
Water & Sewer	4	114%	105%	97%

## Findings – Base Pay

In regards to base pay, Bloomfield's base rates are comparable with the midpoints of the peers' ranges, which is defined as market competitive or at market, as shown in Table 3.

**Table 3**  
**Overall Base Pay Findings – General Employees**

	Bloomfield Pay Rates as % of the Overall Market Average		
	Minimum	Midpoint	Maximum
Public Sector Market	112%	103%	95%
Published Data Market	106%	88%	74%
<b>Overall Market</b>	<b>111%</b>	<b>98%</b>	<b>88%</b>

In addition, Segal separated out some Public Safety titles that are eligible for a different retirement contribution rate than most employees in Bloomfield. Those titles are in Public Safety and were covered by a Collective Bargaining Agreement when Segal collected market data.

**Table 4** shows how the Public Safety benchmark titles compare to the peers' pay ranges.

**Table 4**  
**Overall Base Pay Findings – Public Safety<sup>1</sup>**

	Bloomfield Pay Rates as % of the Overall Market Average		
	Minimum	Midpoint	Maximum
Public Sector Market	108%	107%	106%
Published Data Market	NA	NA	NA
<b>Overall Market</b>	<b>108%</b>	<b>107%</b>	<b>106%</b>

## Findings – Elected Official Base Pay

Segal also requested pay and additional benefits provided to Elected Officials or other comparable positions to Bloomfield Township's Elected Officials. In **Table 5** below, the peers' highest, lowest, and average reported salaries are shown in comparison to Bloomfield's Elected Official's salaries.

**Table 5**  
**Overall Base Pay Findings**

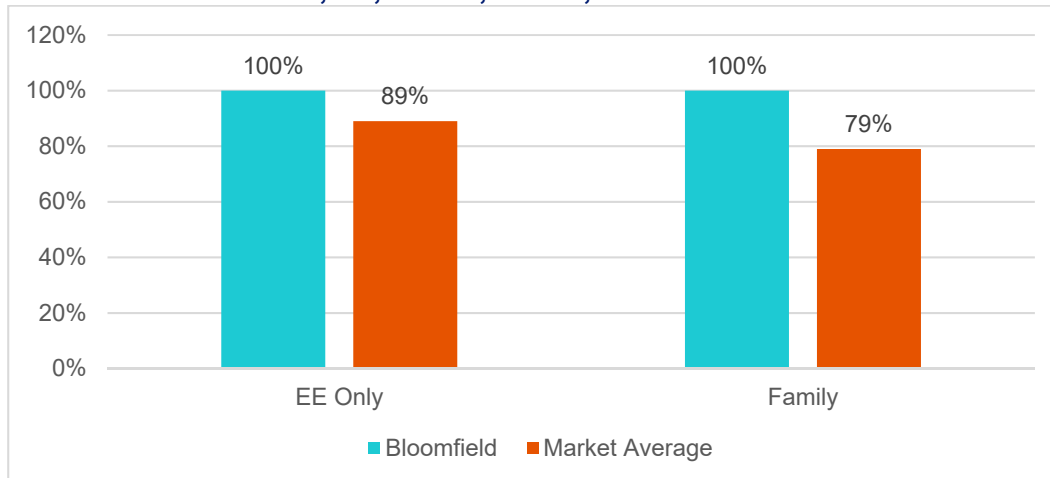
Salary or Stipend	Township Supervisor	Township Clerk	Township Treasurer	Township Trustee
High	\$205,217	\$157,893	\$157,893	\$12,000
Low	\$90,000	\$77,906	\$79,121	\$2,100
Average	\$140,023	\$103,321	\$105,719	\$8,271
<b>Bloomfield Township</b>	<b>\$160,309</b>	<b>\$139,795</b>	<b>\$139,795</b>	<b>\$4,800</b>

<sup>1</sup> Public Safety retirement is offered to the following Bloomfield job titles: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, School Liaison Officer, School Security Officer, Police Sergeant, and Police Lieutenant. All other Public Safety job titles receive the general employee's retirement contribution rate.

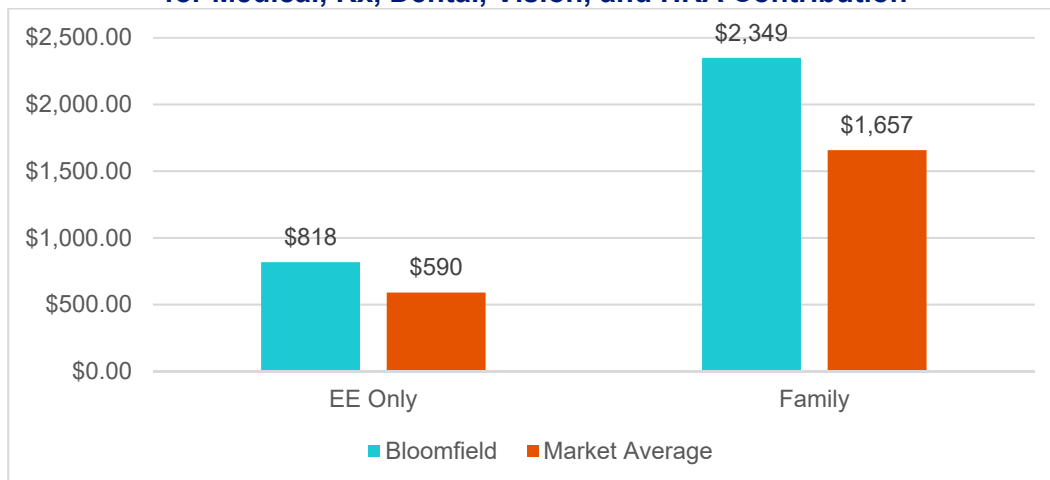
## Findings – Health Benefits

Bloomfield’s share of contributions to, and overall premium cost, of medical, dental, vision insurance, including HRA contributions, is greater than the market average, as shown in **Figure 1** and **Figure 2**.

**Figure 1**  
**Average Employer Premium Cost Sharing (%)**  
**for Medical, Rx, Dental, Vision, and HRA Contribution**



**Figure 2**  
**Average Employer Premium Cost**  
**for Medical, Rx, Dental, Vision, and HRA Contribution**



From a cost perspective, Bloomfield’s premium cost appears to be much greater than the market average. However, unlike the peers, whose average employee contribution rate is 11-20%, Bloomfield has virtually no employee cost share in regards to health benefit premiums.<sup>2</sup>

**It should be noted that this study did not include health benefits plan design, while the cost to the employees is minimal, there could be other fees structured in the plan that may increase the employees plan significantly.**

<sup>2</sup> Starting in 2021, Employee contributions will increase to \$600 annually for Single Coverage and \$1,200 annually for Family coverage.



## Findings – Retirement Benefits

Bloomfield’s employer retirement contributions for General Employees are slightly below the market average, as shown in **Table 5** and above market for some sworn Public Safety positions, as shown in **Table 6**. The overall contribution rate is the sum of employer contributions to Defined Benefit, Defined Contribution, Deferred Compensation, and Social Security.

**Table 6**  
**Employer Retirement Contributions (as a % of pay)**  
**General Employees**

	Bloomfield	Market Average
Annual Employer Retirement Contributions	10.00%	10.63%
Social Security Contributions	7.65%	7.65%
<b>Total Employer Retirement Contributions</b>	<b>17.65%</b>	<b>18.28%</b>

**Note:** Most peers have a closed defined benefit plan that is not open to new employees. Data above relates contributions to defined contribution, deferred compensation plans and Social Security contributions.

**Table 7**  
**Employer Retirement Contributions (as a % of pay)**  
**Public Safety<sup>3</sup>**

	Bloomfield	Market Average
Annual Employer Retirement Contributions	14.00%	12.29%
Social Security Contributions	7.65%	7.65%
<b>Total Employer Retirement Contributions</b>	<b>21.65%</b>	<b>19.94%</b>

## Findings – Paid Leave

Segal also collected market information on paid leave programs for employees, which included:

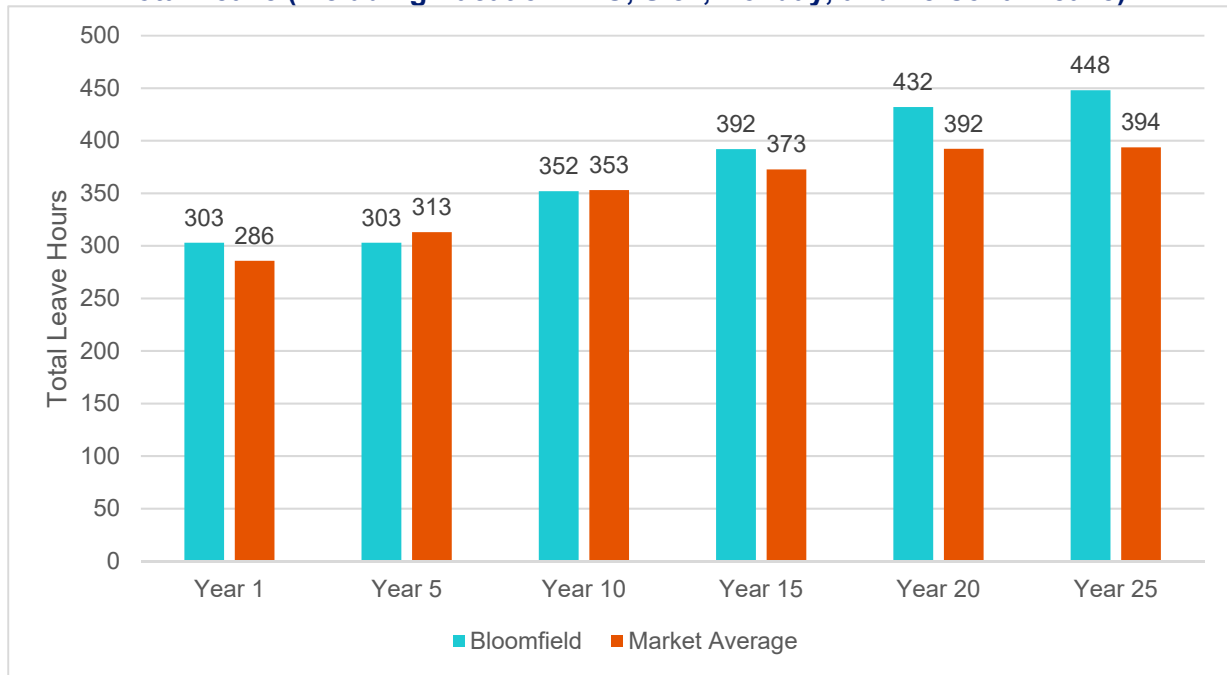
- Accrual and Cash-out of Vacation (Traditional)
- Accrual and Cash-out of Paid Time Off
- Accrual and Cash-out of Sick Leave
- Holidays
- Personal Days/Floating Days

Please note that hourly amounts were collected.

<sup>3</sup> Public Safety retirement is offered to the following Bloomfield job titles: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, School Liaison Officer, School Security Officer, Police Sergeant, and Police Lieutenant. All other Public Safety job titles receive the general employee’s retirement contribution rate.

As illustrated in **Figure 3**, Bloomfield’s total leave offerings (which include vacation/PTO, sick leave, holiday leave, and personal leave) are consistent with the market average throughout a 25-year career.

**Figure 3**  
**Total Leave (including Vacation/PTO, Sick, Holiday, and Personal Leave)**



## Findings – Net Compensation

In addition to assessment of base pay rates, Segal also looked at the net employee compensation in comparison to the peer employers. Net employee compensation takes into consideration the base rate and the employee costs deducted from that base rate. Below, Bloomfield’s market competitiveness increases when taking into the consideration the low employee cost to health and retirement benefits.

**Table 8**  
**Net Employer Compensation**  
**General Employees**

	Midpoint (Average)	Employee Contribution - Weighted Health Benefits	Employee Contribution - Retirement Benefits	Net Employee Compensation
Bloomfield	\$71,644	\$182	\$0	\$71,462
Market Average	\$72,736	\$4,395	\$2,589	\$65,752
<b>Bloomfield as a % of Market Average</b>	<b>98%</b>	<b>4%</b>	<b>0%</b>	<b>109%</b>

**Table 9**  
**Net Employer Compensation**  
**Public Safety<sup>4</sup>**

	Midpoint (Average)	Employee Contribution - Weighted Health Benefits	Employee Contribution - Retirement Benefits	Net Employee Compensation
Bloomfield	\$84,931	\$182	\$2,973	\$81,777
Market Average	\$79,457	\$4,395	\$3,576	\$71,486
<b>Bloomfield as a % of Market Average</b>	<b>107%</b>	<b>4%</b>	<b>83%</b>	<b>114%</b>

**Note:** The following benchmark job titles are included in the analysis above: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, Police Sergeant, Police Lieutenant.

## Classification Analysis

### Methodology

A classification analysis is conducted to better understand the work and services that are being performed by staff to best define those job titles, job duties, and minimum requirements. Segal used a Job Description Questionnaire (JDQ) to collect job content information directly from Bloomfield employees. Segal received 223 JDQs to analyze for all job titles within the Township.

### Classification Recommendations

Through the classification analysis, a total of 117 separate job titles were identified at the beginning of the study and through the classification analysis, 104 were recommended by Segal.

- 79 titles remained the same
- 15 titles were updated
- 10 new titles were created
- The number of titles per Department are below in **Table 10**, these counts do not include the Elected Officials

**Table 10**  
**Number of Job Titles Identified in Each Department**

Department	Count of Job Titles Identified by Segal
Accounting	4
Assessing	3
Cable	6
Clerk's Office	4
Dispatch	1
Fire	9
Information Technology	4

<sup>4</sup> Public Safety retirement is offered to the following Bloomfield job titles: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, School Liaison Officer, School Security Officer, Police Sergeant, and Police Lieutenant. All other Public Safety job titles receive the general employee's retirement contribution rate.

**Table 10**  
**Number of Job Titles Identified in Each Department**

Department	Count of Job Titles Identified by Segal
Planning, Building and Ordinance	14
Police	12
Public Works	28
Senior Services	16
Supervisor's Office	1
Treasurer's Office	2
<b>Total</b>	<b>104</b>

## Segal Evaluator™

Another process in the Classification Analysis was an application of the Segal Evaluator (SE) tool. This tool is a point factor system, it is used as a quantified approach to internal equity. The SE tool uses eight (8) factors listed in **Table 11** below:

**Table 11**  
**Segal Evaluator Factors and Measurements**

Compensable Factor	Measurement
<b>Formal Education</b>	Measures the minimum formalized training or education that is required for entry into the position
<b>Experience</b>	Measures the minimum level of work experience required for entry into the position
<b>Management/Supervision</b>	Measures the supervisory or managerial role of the job and the degree of complexity of work performed by those being supervised
<b>Human Collaboration Skills</b>	Measures the job requirements of interaction with others outside direct reporting relationships
<b>Freedom to Act/Impact of Action</b>	Measures the degree of freedom to exercise authority as well as assesses the impact of actions
<b>Technical Skills</b>	Measures the job difficulty in terms of application of the knowledge required by the job
<b>Fiscal Responsibility and/or Risk Impact</b>	Measures the accountability and participation, if any, as it relates to the fiscal accountability for one's department or assigned area(s) of responsibility
<b>Working Conditions</b>	Measures the surroundings or physical conditions under which the work must be performed

Each of the factors listed have multiple levels and points associated with those levels. The points are aggregated across all the levels chosen and with that overall points total an SE grade is assigned. An example is below in **Table 12**:

**Table 12**  
**Example of SE Grades and Points**

Proposed Job Title	Department	SE Grade	SE Points
Accounts Payable Clerk	Accounting	106	373
Accountant	Accounting	108	483

# Employee Opinion Survey

## Methodology

Bloomfield's project team indicated an employee opinion survey on benefits offerings and employment would be useful to stakeholders and leadership. Segal developed survey questions to cover the following items:

- Demographics
  - Age Range
  - Years of Service
  - Family Status
- Benefits Opinion
  - Choose a Top Four (4)
  - Same, Better, Worse, Don't Know on each benefit offering
  - Three (3) Reasons Employees May:
    - Want to work for the Township
    - Stay working for the Township
    - Leave working for the Township (besides retirement or termination)

Segal utilized an internal online resource for easy access and compilation of responses. Employees were given three (3) weeks to complete survey, all responses are voluntary. Out of 229 benefits eligible employees, 114 completed the survey, for a response rate of 50%.

## Key Themes

From that survey, the following key themes were identified:

- Employees are satisfied with the following benefits
  - Compressed Workweek
  - Health Benefits
  - Retirement
- Employees are satisfied with these non-tangible items
  - Serving the community
  - Job satisfaction
  - Colleagues
- Employees find these issues difficult
  - Limited promotional opportunities
  - Constituent tensions
  - Potential employment risks (Examples: loss of benefits, loss of employment, loss of pay)

# Staffing Survey

## Methodology

Segal conducted a staffing analysis by gathering information on services provided by peer employers and how those services are staffed by Full Time Equivalents<sup>5</sup>. Bloomfield Department Heads filled out a questionnaire and a survey document was crafted around those responses. The peer's identified were the same as the market assessment comparison group, listed in **Table 13** below. Of those twelve (12) peers, seven (7) provided responses.

**Table 13**

### Net Employee Compensation by Benchmark Title

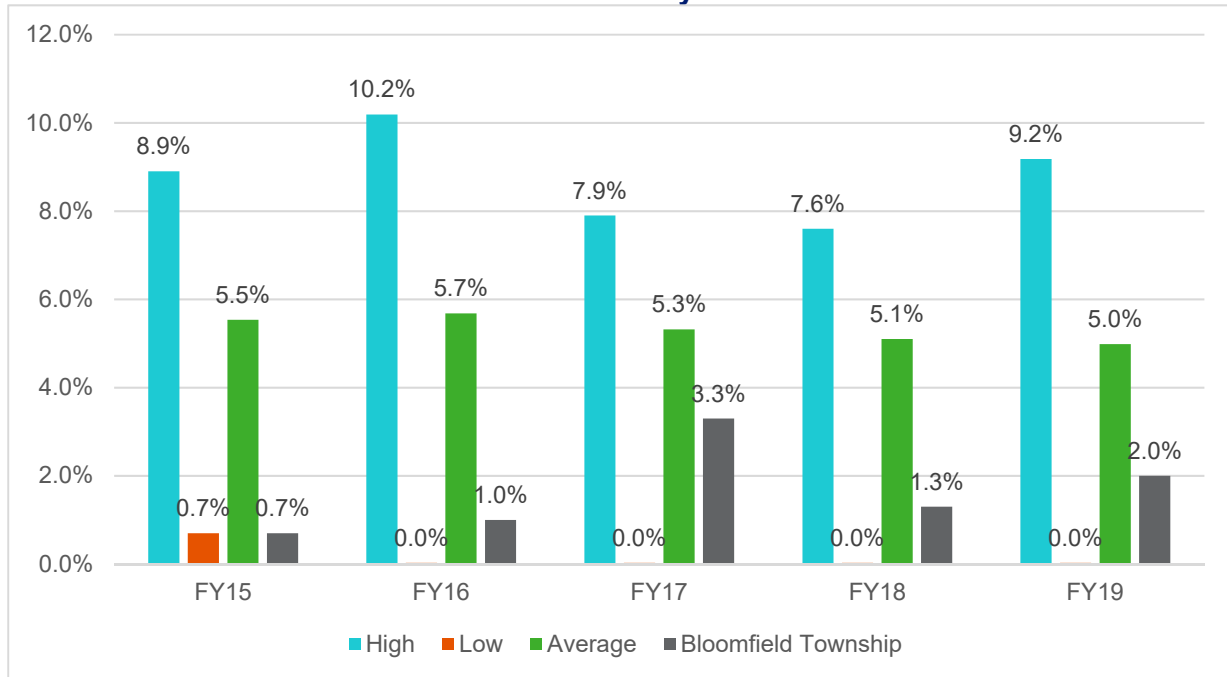
Public Sector Employers	Responded to Staffing Survey
Canton Township	
City of Auburn Hills	√
City of Birmingham	
City of Farmington Hills	√
City of Novi	√
City of Rochester Hills	√
City of Royal Oak	
City of Troy	√
Oakland County	√
Shelby Township	
Waterford Township	
West Bloomfield Township	√

## Key Findings

One of the first questions in the staffing survey was on turnover rates over the last five (5) fiscal years: FY15-FY20. **Figure 4** below shows how Bloomfield's turnover rates compare to the highest, lowest, and average responses from the peers. As you see, Bloomfield is substantially lower than the average response.

<sup>5</sup> A Full Time Equivalent is a common Human Resource statistic that includes full time and part time employees. Full time employees are represented as 1 and part time employees are typically represented in quarters. Example: a part time employee who works 10 hours a week in a 40 hour workweek environment would be represented at 0.25 FTE.

**Figure 4  
Turnover Statistics by Fiscal Year**



**Services the Township Staffs at Higher Levels than Average**

- None

**Services the Township Staffs at Comparable Levels to the Average**

- Election Services
- Sworn Police Services
- Sworn Fire Services
- Maintenance Services
- Water/Sewer Plan Review Services
- Inspection Services

**Services the Township Staffs at Lower Levels than Average**

- Clerk’s Office Services
- 911 Call Center/Dispatch Services
- Fire Inspection Services
- Building Plan Review Services
- Zoning Appeals Services
- Ordinance Violations Services
- Assessor’s Office Services

## **Services the Township Staffs at Lower Levels than Average (cont.)**

- Information Technology Request Services
- Accounting Services
- Human Resources Services
- Treasurer's Office Services

### **Bloomfield Supervisor's Office**

In addition to asking the peers about their staffing levels for different services, Segal also requested information on how the peers' Executive office is staffed (Mayor, City Manager, or Township Supervisor).

Specifically, Segal asked the peers whether or not they have a Deputy or Assistant Executive on staff to offset the managerial responsibilities of that elected or appointed official. Being of high importance to the Township, Segal went back to the five (5) peers that were unable to respond in full. Out of the overall twelve (12) peers, ten (10) indicated they have a full time Assistant or Deputy Executive on staff. We also found that in Canton Township, currently has an HR Manager, Economic Development Manager, and Legal and Contract Administration Manager, but no definitive Deputy or Assistant Executive. Bloomfield does not have a Deputy or Assistant Supervisor position in the Township.



# Market Assessment

## Background

Segal conducted a market study of base pay, pay policies, paid leave, health benefits, and retirement benefits. To gather market data on salary ranges, Segal, in consultation with Bloomfield’s project team, designed a customized survey to distribute to the peer organizations.

This report contains the results of Bloomfield’s market study, which includes the analysis comparing Bloomfield’s competitiveness based on a corridor  $\pm 5\%$  of the market average. Comparative data is effective as of **January 1, 2020**.

The survey document used to collect data from peers can be found in **Appendix A – Total Compensation Survey Document**. Detailed data on base pay can be found in **Appendix B – Detailed Market Data**. Throughout this report, there will be summaries of pay practices and benefits; that detailed data can be found in **Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables**. Finally, the Elected Officials data analysis can be found in **Appendix D – Elected Officials**.

Data from all twelve (12) public sector entities that were surveyed was included in the study, as indicated in **Table 14**.

**Table 14**  
**Custom Survey Peers**

Peer Employers	Responded to Survey
Canton Township	√
City of Auburn Hills	√
City of Birmingham	√
City of Farmington Hills	√
City of Novi	√
City of Rochester Hills	√
City of Royal Oak	√
City of Troy	√
Oakland County	√
Shelby Township	√
Waterford Township	Segal Populated
West Bloomfield Township	√

# Summary of Findings

## Base Pay

Overall, as shown in **Table 15**, Segal found that Bloomfield’s General Employee pay rates are above the market average at the reported pay range minimums, competitive with the market average at the pay range midpoints, and below the market average at the pay range maximums.

**Table 15**  
**Overall Base Pay Findings – General Employees**

	Bloomfield Pay Rates as % of the Overall Market Average		
	Minimum	Midpoint	Maximum
Public Sector Market	112%	103%	95%
Published Data Market	106%	88%	74%
<b>Overall Market</b>	<b>111%</b>	<b>98%</b>	<b>88%</b>

Below in **Table 16**, Segal found that Bloomfield’s Public Safety pay rates are above the market average across the entire range of pay, minimum, midpoint, and maximums reported by the peers.

**Table 16**  
**Overall Base Pay Findings – Public Safety<sup>6</sup>**

	Bloomfield Pay Rates as % of the Overall Market Average		
	Minimum	Midpoint	Maximum
Public Sector Market	108%	107%	106%
Published Data Market	NA	NA	NA
<b>Overall Market</b>	<b>108%</b>	<b>107%</b>	<b>106%</b>

<sup>6</sup> Public Safety retirement is offered to the following Bloomfield job titles: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, School Liaison Officer, School Security Officer, Police Sergeant, and Police Lieutenant. All other Public Safety job titles receive the general employee’s retirement contribution rate.

Segal found some variation in base pay market competitiveness from job title to job title. Out of the Township’s 72 benchmark titles surveyed, 65 have sufficient market data to report out findings. The number of benchmark jobs below, at, and above are broken down in **Table 17**.

**Table 17**  
**Market Competitiveness at the Pay Range Midpoint**

At Pay Range Midpoint	Count of General Employee Benchmarks	Count of Public Safety Benchmarks
<b>Below Market</b>	<b>19</b>	<b>0</b>
<b>Market Competitive<sup>7</sup></b>	<b>21</b>	<b>3</b>
<b>Above Market</b>	<b>16</b>	<b>6</b>
<b>Insufficient Data</b>	<b>7</b>	<b>0</b>

**Table 18 and Table 19** shows Bloomfield’s competitiveness compared to each of its peer employers.

**Table 18**  
**Market Position by Survey Peer – General Employees**

	Bloomfield Pay Rates as a % of the Market Average <sup>8</sup>		
	Minimum	Midpoint	Maximum
<b>Public Sector</b>			
Canton Township	106%	95%	87%
City of Auburn Hills	139%	124%	113%
City of Birmingham	123%	111%	102%
City of Farmington Hills	102%	100%	99%
City of Novi	111%	99%	90%
City of Rochester Hills	96%	91%	86%
City of Royal Oak	118%	110%	103%
City of Troy	124%	106%	93%
Oakland County	111%	102%	94%
Shelby Township	107%	104%	101%
Waterford Township	127%	110%	99%
West Bloomfield Township	125%	110%	99%
<b>Private Sector</b>			
CompAnalyst	108%	83%	68%
ERI	103%	88%	74%
PayFactors	102%	90%	81%

<sup>7</sup> Market competitiveness is defined to be within 95% to 105% of the market average. Jobs that fall within this market competitive corridor are noted in black, jobs below 95% are noted in red, and jobs above 105% are noted in blue.

<sup>8</sup> All data is adjusted based on differences in workweek and/or effective date of published data, as applicable.

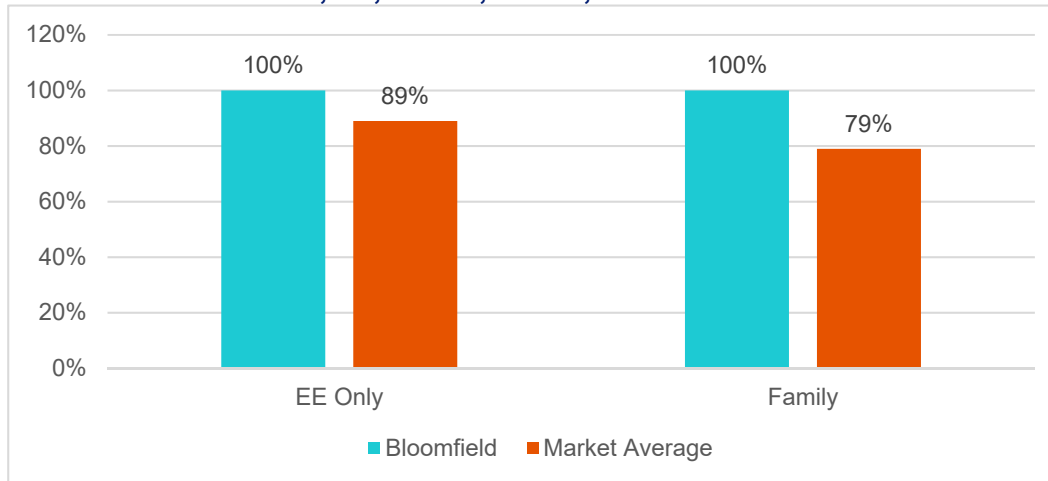
**Table 19**  
**Market Position by Survey Peer – Public Safety<sup>9</sup>**

	Bloomfield Pay Rates as a % of the Market Average <sup>10</sup>		
	Minimum	Midpoint	Maximum
<b>Public Sector</b>			
Canton Township	111%	106%	103%
City of Auburn Hills	115%	112%	109%
City of Birmingham	116%	114%	112%
City of Farmington Hills	99%	101%	103%
City of Novi	99%	100%	101%
City of Rochester Hills	102%	105%	107%
City of Royal Oak	104%	105%	106%
City of Troy	104%	102%	101%
Oakland County	100%	100%	99%
Shelby Township	102%	103%	104%
Waterford Township	179%	141%	118%
West Bloomfield Township	108%	107%	106%

## Health Benefits

Bloomfield’s share of contributions to, and overall premium cost, of medical, dental, vision insurance, including HRA contributions, is greater than the market average, as shown in **Figure 5** and **Figure 6**.

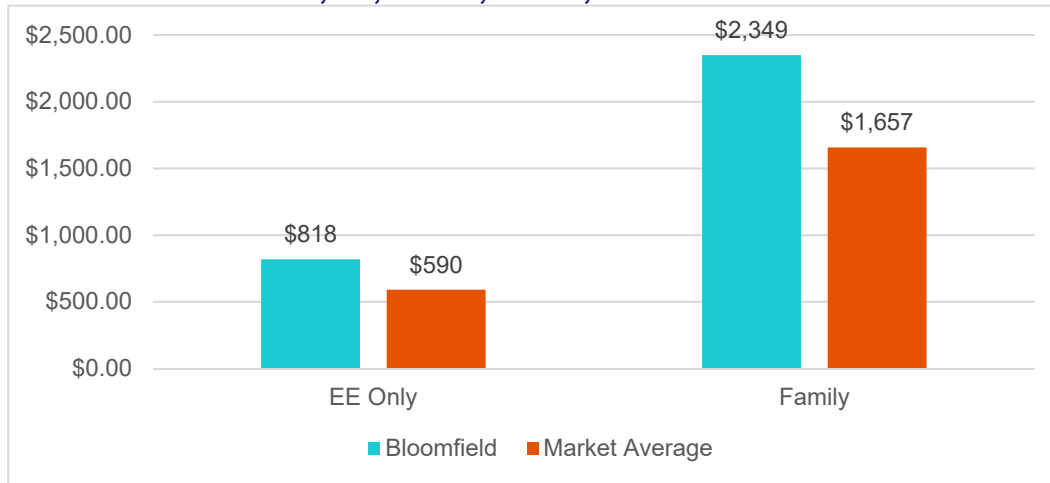
**Figure 5**  
**Average Employer Premium Cost Sharing (%)**  
**for Medical, Rx, Dental, Vision, and HRA Contribution**



<sup>9</sup> Public Safety retirement is offered to the following Bloomfield job titles: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, School Liaison Officer, School Security Officer, Police Sergeant, and Police Lieutenant. All other Public Safety job titles receive the general employee’s retirement contribution rate.

<sup>10</sup> All data is adjusted based on differences in workweek and/or effective date of published data, as applicable.

**Figure 6**  
**Average Employer Premium Cost**  
**for Medical, Rx, Dental, Vision, and HRA Contribution**



From a cost perspective, Bloomfield’s premium cost appears to be much greater than the market average. However, unlike the peers, whose average employee contribution rate is 11-20%, Bloomfield has virtually no employee cost share in regards to health benefit premiums.<sup>11</sup>

**It should be noted that this study did not include health benefits plan design, while the cost to the employees is minimal, there could be other fees structured in the plan that may increase the employees plan significantly.**

## Retirement

Bloomfield’s employer retirement contributions for General Employees are slightly below the market average, as shown in **Table 20** and above market for some sworn Public Safety positions, as shown in **Table 21**. The overall contribution rate is the sum of employer contributions to Defined Benefit, Defined Contribution, Deferred Compensation, and Social Security.

**Table 20**  
**Employer Retirement Contributions (as a % of pay)**  
**General Employees**

	Bloomfield	Market Average
Annual Employer Retirement Contributions	10.00%	10.63%
Social Security Contributions	7.65%	7.65%
<b>Total Employer Retirement Contributions</b>	<b>17.65%</b>	<b>18.28%</b>

**Note:** Most peers have a closed defined benefit plan that is not open to new employees. Data above relates contributions to defined contribution, deferred compensation plans and Social Security contributions.

<sup>11</sup> For 2021, Employee contributions will increase to \$54.16 per month for Single Coverage and \$108.33 per month for Family coverage.

**Table 21**  
**Employer Retirement Contributions (as a % of pay)**  
**Public Safety<sup>12</sup>**

	Bloomfield	Market Average
Annual Employer Retirement Contributions	14.00%	12.29%
Social Security Contributions	7.65%	7.65%
<b>Total Employer Retirement Contributions</b>	<b>21.65%</b>	<b>19.94%</b>

As shown in **Table 22**, Bloomfield does not require General Employees to contribute to their retirement benefits, while the peers require an average of 3.56%. In terms of Public Safety retirement contributions, Bloomfield does require an employee contribution, which is lower than the peers' requirement.

**Table 22**  
**Mandatory Employee Retirement Contributions (as a % of pay)**

	Bloomfield	Market Average
<b>Mandatory Employee Retirement Contributions (General)</b>	0.00%	3.56%
<b>Mandatory Employee Retirement Contributions (Public Safety)</b>	3.50%	4.50%

## Net Employee Compensation

A measure of the competitiveness of direct compensation takes into consideration how much an employee has deducted from their pay to cover part of the cost of benefits. This measure is important because Bloomfield employee's contribution is negligible for General Employees, where peer employers require significant contributions to benefits. Details are shown in **Table 23**.

**Table 23**  
**Overall Net Employee Compensation**

	Midpoint (Average)	EE Cost - Weighted Health Benefits	EE Cost Retirement Benefits	Net EE Compensation
Bloomfield	\$71,644	\$182	\$0	\$71,462
Market Average	\$72,736	\$4,395	\$2,589	\$65,752
<b>Bloomfield as a % of Market Average</b>	<b>98%</b>	<b>4%</b>	<b>0%</b>	<b>109%</b>

**Note:** The following benchmark job titles are excluded in the analysis above: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, School Liaison Officer, School Security Officer, Police Sergeant, and Police Lieutenant.

<sup>12</sup> Public Safety retirement is offered to the following Bloomfield job titles: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, School Liaison Officer, School Security Officer, Police Sergeant, and Police Lieutenant. All other Public Safety job titles receive the general employee's retirement contribution rate.

In regards to Public Safety, while the Bloomfield employees in those job titles currently pay into their retirement plan, the low cost of health benefits continues to increase Bloomfield's net employee compensation when compared to the market. Details are shown in **Table 24**.

**Table 24**  
**Overall Net Employee Compensation**

	Midpoint (Average)	EE Cost - Weighted Health Benefits	EE Cost Retirement Benefits	Net EE Compensation
Bloomfield	\$84,931	\$182	\$2,973	\$81,777
Market Average	\$79,457	\$4,395	\$3,576	\$71,486
<b>Bloomfield as a % of Market Average</b>	<b>107%</b>	<b>4%</b>	<b>83%</b>	<b>114%</b>

Note: The following benchmark job titles are included in the analysis above: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, Police Sergeant, Police Lieutenant.

## Elected Officials

Segal also requested pay and additional benefits provided to Elected Officials or other comparable positions to Bloomfield Township's Elected Officials. Findings are represented as market average responses compared to Bloomfield Township below in **Table 25** through **Table 28**. Individual responses are available in **Appendix D**.

**Table 25**  
**Elected Officials – Pay and Benefits – Township Supervisor**

	Township Supervisor	Market Average
Annual Pay Rate	\$160,309	\$140,023
Additional Direct Compensation	\$0	\$0
Benefits Eligible?	Yes	11 of 12 stated "Yes" <sup>13</sup>
Additional Perks	Automobile	7 of 12 stated "No" <sup>14</sup>

**Table 26**  
**Elected Officials – Pay and Benefits – Township Clerk**

	Township Clerk	Market Average
Annual Pay Rate	\$139,795	\$103,321
Additional Direct Compensation	\$0	\$0
Benefits Eligible?	Yes	10 of 12 stated "Yes" <sup>15</sup>
Additional Perks	Automobile	11 of 12 stated "No" <sup>16</sup>

<sup>13</sup> Waterford Township provides everything but retirement. Auburn Hills provides a 5% additional contribution to the 457. Farmington Hills provides a life insurance rate of 2x salary.

<sup>14</sup> Auburn Hills deducts \$125/mo for City Manager to use a City vehicle. Birmingham provides the City Manager with a cell phone.

<sup>15</sup> Waterford Township does not provide retirement.

<sup>16</sup> Birmingham provides a cell phone

**Table 27**  
**Elected Officials – Pay and Benefits – Township Treasurer**

	Township Treasurer	Market Average
Annual Pay Rate	\$139,795	\$105,719
Additional Direct Compensation	\$0	\$0
Benefits Eligible?	Yes	9 of 12 stated “Yes” <sup>5</sup>
Additional Perks	Automobile	11 of 12 stated “No” <sup>6</sup>

**Table 28**  
**Elected Officials – Pay and Benefits – Township Trustee**

	Township Trustee	Market Average
Annual Pay Rate (24 meetings)	\$4,800	\$8,271
Additional Direct Compensation	\$0	\$0
Benefits Eligible?	No	No
Additional Perks	No	No

## Methodology

### Survey Document

Segal and Bloomfield developed an excel-based survey tool to collect information from peers, including pay policies and supplements, paid leave practices, health benefits, retirement contributions, and base pay. The survey document can be reviewed in **Appendix A – Total Compensation Survey Document**.

### Benchmark Job Titles

Segal worked with Bloomfield to develop the list of benchmark job titles shown in **Table 29**. Seven (7) job titles, denoted in **bold**, have insufficient market data (fewer than five market job matches) to be included in the analysis.

**Table 29**  
**Benchmark Job Titles**

<b>Benchmark Job Titles (Sorted by Job Family)</b>	
<b>Administrative</b>	
• Administrative Assistant/Secretary to Township Clerk	• Deputy Clerk
• Administrative Assistant/Secretary to Township Supervisor	• Office Assistant
• Clerk (Planning, Building & Ordinance)	• Office Manager
• Clerk’s Assistant	• Secretary
• Department Administrative Assistant	
<b>Assessment</b>	
• Assessor - MMAO	• Property Appraiser - MAAO
<b>Communications/External Affairs</b>	
• Cable Worker	• Producer/Editor
• Director of Cable & Community Relations	• <b>Studio Coordinator</b>



**Table 29  
Benchmark Job Titles**

<b>Benchmark Job Titles (Sorted by Job Family)</b>	
• Operations Manager	• Website Manager
<b>Emergency Communications</b>	
• Dispatcher	
<b>Engineering &amp; Environmental Services</b>	
• <b>Asset Management Coordinator</b>	• Engineer
• Director of Engineering and Environmental Services	
<b>Fire</b>	
• Assistant Fire Chief	• Fire Chief
• FF/AEMT	• Fire Marshal
• Fire Captain	• Lieutenant/AEMT
• Fire Captain/EMS Coordinator	
<b>Information Technology</b>	
• Director of Information Technology	• Network Administrator Lv 3
<b>Inspection</b>	
• Building Inspector	• Electrical Inspector
• Building Official	• Ordinance Officer
<b>Maintenance</b>	
• Building Crew Leader	• Grounds Foreman
• Building Maintenance Technician	• Master Mechanic
• Fleet/Facility Manager	
<b>Planning</b>	
• <b>Deputy Director of Planning, Building &amp; Ordinance</b>	• Director of Planning, Building & Ordinance
<b>Police</b>	
• Detective	• Police Chief
• Lieutenant	• Records Clerk
• Patrol	• Sergeant
• Police Captain	
<b>Roads</b>	
• Director of Public Works	• Public Works Superintendent
• Operator I	• <b>Road Crew Leader</b>
• Operator II	• Road Foreman
<b>Senior Services</b>	
• <b>Adult Day Services Program Assistant</b>	• <b>Fitness Coordinator</b>
• Bus Driver	• Nutrition Coordinator
• Director of Senior Services	• Recreation Coordinator
<b>Telecommunications</b>	
• <b>Communications Supervisor</b>	• Communications Technician
<b>Treasury</b>	
• Deputy Treasurer	• Treasurer's Assistant
<b>Water &amp; Sewer</b>	
• Manager of Public Works	• Water Maintenance I
• Water & Sewer Foreman	• Water Maintenance II

# Data Sources

## Custom Survey Peers

Bloomfield and Segal developed the list of comparable public sector peer employers shown in Table 30.

**Table 30  
Custom Survey Peers**

Custom Survey Peers		
Canton Township	City of Novi	Oakland County
City of Birmingham	City of Rochester Hills	Shelby Township
City of Farmington Hills	City of Royal Oak	<i>Waterford Township</i>
City of Auburn Hills	City of Troy	West Bloomfield Township

Eleven (11) of the twelve (12) peers participated in the survey. Segal completed a survey on behalf of one (1) peer (shown italicized above) using available information such as collective bargaining agreements, job postings, policy documents, and other available online resources. This represents a **100%** participation rate. The participation rate was sufficient to provide market recommendations.

## Published Data

Segal uses published data sources to serve as a proxy for private sector data. The following published data sources were used:

### **CompAnalyst**

CompAnalyst compiles pay data from hundreds of published data sources for thousands of job titles, which is shared with subscribers through their online CompAnalyst tool. The database is updated quarterly and provides salary information for nearly any geographic area in the U.S. This report reflects the 10th, 50th, and 90th percentiles available in the CompAnalyst tool. The survey data includes salary information specific to the Detroit, MI metropolitan area. The data was effective as of January 1, 2020.

### **Economic Research Institute (ERI)**

The ERI Salary Assessor compiles pay data from hundreds of published data sources for thousands of job titles. ERI updates the database quarterly and provides salary information for nearly any geographic area in the U.S. The information in this report reflects 2020 compensation data at the 10th, 50th, and 90th percentiles, applicable to Bloomfield Hills, MI. The data was effective as of January 1, 2020.

**PayFactors**

PayFactors offers a proprietary database with compensation market ranges for more than 5,000 benchmark jobs. PayFactors compensation data is developed using commercially available compensation surveys, each of which complies with generally accepted principles and practices of WorldatWork and U.S. Department of Justice compensation survey standards. The information in this report reflects the 10th, 50th, and 90th percentiles for organizations that are geographically proximate to the Bloomfield Hills, MI area. The data was effective as of January 1, 2020.

**Job Matching**

Segal asked peer employers to provide pay information for jobs that are comparable to Bloomfield Township’s benchmark titles. The survey document provided job summaries to assist with job matching. Segal reviewed the survey responses for reasonability and – in some cases – asked for validating information (such as classification listings, job descriptions, and pay data) for other potential job matches.

**Workweek Adjustments**

For non-exempt benchmark jobs, Segal adjusted peers’ salary data whenever peers reported a job match with a differing workweek from the workweek for Bloomfield Township’s benchmark job. This adjustment was calculated by dividing Bloomfield Township’s work hours by the peer employers pay schedule work hour’s basis. The result is multiplied by the pay rate to obtain the adjusted rate. An example showing the calculation of the adjustment is shown below:

**Table 31  
Workweek Adjustments**

Peer Work Week	Bloomfield Work Week	Adjustment to Peer Salary Data
37.5	40	+6.67%
42	40	-5.00%

**Market Competitiveness Definition**

Segal defines a market competitiveness corridor, which is used to describe Bloomfield Township’s relationship to the market.

- Figures shown in **red** text are less than 95% of the market average and are considered “below market”
- Figures shown in **black** text are between 95% and 105% of the market average and are considered “at market” or “market competitive”
- Figures shown in **blue** text in are greater than 105% of the market average and are considered “above market”

## Data Sufficiency Requirement

Segal uses the Department of Labor’s Safe Harbor Guidelines to define data sufficiency reporting requirements. Benchmark jobs that have less than five job matches are excluded from overall competitiveness calculations.

## Total Health Calculations

Segal calculated total health numbers, which combined contributions to medical, Rx, dental, and vision insurance premiums at each tier of coverage. For peers with multiple plan types (PPO, HMO, and/or HDHP), Segal calculated a straight average of all available plans, and added in contributions to Rx, dental, and vision, as applicable. Segal then created a weighted average for each tier using Bloomfield’s actual medical enrollment numbers, as shown in **Table 32**.

**Table 32**  
**Bloomfield Actual Medical Enrollment at Each Tier**

Bloomfield Medical Plan Enrollment by Tier	
Employee Only	41 (18.06%)
Family	186 (81.9%)

## Retirement Calculations

To calculate the retirement calculation amounts, Segal included employer contributions and/or matches to defined benefit plans, defined contribution plans, deferred compensation plans, and social security (OASDI and Medicare) as a percent of pay, as applicable. This calculation only includes contributions available to new employees.

## Net Employee Compensation

To calculate the net employee compensation, Segal subtracted the employee’s weighted contributions to total health costs and any mandatory employee contributions to retirement from the midpoint value. Voluntary employee contributions to retirement were not included in the calculation.

## Findings

### Base Pay Overall Competitiveness

On an overall basis across all benchmark job titles, Bloomfield’s pay rates are above the market average at the reported pay range minimums, competitive with the market average at the pay range midpoints, and below the market average at the pay range maximums, as shown in **Table 33**.

**Table 33**  
**Overall Base Pay Findings – General Employees**

	Bloomfield Pay Rates as % of the Overall Market Average		
	Minimum	Midpoint	Maximum
Public Sector Market	112%	103%	95%
Published Data Market	106%	88%	74%
<b>Overall Market</b>	<b>111%</b>	<b>98%</b>	<b>88%</b>

Below in **Table 34**, Segal found that Bloomfield’s Public Safety pay ranges are above the market average across the entire range of pay, minimum, midpoint, and maximums reported by the peers.

**Table 34**  
**Overall Base Pay Findings – Public Safety**

	Bloomfield Pay Rates as % of the Overall Market Average		
	Minimum	Midpoint	Maximum
Public Sector Market	108%	107%	106%
Published Data Market	NA	NA	NA
<b>Overall Market</b>	<b>108%</b>	<b>107%</b>	<b>106%</b>

## Competitiveness by Job Title

Out of Bloomfield’s 72 benchmark job titles, 65 have sufficient market data to report out findings. There was some variation in base pay range market competitiveness from job title to job title, as shown in **Table 35**.

**Table 35**  
**Market Competitiveness at the Pay Range Midpoint**

At Pay Range Midpoint	Count of General Employee Benchmarks	Count of Public Safety Benchmarks
<b>Below Market</b>	<b>19</b>	<b>0</b>
<b>Market Competitive<sup>17</sup></b>	<b>21</b>	<b>3</b>
<b>Above Market</b>	<b>16</b>	<b>6</b>
<b>Insufficient Data</b>	<b>7</b>	<b>0</b>

<sup>17</sup> Market competitiveness is defined to be within 95% to 105% of the market average. Jobs that fall within this market competitive corridor are noted in black, jobs below 95% are noted in red, and jobs above 105% are noted in blue.

**Table 36** shows the base pay range market position for each benchmark job title. More information on base pay findings can be found in **Appendix B – Detailed Market Data**.

**Table 36**  
**Bloomfield Base Pay Range Market Position by Job Family**

Benchmark Title	Count of Matches	Pay Range as a % of Market Average		
		Minimum	Midpoint	Maximum
<b>Accounting</b>				
Accountant	15	113%	98%	86%
Accounting Clerk	13	110%	98%	87%
Finance Director	15	100%	80%	64%
HR and Benefits Administrator	15	113%	97%	84%
<b>Administrative</b>				
Administrative Assistant/Secretary to Township Clerk	9	108%	98%	89%
Administrative Assistant/Secretary to Township Supervisor	11	105%	95%	86%
Clerk (Planning, Building & Ordinance)	14	88%	91%	92%
Clerk's Assistant	7	114%	101%	89%
Department Administrative Assistant	14	110%	99%	89%
Deputy Clerk	11	125%	111%	100%
Office Assistant	9	82%	73%	64%
Office Manager	9	95%	79%	66%
Secretary	10	92%	95%	96%
<b>Assessment</b>				
Assessor - MMAO	9	128%	116%	106%
Property Appraiser - MAAO	12	112%	98%	90%
<b>Communications/External Affairs</b>				
Cable Worker	7	82%	72%	63%
Director of Cable & Community Relations	5	107%	85%	70%
Operations Manager	7	104%	90%	78%
Producer/Editor	5	66%	59%	52%
Studio Coordinator	0	Insufficient Data		
Website Manager	6	102%	86%	74%

**Table 36  
Bloomfield Base Pay Range Market Position by Job Family**

Benchmark Title	Count of Matches	Pay Range as a % of Market Average		
		Minimum	Midpoint	Maximum
<b>Emergency Communications</b>				
Dispatcher	10	92%	100%	106%
<b>Engineering &amp; Environmental Services</b>				
Asset Management Coordinator	3	Insufficient Data		
Director of Engineering and Environmental Services	12	106%	87%	72%
Engineer	13	108%	93%	80%
<b>Fire</b>				
Assistant Fire Chief	11	119%	109%	101%
FF/AEMT	10	93%	99%	104%
Fire Captain	7	107%	106%	106%
Fire Captain/EMS Coordinator	6	113%	114%	114%
Fire Chief	11	133%	120%	109%
Fire Marshal	9	108%	108%	107%
Lieutenant/AEMT	9	107%	105%	104%
<b>Information Technology</b>				
Director of Information Technology	12	103%	88%	75%
Network Administrator Lv 3	10	128%	111%	98%
<b>Inspection</b>				
Building Inspector	13	114%	103%	93%
Building Official	9	102%	86%	82%
Electrical Inspector	8	102%	98%	94%
Ordinance Officer	11	92%	85%	79%
<b>Maintenance</b>				
Building Crew Leader	8	113%	101%	90%
Building Maintenance Technician	15	123%	111%	100%
Fleet/Facility Manager	9	100%	88%	78%
Grounds Foreman	8	135%	121%	109%

**Table 36**  
**Bloomfield Base Pay Range Market Position by Job Family**

Benchmark Title	Count of Matches	Pay Range as a % of Market Average		
		Minimum	Midpoint	Maximum
Master Mechanic	12	118%	106%	95%
<b>Planning</b>				
Deputy Director of Planning, Building & Ordinance	4	Insufficient Data		
Director of Planning, Building & Ordinance	10	131%	117%	105%
<b>Police</b>				
Detective	6	119%	111%	103%
Lieutenant	11	108%	106%	103%
Patrol	11	97%	102%	106%
Police Captain	5	111%	110%	109%
Police Chief	11	123%	112%	103%
Records Clerk	10	93%	101%	103%
Sergeant	11	112%	109%	106%
<b>Roads</b>				
Director of Public Works	11	124%	108%	97%
Operator I	9	116%	100%	90%
Operator II	8	117%	104%	92%
Public Works Superintendent	5	118%	105%	95%
Road Crew Leader	4	Insufficient Data		
Road Foreman	6	121%	108%	97%
<b>Senior Services</b>				
Adult Day Services Program Assistant	2	Insufficient Data		
Bus Driver	9	86%	77%	69%
Director of Senior Services	6	134%	104%	86%
Fitness Coordinator	3	Insufficient Data		
Nutrition Coordinator	5	95%	83%	72%
Recreation Coordinator	8	103%	88%	75%
<b>Telecommunications</b>				
Communications Supervisor	4	Insufficient Data		



**Table 36**  
**Bloomfield Base Pay Range Market Position by Job Family**

Benchmark Title	Count of Matches	Pay Range as a % of Market Average		
		Minimum	Midpoint	Maximum
Communications Technician	7	124%	108%	95%
<b>Treasury</b>				
Deputy Treasurer	10	111%	97%	86%
Treasurer's Assistant	10	89%	93%	97%
<b>Water &amp; Sewer</b>				
Manager of Public Works	7	117%	103%	92%
Water & Sewer Foreman	9	119%	108%	97%
Water Maintenance I	8	109%	106%	103%
Water Maintenance II	8	104%	103%	101%

## Job Family Competitiveness

Findings for each job family are show in **Table 37**.

**Table 37**  
**Competitiveness by Job Family**

Job Family	# of Benchmark Job Titles in Family with Sufficient Data	Bloomfield Pay Rates as a % of Market Average		
		Minimum	Midpoint	Maximum
Accounting	4	107%	90%	75%
Administrative	9	104%	94%	86%
Assessment	2	122%	109%	99%
Communications/External Affairs	5	96%	81%	69%
Emergency Communications	1	92%	100%	106%
Engineering & Environmental Services	2	107%	89%	75%
Fire	7	113%	110%	106%
Information Technology	2	113%	97%	83%
Inspection	4	103%	92%	87%
Maintenance	5	116%	104%	93%
Planning	1	131%	117%	105%
Police	7	112%	108%	105%
Roads	5	120%	106%	95%
Senior Services	4	111%	92%	79%

**Table 37  
Competitiveness by Job Family**

Job Family	# of Benchmark Job Titles in Family with Sufficient Data	Bloomfield Pay Rates as a % of Market Average		
		Minimum	Midpoint	Maximum
Telecommunications	1	124%	108%	95%
Treasury	2	103%	96%	90%
Water & Sewer	4	114%	105%	97%

## Compensation Practices

Tables 1a through 1f in Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables detail characteristics of peer employers’ compensation practices.

### Pay Schedule Design

As shown in Table 1a, eleven (11) peers indicated that they use a grade and step structure, four (4) peers indicated using open range structure, and two (2) peers indicate that they use no range/flat rates. Four (4) peers reported using multiple pay schedule designs. Bloomfield uses grade and step, open ranges, and flat rates.

### Base Pay Increases from FY2019-21

For the period of FY2019 through FY2021, peers reported base pay increase rates of 2.00-3.00%, with a FY2019 average of 2.20%, FY2020 average of 2.31%, and FY2021 average of 2.40%. Several peers indicated that the FY21 rates were not yet known. Bloomfield reported a 2.0% increase in each year. Details are shown in Table 1b.

### Pay Schedule Adjustments

As shown in Table 1c, seven (7) peers reported using market data to adjust pay schedules; six (6) peers reported using the budget process; and eleven (11) peers reported using the collective bargaining process to make pay schedule adjustments. Bloomfield reported using all three methods.

### Pay Increase Guarantees

As shown in Table 1d, five (5) peers reported providing minimum guaranteed pay increases for promotions; five (5) peers reported a vacancy requirement for promotions to occur; and four (4) peers reported providing a minimum guaranteed pay increase for a reclassification to a higher grade. Bloomfield provides a minimum guaranteed pay increase for a promotion and requires a vacancy for a promotion to occur.

## Automatic Pay Increase upon Achievement of Milestones

**Table 1e** shows that three (3) peers provide an automatic pay increase for achievement of certain milestones. Bloomfield does not provide an automatic increase.

## Hiring Rates

Eight (8) peers reported allowing new employees to be brought in at a salary greater than the pay range minimum, as did Bloomfield. **Table 1f** shows additional details.

## Supplemental Pay

**Tables 2a through 2g in Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables** detail supplemental pay offerings provided by Bloomfield and the peer employers.

## Commuter Benefits

Neither Bloomfield nor any of the peers reported offering commuter benefits, as shown in **Table 2a**.

## Bilingual Pay

Neither Bloomfield nor any of the peers reported offering a bilingual pay supplement, as shown in **Table 2b**.

## Tuition Assistance

Eleven (11) peers reported offering tuition assistance. Bloomfield also reported offering tuition assistance. Additional details are shown in **Table 2c**.

## Wellness Initiative

Three (3) peers reported offering a wellness initiative, which Bloomfield also offers. **Table 2d** shows more information.

## Automobile Stipend

Three (3) peers reported offering an automobile stipend, as shown in **Table 2e**. Bloomfield also reported offering an automobile stipend.

## Professional Membership Fees

Seven (7) peers reported offering reimbursement/payment of professional membership fees. Bloomfield also offers this payment, as shown in **Table 2f**.

## Longevity

As shown in **Table 2g**, seven (7) peers reported offering some form of longevity payment. Bloomfield also offers longevity payments. None of the Longevity plans are open to new employees, including Bloomfield which ended the program in 2011.

## Non-Monetary Perquisites

**Tables 3a through Table 3d in Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables** show the non-monetary perquisites provided by peer employers and Bloomfield. **Table 29** below summarizes the findings of non-monetary perquisites.

**Table 38**  
**Summary of Non-Monetary Perquisites**

Non-Monetary Perquisite	# of Peers Offering	Offered by Bloomfield
Flexible Work Schedule	8	No
Remote Work	5	No
Compressed Workweek	3	Yes
Organization-Provided Automobile	7	Yes

## Paid Leave

Segal collected market information on paid leave programs for employees, which included:

- Accrual and Cash-out of Vacation (Traditional)
- Accrual and Cash-out of Paid Time Off
- Accrual and Cash-out of Sick Leave
- Holidays
- Personal Days/Floating Days

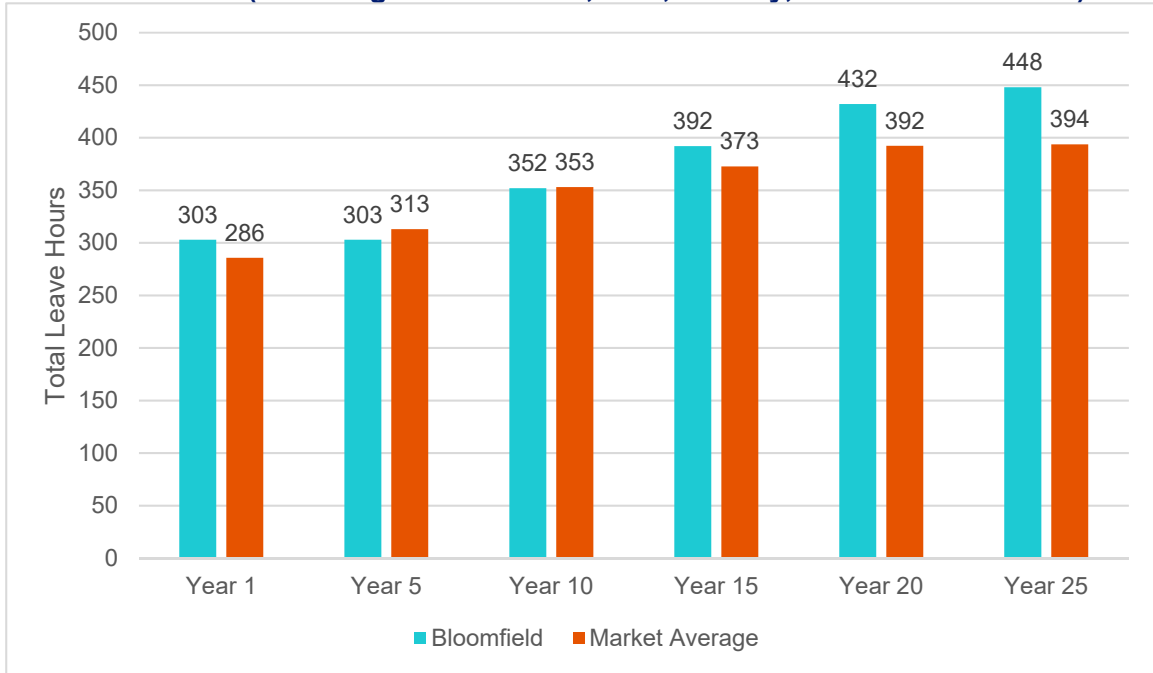
Please note that hourly amounts were collected.

**Tables 4a through 4i in Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables** provide additional details.

## Total Leave

As illustrated in **Figure 7**, Bloomfield's total leave offerings (which include vacation/PTO, sick leave, holiday leave, and personal leave) are consistent with the market average throughout a 25-year career. Additional details relating to total leave are shown in **Table 4a**.

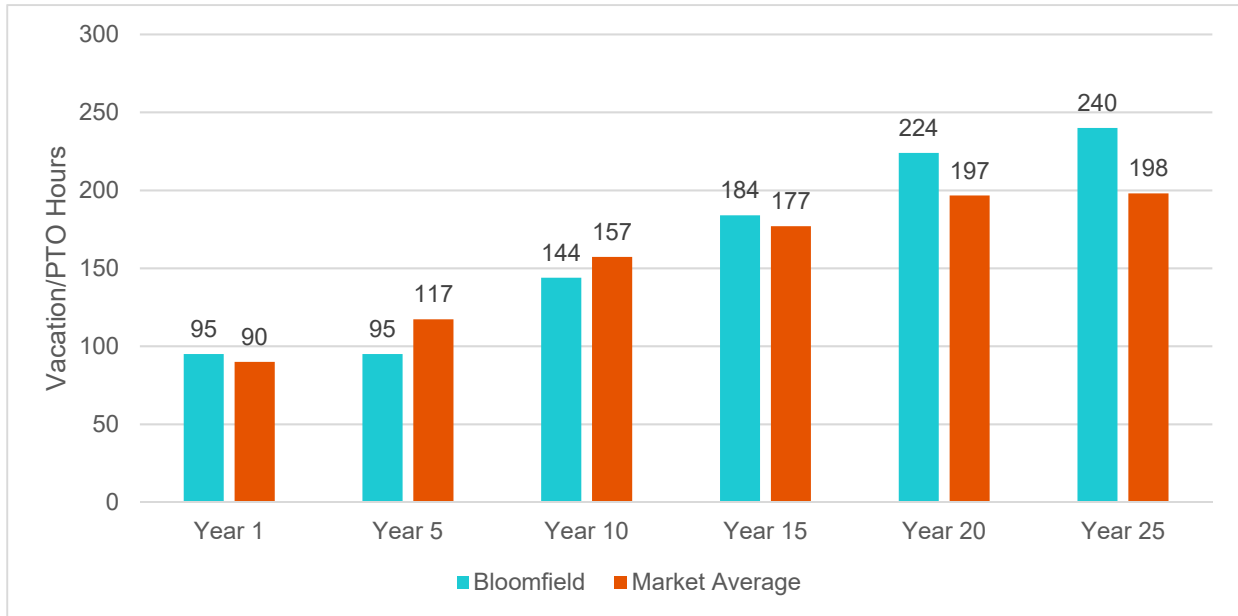
**Figure 7**  
**Total Leave (including Vacation/PTO, Sick, Holiday, and Personal Leave)**



## Vacation/PTO

**Table 4a** shows the annual paid time off, while **Table 4b** show the annual traditional vacation accrual for each year of service from 1-25 years. **Figure 8** shows more information.

**Figure 8**  
**Vacation/PTO**



- As shown in **Table 4d**, all peers reported allowing carryover of vacation/PTO, which Bloomfield also allows. Ten (10) peers reported allowing vacation cash-out.

- Bloomfield also allows vacation cash-out at termination and retirement. Additional details on vacation cash-out are shown in **Table 4e**.

## Sick Leave

- **Table 4f** shows data on sick leave accrual. Of the nine (9) peers offering sick leave, the annual amount offered varies from 52 to 120 hours. Bloomfield offers 104 hours of sick leave per year.
- **Tables 4g** shows data on sick leave carryover. Seven (7) peers reported allowing carryover of sick leave, which Bloomfield also allows.
- **Table 4h** shows sick leave cash-out data at year-end, termination, and retirement. Eight (8) peers reported offering cash-out options for sick leave.

## Other Leave

**Table 4i** shows data relating to holidays and personal leave/floating holidays. Peers varied in their holiday offering from 80 to 120 hours, and varied in the personal leave offering from 0 hours to 104 hours. Bloomfield offers 70 hours in holiday leave and 34 hours in personal leave.

## Health Benefits

Segal collected data on the prevalence and cost on health benefits offered by peers, which can be found in **Tables 5a through 5n** in **Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables**. Segal did not collect information on plan design differences (e.g. deductibles, co-pays, co-insurance, and out of pocket limits).

**It should be noted that this study did not include health benefits plan design, while the cost to the employees is minimal, there could be other fees structured in the plan that may increase the employees plan significantly.**

## Health Plan Types

**Table 5a** shows the various plan types offered by Bloomfield and the peer employers. Eleven (11) peers offer a PPO, six (6) peers offer an HMO, and five (5) peers offer an HDHP plan. Four (4) peers reported employer contributions to employee health savings/reimbursement accounts. Six (6) peers reported offering multiple health plan types. Bloomfield offers an HDHP plan and an HRA contribution.

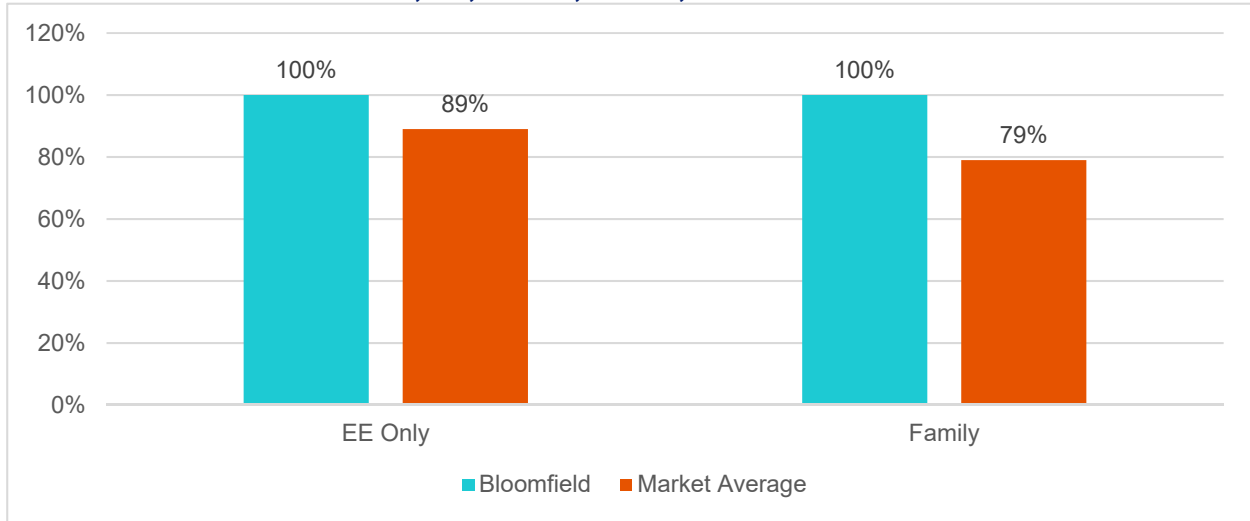
## Medical, Rx, Dental, Vision Premiums

**Table 5b through 5n** show data relating to benefit premiums and cost sharing arrangements for medical, prescription, dental, and vision plans.

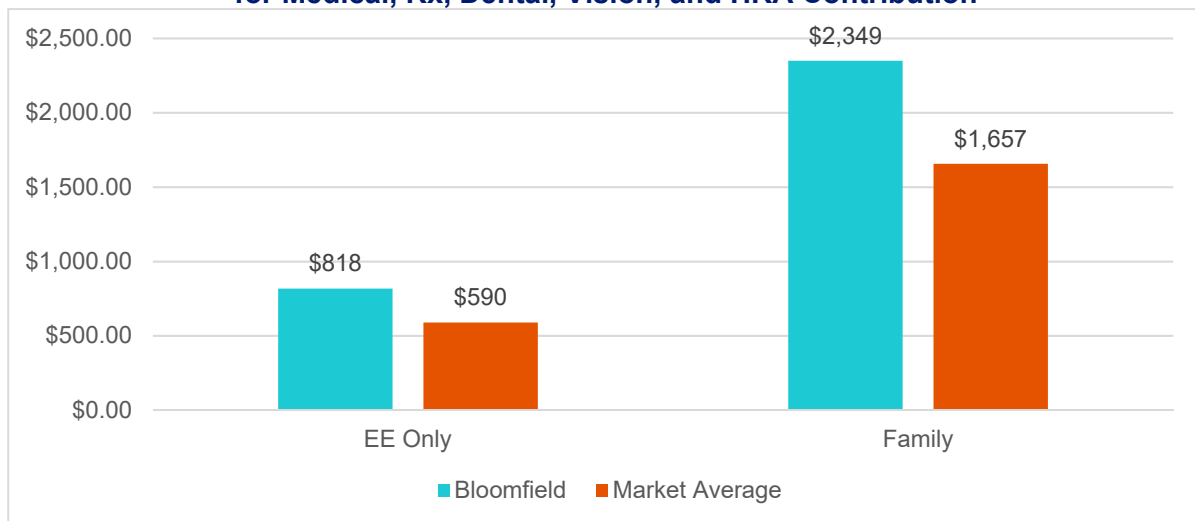
# Total Health Benefit Cost

To arrive at a total health benefit cost, Segal calculated a weighted average medical cost based on enrollment in each tier of the HDHP plan. Segal averaged the plan costs for PPO, HMO, and HDHP, along with HRA, among the peers as applicable at each tier to develop the market average weighted total health benefit cost. Bloomfield's cost sharing percent<sup>18</sup> is greater than the market average at both tiers of coverage, as shown in **Figure 9** and **Figure 10**.

**Figure 9**  
**Average Employer Premium Cost Sharing**  
**for Medical, Rx, Dental, Vision, and HRA Contribution**



**Figure 10**  
**Average Employer Premium Cost**  
**for Medical, Rx, Dental, Vision, and HRA Contribution**



<sup>18</sup> For 2021, Employee contributions will increase to \$54.16 per month for Single Coverage and \$108.33 per month for Family coverage.

## Additional Benefits

Tables 6a through 6e in Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables show data relating to basic and supplementary life insurance, long- and short-term disability, retiree health benefits, and Michigan Public Act 152.

- Short-Term Disability findings are shown in **Table 6a**
- Long-Term Disability findings are shown in **Table 6b**
- Basic Life Insurance Cost Sharing findings are shown in **Table 6c**
- Supplementary Life Insurance Cost Sharing findings are shown in **Table 6d**
- Retiree Health Findings are shown in **Table 6e**
- Michigan Public Act 152 findings are shown in **Table 6f**

## Retirement Benefits

Tables 7a through 7d in Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables show data relating to retirement contributions.

Bloomfield’s employer retirement contributions for General Employees are slightly below the market average, as shown in **Table 39** and above market for some sworn Public Safety positions, as shown in **Table 40**. The overall contribution rate is the sum of employer contributions to Defined Benefit, Defined Contribution, Deferred Compensation, and Social Security.

**Table 39**  
**Employer Retirement Contributions (as a % of pay)**  
**General Employees**

	Bloomfield	Market Average
Annual Employer Retirement Contributions	10.00%	10.63%
Social Security Contributions	7.65%	7.65%
<b>Total Employer Retirement Contributions</b>	<b>17.65%</b>	<b>18.28%</b>

**Note:** Most peers have a closed defined benefit plan that is not open to new employees. Data above relates contributions to defined contribution, deferred compensation plans and Social Security contributions.

**Table 40**  
**Employer Retirement Contributions (as a % of pay)**  
**Public Safety<sup>19</sup>**

	Bloomfield	Market Average
Annual Employer Retirement Contributions	14.00%	12.29%
Social Security Contributions	7.65%	7.65%
<b>Total Employer Retirement Contributions</b>	<b>21.65%</b>	<b>19.94%</b>

<sup>19</sup> Public Safety retirement is offered to the following Bloomfield job titles: Firefighter/EMT, Fire Lieutenant, Fire Captain, EMS Coordinator, Fire Marshal, Patrol Officer, Police Detective, School Liaison Officer, School Security Officer, Police Sergeant, and Police Lieutenant. All other Public Safety job titles receive the general employee’s retirement contribution rate.



As shown in **Table 41**, Bloomfield does not require General Employees to contribute to their retirement benefits, while the peers require an average of 3.56%. In terms of Public Safety retirement contributions, Bloomfield does require an employee contribution, which is lower than the peers' requirement.

**Table 41**  
**Mandatory Employee Retirement Contributions (as a % of pay)**

	Bloomfield	Market Average
<b>Mandatory Employee Retirement Contributions (General)</b>	0.00%	3.56%
<b>Mandatory Employee Retirement Contributions (Public Safety)</b>	3.50%	4.50%

## Social Security Contribution

All respondents indicated that they contribute to social security, as did Bloomfield, as shown in **Table 7b** in **Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables**.

## Retirement Contribution Plans

All peers reported offering a defined contribution plan when comparing General Employees, with contributions varying from 8% to 14%, while Bloomfield's contribution is 10% of base pay. For Public Safety jobs, four (4) peers reported a defined benefit plan, the other eight (8) contribute to a defined contribution. Employer contributions for Public Safety positions ranges from 6.50% to 14.65%/ Mandatory employee contributions for General Employees varied from 0% to 5% and Public Safety mandatory employee contributions varied from 0% to 6.50%. Additional data is shown in **Table 7c** in **Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables**.

## Deferred Compensation Plans

Only two (2) peers reported making a contribution to the 457 plan, with one peer reporting a 2% contribution and one (1) peer reporting a flat amount. Bloomfield does not contribute to the 457 plan. Details are shown in **Table 7d** in **Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables**.

## Net Employee Compensation

A measure of the competitiveness of direct compensation takes into consideration how much an employee has deducted from their pay to cover part of the cost of benefits. This measure is important because Bloomfield employee's contribution<sup>20</sup> is negligible where peer employers require significant contributions to benefits. Details are shown in **Table 42**.

<sup>20</sup> For 2021, Employee contributions will increase to \$54.16 per month for Single Coverage and \$108.33 per month for Family coverage.

**Table 42**  
**Overall Net Employee Compensation**  
**General Employees**

	Midpoint (Average)	Employee Contribution - Weighted Health Benefits	Employee Contribution - Retirement Benefits	Net Employee Compensation
Bloomfield	\$71,644	\$182	\$0	\$71,462
Market Average	\$72,736	\$4,395	\$2,589	\$65,752
<b>Bloomfield as a % of Market Average</b>	<b>98%</b>	<b>4%</b>	<b>0%</b>	<b>109%</b>

In regards to Public Safety, while the Bloomfield employees in those job titles currently pay into their retirement plan, the low cost of health benefits continues to increase Bloomfield's net employee compensation when compared to the market. Details are shown in **Table 43**.

**Table 43**  
**Overall Net Employee Compensation**  
**Public Safety<sup>21</sup>**

	Midpoint (Average)	Employee Contribution - Weighted Health Benefits	Employee Contribution - Retirement Benefits	Net Employee Compensation
Bloomfield	\$84,931	\$182	\$2,973	\$81,777
Market Average	\$79,457	\$4,395	\$3,576	\$71,486
<b>Bloomfield as a % of Market Average</b>	<b>107%</b>	<b>4%</b>	<b>83%</b>	<b>114%</b>

When taking into consideration employee contributions to benefits, Bloomfield's market position is significantly improved. Further details are shown in **Table 44** and **Table 45**.

**Table 44**  
**Net Employee Compensation by Benchmark Title**  
**General Employees**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensation
<b>Accounting</b>				
<b>Accountant</b>				
Bloomfield	\$61,939	\$182	\$0	\$62,731
Market Average	\$62,913	\$4,395	\$2,205	\$55,339
<b>Bloomfield as % of Market Average</b>	<b>98%</b>	<b>4%</b>	<b>0%</b>	<b>113%</b>
<b>Accounting Clerk</b>				
Bloomfield	\$47,320	\$182	\$0	\$47,138
Market Average	\$48,412	\$4,395	\$1,723	\$42,293
<b>Bloomfield as % of Market Average</b>	<b>98%</b>	<b>4%</b>	<b>0%</b>	<b>111%</b>

<sup>21</sup> Public Safety is broken out by the positions that pay into their Defined Contribution at a rate of 3.50% and the market is represented by the peers' similarly situated positions and retirement contribution rates.

**Table 44**  
**Net Employee Compensation by Benchmark Title**  
**General Employees**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensatio n
<b>Finance Director</b>				
Bloomfield	\$119,427	\$182	\$0	\$119,245
Market Average	\$149,947	\$4,395	\$5,338	\$140,214
<b>Bloomfield as % of Market Average</b>	<b>80%</b>	<b>4%</b>	<b>0%</b>	<b>85%</b>
<b>HR and Benefits Administrator</b>				
Bloomfield	\$67,626	\$182	\$0	\$67,444
Market Average	\$69,580	\$4,395	\$2,477	\$62,708
<b>Bloomfield as % of Market Average</b>	<b>97%</b>	<b>4%</b>	<b>0%</b>	<b>108%</b>
<b>Administrative</b>				
<b>Administrative Assistant/Secretary to Township Clerk</b>				
Bloomfield	\$61,178	\$182	\$0	\$60,996
Market Average	\$62,436	\$4,395	\$2,223	\$55,818
<b>Bloomfield as % of Market Average</b>	<b>98%</b>	<b>4%</b>	<b>0%</b>	<b>109%</b>
<b>Administrative Assistant/Secretary to Township Supervisor</b>				
Bloomfield	\$61,178	\$182	\$0	\$60,996
Market Average	\$64,580	\$4,395	\$2,299	\$57,886
<b>Bloomfield as % of Market Average</b>	<b>95%</b>	<b>4%</b>	<b>0%</b>	<b>105%</b>
<b>Clerk (Planning, Building &amp; Ordinance)</b>				
Bloomfield	\$40,848	\$182	\$0	\$40,666
Market Average	\$44,774	\$4,395	\$1,594	\$38,785
<b>Bloomfield as % of Market Average</b>	<b>91%</b>	<b>4%</b>	<b>0%</b>	<b>105%</b>
<b>Clerk's Assistant</b>				
Bloomfield	\$39,835	\$182	\$0	\$39,653
Market Average	\$39,544	\$4,395	\$1,408	\$33,741
<b>Bloomfield as % of Market Average</b>	<b>101%</b>	<b>4%</b>	<b>0%</b>	<b>118%</b>
<b>Department Administrative Assistant</b>				
Bloomfield	\$49,413	\$182	\$0	\$49,230
Market Average	\$50,054	\$4,395	\$1,782	\$43,877
<b>Bloomfield as % of Market Average</b>	<b>99%</b>	<b>4%</b>	<b>0%</b>	<b>112%</b>
<b>Deputy Clerk</b>				
Bloomfield	\$76,652	\$182	\$0	\$76,470
Market Average	\$68,978	\$4,395	\$2,456	\$62,127
<b>Bloomfield as % of Market Average</b>	<b>111%</b>	<b>4%</b>	<b>0%</b>	<b>123%</b>
<b>Office Assistant</b>				
Bloomfield	\$24,886	\$182	\$0	\$24,704
Market Average	\$34,250	\$4,395	\$1,219	\$28,635
<b>Bloomfield as % of Market Average</b>	<b>73%</b>	<b>4%</b>	<b>0%</b>	<b>86%</b>

**Table 44**  
**Net Employee Compensation by Benchmark Title**  
**General Employees**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensatio n
<b>Office Manager</b>				
Bloomfield	\$51,084	\$182	\$0	\$50,902
Market Average	\$64,977	\$4,395	\$2,313	\$58,269
<b>Bloomfield as % of Market Average</b>	<b>79%</b>	<b>4%</b>	<b>0%</b>	<b>87%</b>
<b>Secretary</b>				
Bloomfield	\$40,848	\$182	\$0	\$40,666
Market Average	\$42,961	\$4,395	\$1,529	\$37,036
<b>Bloomfield as % of Market Average</b>	<b>95%</b>	<b>4%</b>	<b>0%</b>	<b>110%</b>
<b>Assessment</b>				
<b>Assessor - MMAO</b>				
Bloomfield	\$119,427	\$182	\$0	\$119,245
Market Average	\$102,825	\$4,395	\$3,661	\$94,769
<b>Bloomfield as % of Market Average</b>	<b>116%</b>	<b>4%</b>	<b>0%</b>	<b>126%</b>
<b>Property Appraiser - MAAO</b>				
Bloomfield	\$68,734	\$182	\$0	\$68,552
Market Average	\$70,020	\$4,395	\$2,493	\$63,132
<b>Bloomfield as % of Market Average</b>	<b>98%</b>	<b>4%</b>	<b>0%</b>	<b>109%</b>
<b>Communications/External Affairs</b>				
<b>Cable Worker</b>				
Bloomfield	\$28,800	\$182	\$0	\$28,618
Market Average	\$40,230	\$4,395	\$1,432	\$34,403
<b>Bloomfield as % of Market Average</b>	<b>72%</b>	<b>4%</b>	<b>0%</b>	<b>83%</b>
<b>Director of Cable &amp; Community Relations</b>				
Bloomfield	\$98,710	\$182	\$0	\$98,528
Market Average	\$115,612	\$4,395	\$4,116	\$107,101
<b>Bloomfield as % of Market Average</b>	<b>85%</b>	<b>4%</b>	<b>0%</b>	<b>92%</b>
<b>Operations Manager</b>				
Bloomfield	\$70,273	\$182	\$0	\$70,090
Market Average	\$77,953	\$4,395	\$2,775	\$70,783
<b>Bloomfield as % of Market Average</b>	<b>90%</b>	<b>4%</b>	<b>0%</b>	<b>99%</b>
<b>Producer/Editor</b>				
Bloomfield	\$31,200	\$182	\$0	\$31,018
Market Average	\$53,078	\$4,395	\$1,890	\$46,793
<b>Bloomfield as % of Market Average</b>	<b>59%</b>	<b>4%</b>	<b>0%</b>	<b>66%</b>
<b>Studio Coordinator</b>				
Bloomfield	\$58,560	\$182	\$0	\$58,378
Market Average		Insufficient Data		
<b>Bloomfield as % of Market Average</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**Table 44**  
**Net Employee Compensation by Benchmark Title**  
**General Employees**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensatio n
<b>Website Manager</b>				
Bloomfield	\$59,156	\$182	\$0	\$58,974
Market Average	\$68,802	\$4,395	\$2,449	\$61,957
<b>Bloomfield as % of Market Average</b>	<b>86%</b>	<b>4%</b>	<b>0%</b>	<b>95%</b>
<b>Emergency Communications</b>				
<b>Dispatcher</b>				
Bloomfield	\$48,921	\$182	\$0	\$48,739
Market Average	\$48,940	\$4,395	\$1,742	\$42,803
<b>Bloomfield as % of Market Average</b>	<b>100%</b>	<b>4%</b>	<b>0%</b>	<b>114%</b>
<b>Engineering &amp; Environmental Services</b>				
<b>Asset Management Coordinator</b>				
Bloomfield	\$78,732	\$182	\$0	\$78,550
Market Average	Insufficient Data			
<b>Bloomfield as % of Market Average</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Director of Engineering and Environmental Services</b>				
Bloomfield	\$119,427	\$182	\$0	\$119,245
Market Average	\$136,743	\$4,395	\$4,868	\$127,480
<b>Bloomfield as % of Market Average</b>	<b>87%</b>	<b>4%</b>	<b>0%</b>	<b>94%</b>
<b>Engineer</b>				
Bloomfield	\$75,000	\$182	\$0	\$74,818
Market Average	\$80,798	\$4,395	\$2,876	\$73,526
<b>Bloomfield as % of Market Average</b>	<b>93%</b>	<b>4%</b>	<b>0%</b>	<b>102%</b>
<b>Fire</b>				
<b>Assistant Fire Chief</b>				
Bloomfield	\$109,125	\$182	\$0	\$108,943
Market Average	\$100,095	\$4,395	\$3,563	\$92,136
<b>Bloomfield as % of Market Average</b>	<b>109%</b>	<b>4%</b>	<b>0%</b>	<b>118%</b>
<b>Fire Chief</b>				
Bloomfield	\$131,004	\$182	\$0	\$130,822
Market Average	\$109,094	\$4,395	\$3,884	\$100,815
<b>Bloomfield as % of Market Average</b>	<b>120%</b>	<b>4%</b>	<b>0%</b>	<b>130%</b>
<b>Information Technology</b>				
<b>Director of Information Technology</b>				
Bloomfield	\$119,427	\$182	\$0	\$119,245
Market Average	\$136,445	\$4,395	\$4,857	\$127,192
<b>Bloomfield as % of Market Average</b>	<b>88%</b>	<b>4%</b>	<b>0%</b>	<b>94%</b>

**Table 44**  
**Net Employee Compensation by Benchmark Title**  
**General Employees**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensatio n
<b>Network Administrator Lv 3</b>				
Bloomfield	\$96,722	\$182	\$0	\$96,540
Market Average	\$86,850	\$4,395	\$3,092	\$79,363
<b>Bloomfield as % of Market Average</b>	<b>111%</b>	<b>4%</b>	<b>0%</b>	<b>122%</b>
<b>Inspection</b>				
<b>Building Inspector</b>				
Bloomfield	\$65,692	\$182	\$0	\$65,510
Market Average	\$63,772	\$4,395	\$2,270	\$57,107
<b>Bloomfield as % of Market Average</b>	<b>103%</b>	<b>4%</b>	<b>0%</b>	<b>115%</b>
<b>Building Official</b>				
Bloomfield	\$77,921	\$182	\$0	\$77,739
Market Average	\$90,637	\$4,395	\$3,227	\$83,015
<b>Bloomfield as % of Market Average</b>	<b>86%</b>	<b>4%</b>	<b>0%</b>	<b>94%</b>
<b>Electrical Inspector</b>				
Bloomfield	\$65,692	\$182	\$0	\$65,510
Market Average	\$67,239	\$4,395	\$2,394	\$60,450
<b>Bloomfield as % of Market Average</b>	<b>98%</b>	<b>4%</b>	<b>0%</b>	<b>108%</b>
<b>Ordinance Officer</b>				
Bloomfield	\$48,402	\$182	\$0	\$48,220
Market Average	\$57,019	\$4,395	\$2,030	\$50,594
<b>Bloomfield as % of Market Average</b>	<b>85%</b>	<b>4%</b>	<b>0%</b>	<b>95%</b>
<b>Maintenance</b>				
<b>Building Crew Leader</b>				
Bloomfield	\$67,851	\$182	\$0	\$67,669
Market Average	\$67,251	\$4,395	\$2,394	\$60,462
<b>Bloomfield as % of Market Average</b>	<b>101%</b>	<b>4%</b>	<b>0%</b>	<b>112%</b>
<b>Building Maintenance Technician</b>				
Bloomfield	\$62,205	\$182	\$0	\$62,023
Market Average	\$56,113	\$4,395	\$1,998	\$49,720
<b>Bloomfield as % of Market Average</b>	<b>111%</b>	<b>4%</b>	<b>0%</b>	<b>125%</b>
<b>Fleet/Facility Manager</b>				
Bloomfield	\$78,064	\$182	\$0	\$77,882
Market Average	\$88,885	\$4,395	\$3,164	\$81,325
<b>Bloomfield as % of Market Average</b>	<b>88%</b>	<b>4%</b>	<b>0%</b>	<b>96%</b>
<b>Grounds Foreman</b>				
Bloomfield	\$78,064	\$182	\$0	\$77,882
Market Average	\$64,620	\$4,395	\$2,300	\$57,924
<b>Bloomfield as % of Market Average</b>	<b>121%</b>	<b>4%</b>	<b>0%</b>	<b>134%</b>

**Table 44**  
**Net Employee Compensation by Benchmark Title**  
**General Employees**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensatio n
<b>Master Mechanic</b>				
Bloomfield	\$66,908	\$182	\$0	\$66,726
Market Average	\$62,967	\$4,395	\$2,242	\$56,330
<b>Bloomfield as % of Market Average</b>	<b>106%</b>	<b>4%</b>	<b>0%</b>	<b>118%</b>
<b>Planning</b>				
<b>Deputy Director of Planning, Building &amp; Ordinance</b>				
Bloomfield	\$76,652	\$182	\$0	\$76,470
Market Average	Insufficient Data			
<b>Bloomfield as % of Market Average</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Director of Planning, Building &amp; Ordinance</b>				
Bloomfield	\$119,427	\$182	\$0	\$119,245
Market Average	\$102,397	\$4,395	\$3,645	\$94,356
<b>Bloomfield as % of Market Average</b>	<b>117%</b>	<b>4%</b>	<b>0%</b>	<b>126%</b>
<b>Police</b>				
<b>Police Captain</b>				
Bloomfield	\$113,039	\$182	\$0	\$112,856
Market Average	\$102,757	\$4,395	\$3,658	\$94,704
<b>Bloomfield as % of Market Average</b>	<b>110%</b>	<b>4%</b>	<b>0%</b>	<b>119%</b>
<b>Police Chief</b>				
Bloomfield	\$131,004	\$182	\$0	\$130,822
Market Average	\$116,726	\$4,395	\$4,155	\$108,175
<b>Bloomfield as % of Market Average</b>	<b>112%</b>	<b>4%</b>	<b>0%</b>	<b>121%</b>
<b>Records Clerk</b>				
Bloomfield	\$40,075	\$182	\$0	\$39,893
Market Average	\$39,867	\$4,395	\$1,419	\$34,053
<b>Bloomfield as % of Market Average</b>	<b>101%</b>	<b>4%</b>	<b>0%</b>	<b>117%</b>
<b>Roads</b>				
<b>Director of Public Works</b>				
Bloomfield	\$119,427	\$182	\$0	\$119,245
Market Average	\$110,079	\$4,395	\$3,919	\$101,765
<b>Bloomfield as % of Market Average</b>	<b>108%</b>	<b>4%</b>	<b>0%</b>	<b>117%</b>
<b>Operator I</b>				
Bloomfield	\$62,205	\$182	\$0	\$62,023
Market Average	\$62,282	\$4,395	\$2,217	\$55,670
<b>Bloomfield as % of Market Average</b>	<b>100%</b>	<b>4%</b>	<b>0%</b>	<b>111%</b>
<b>Operator II</b>				
Bloomfield	\$55,864	\$182	\$0	\$55,682
Market Average	\$53,841	\$4,395	\$1,917	\$47,529
<b>Bloomfield as % of Market Average</b>	<b>104%</b>	<b>4%</b>	<b>0%</b>	<b>117%</b>

**Table 44**  
**Net Employee Compensation by Benchmark Title**  
**General Employees**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensatio n
<b>Public Works Superintendent</b>				
Bloomfield	\$92,699	\$182	\$0	\$92,517
Market Average	\$88,027	\$4,395	\$3,134	\$80,498
<b>Bloomfield as % of Market Average</b>	<b>105%</b>	<b>4%</b>	<b>0%</b>	<b>115%</b>
<b>Road Crew Leader</b>				
Bloomfield	\$67,851	\$182	\$0	\$67,669
Market Average	Insufficient Data			
<b>Bloomfield as % of Market Average</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Road Foreman</b>				
Bloomfield	\$78,064	\$182	\$0	\$77,882
Market Average	\$72,266	\$4,395	\$2,573	\$65,298
<b>Bloomfield as % of Market Average</b>	<b>108%</b>	<b>4%</b>	<b>0%</b>	<b>119%</b>
<b>Senior Services</b>				
<b>Adult Day Services Program Assistant</b>				
Bloomfield	\$24,960	\$182	\$0	\$24,778
Market Average	Insufficient Data			
<b>Bloomfield as % of Market Average</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bus Driver</b>				
Bloomfield	\$24,960	\$182	\$0	\$24,778
Market Average	\$32,626	\$4,395	\$1,161	\$27,069
<b>Bloomfield as % of Market Average</b>	<b>77%</b>	<b>4%</b>	<b>0%</b>	<b>92%</b>
<b>Director of Senior Services</b>				
Bloomfield	\$101,355	\$182	\$0	\$101,173
Market Average	\$97,007	\$4,395	\$3,453	\$89,158
<b>Bloomfield as % of Market Average</b>	<b>104%</b>	<b>4%</b>	<b>0%</b>	<b>113%</b>
<b>Fitness Coordinator</b>				
Bloomfield	\$47,895	\$182	\$0	\$47,713
Market Average	Insufficient Data			
<b>Bloomfield as % of Market Average</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Nutrition Coordinator</b>				
Bloomfield	\$37,440	\$182	\$0	\$37,258
Market Average	\$45,346	\$4,395	\$1,614	\$39,336
<b>Bloomfield as % of Market Average</b>	<b>83%</b>	<b>4%</b>	<b>0%</b>	<b>95%</b>
<b>Recreation Coordinator</b>				
Bloomfield	\$42,640	\$182	\$0	\$42,458
Market Average	\$48,405	\$4,395	\$1,723	\$42,287
<b>Bloomfield as % of Market Average</b>	<b>88%</b>	<b>4%</b>	<b>0%</b>	<b>100%</b>



**Table 44**  
**Net Employee Compensation by Benchmark Title**  
**General Employees**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensatio n
<b>Telecommunications</b>				
<b>Communications Supervisor</b>				
Bloomfield	\$81,422	\$182	\$0	\$81,240
Market Average	Insufficient Data			
<b>Bloomfield as % of Market Average</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Communications Technician</b>				
Bloomfield	\$66,908	\$182	\$0	\$66,726
Market Average	\$61,858	\$4,395	\$2,202	\$55,261
<b>Bloomfield as % of Market Average</b>	<b>108%</b>	<b>4%</b>	<b>0%</b>	<b>121%</b>
<b>Treasurer's Office</b>				
<b>Deputy Treasurer</b>				
Bloomfield	\$76,652	\$182	\$0	\$76,470
Market Average	\$79,153	\$4,395	\$2,818	\$71,940
<b>Bloomfield as % of Market Average</b>	<b>97%</b>	<b>4%</b>	<b>0%</b>	<b>106%</b>
<b>Treasurer's Assistant</b>				
Bloomfield	\$40,848	\$182	\$0	\$40,666
Market Average	\$43,741	\$4,395	\$1,557	\$37,789
<b>Bloomfield as % of Market Average</b>	<b>93%</b>	<b>4%</b>	<b>0%</b>	<b>108%</b>
<b>Water &amp; Sewer</b>				
<b>Manager of Public Works</b>				
Bloomfield	\$92,699	\$182	\$0	\$92,517
Market Average	\$89,939	\$4,395	\$3,202	\$82,342
<b>Bloomfield as % of Market Average</b>	<b>103%</b>	<b>4%</b>	<b>0%</b>	<b>112%</b>
<b>Water &amp; Sewer Foreman</b>				
Bloomfield	\$78,064	\$182	\$0	\$77,882
Market Average	\$72,302	\$4,395	\$2,574	\$65,333
<b>Bloomfield as % of Market Average</b>	<b>108%</b>	<b>4%</b>	<b>0%</b>	<b>119%</b>
<b>Water Maintenance I</b>				
Bloomfield	\$58,617	\$182	\$0	\$58,435
Market Average	\$55,376	\$4,395	\$1,971	\$49,009
<b>Bloomfield as % of Market Average</b>	<b>106%</b>	<b>4%</b>	<b>0%</b>	<b>119%</b>
<b>Water Maintenance II</b>				
Bloomfield	\$51,100	\$182	\$0	\$50,918
Market Average	\$49,817	\$4,395	\$1,773	\$43,648
<b>Bloomfield as % of Market Average</b>	<b>103%</b>	<b>4%</b>	<b>0%</b>	<b>117%</b>

**Table 45**  
**Net Employee Compensation by Benchmark Title**  
**Public Safety**

Benchmark Job Title	Midpoint	EE Cost - Weighted Health Benefits	EE Contribution to Retirement	Net EE Compensatio n
<b>Fire</b>				
<b>Firefighter/AEMT</b>				
Bloomfield	\$62,754	\$182	\$2,196	\$60,375
Market Average	\$63,101	\$4,395	\$2,840	\$55,866
<b>Bloomfield as % of Market Average</b>	<b>99%</b>	<b>4%</b>	<b>77%</b>	<b>108%</b>
<b>Fire Captain</b>				
Bloomfield	\$91,432	\$182	\$3,200	\$88,050
Market Average	\$86,196	\$4,395	\$3,879	\$77,922
<b>Bloomfield as % of Market Average</b>	<b>106%</b>	<b>4%</b>	<b>83%</b>	<b>113%</b>
<b>Fire Captain/EMS Coordinator</b>				
Bloomfield	\$94,538	\$182	\$3,309	\$91,047
Market Average	\$83,258	\$4,395	\$3,747	\$75,116
<b>Bloomfield as % of Market Average</b>	<b>114%</b>	<b>4%</b>	<b>88%</b>	<b>121%</b>
<b>Fire Marshal</b>				
Bloomfield	\$97,453	\$182	\$3,411	\$93,860
Market Average	\$90,478	\$4,395	\$4,072	\$82,011
<b>Bloomfield as % of Market Average</b>	<b>108%</b>	<b>4%</b>	<b>84%</b>	<b>114%</b>
<b>Lieutenant/AEMT</b>				
Bloomfield	\$84,884	\$182	\$2,971	\$81,731
Market Average	\$80,635	\$4,395	\$3,629	\$72,611
<b>Bloomfield as % of Market Average</b>	<b>105%</b>	<b>4%</b>	<b>82%</b>	<b>113%</b>
<b>Police</b>				
<b>Detective</b>				
Bloomfield	\$83,258	\$182	\$2,914	\$80,162
Market Average	\$75,331	\$4,395	\$3,390	\$67,546
<b>Bloomfield as % of Market Average</b>	<b>111%</b>	<b>4%</b>	<b>86%</b>	<b>119%</b>
<b>Lieutenant</b>				
Bloomfield	\$96,363	\$182	\$3,373	\$92,809
Market Average	\$91,276	\$4,395	\$4,107	\$82,773
<b>Bloomfield as % of Market Average</b>	<b>106%</b>	<b>4%</b>	<b>82%</b>	<b>112%</b>
<b>Patrol</b>				
Bloomfield	\$63,281	\$182	\$2,215	\$60,884
Market Average	\$61,744	\$4,395	\$2,778	\$54,570
<b>Bloomfield as % of Market Average</b>	<b>102%</b>	<b>4%</b>	<b>80%</b>	<b>112%</b>
<b>Sergeant</b>				
Bloomfield	\$90,420	\$182	\$3,165	\$87,073
Market Average	\$83,094	\$4,395	\$3,739	\$74,960
<b>Bloomfield as % of Market Average</b>	<b>109%</b>	<b>4%</b>	<b>85%</b>	<b>116%</b>

# Classification Analysis and Job Evaluation

## Background

In addition to the market assessment, Segal also performed a classification analysis for all current job titles within the Township. A classification analysis is a common Human Resources practice to identify where changes to job titles, job series, and/or job duties need to change or be updated. The Township was interested in the classification analysis to have the following outcomes:

- Develop classification structures
- Identify specifications and competencies for each job
- Develop a job evaluation system<sup>22</sup>
- Conduct a comprehensive internal equity evaluation of each job
- Update job descriptions

## Methodology

In order to complete the classification analysis, Segal worked with the Project Team to first develop a Job Description Questionnaire (JDQ). This document is a data collection tool that is completed by employees and reviewed by the Department Heads. The documents were distributed to employees after in person presentations by Segal. The employees were given approximately three (3) weeks to complete and Department Heads were given another two (2) weeks to review.

Of the approximately 300 employees in the Township, 223 JDQs were completed. Many multi-incumbent job titles had one (1) JDQ completed and signed off by the employees. Segal did a full review of all the JDQs returned and began to develop findings around them.

## Findings

### JDQ Review

Through the classification analysis, a total of 117 separate job titles were identified at the beginning of the study and through the classification analysis, 104 were recommended by Segal.

<sup>22</sup> A job evaluation system is not the same as a performance evaluation system. Job evaluation looks at the distinguishing characteristics of each job title.

The following changes were made to the 104 job titles

- 79 titles remained the same
- 15 titles were updated
- 10 new titles were created
- The number of titles per Department are below in **Table 46**, these counts do not include the Elected Officials

**Table 46**  
**Totals Identified by Department**

Department	Count of Job Titles Identified by Segal
Accounting	4
Assessing	3
Cable	6
Clerk's Office	4
Dispatch	1
Fire	9
Information Technology	4
Planning, Building and Ordinance	14
Police	12
Public Works	28
Senior Services	16
Supervisor's Office	1
Treasurer's Office	2
<b>Total</b>	<b>104</b>

## Segal Evaluator™

Another process in the Classification Analysis was an application of the Segal Evaluator (SE) tool. This tool is a point factor system, it is used as a quantified approach to internal equity. The SE tool uses eight (8) factors listed in **Table 47** below:

**Table 47**  
**Segal Evaluator Factors and Measurements**

Compensable Factor	Measurement
<b>Formal Education</b>	Measures the minimum formalized training or education that is required for entry into the position
<b>Experience</b>	Measures the minimum level of work experience required for entry into the position
<b>Management/Supervision</b>	Measures the supervisory or managerial role of the job and the degree of complexity of work performed by those being supervised
<b>Human Collaboration Skills</b>	Measures the job requirements of interaction with others outside direct reporting relationships
<b>Freedom to Act/Impact of Action</b>	Measures the degree of freedom to exercise authority as well as assesses the impact of actions

**Table 47**  
**Segal Evaluator Factors and Measurements**

<b>Compensable Factor</b>	<b>Measurement</b>
<b>Technical Skills</b>	Measures the job difficulty in terms of application of the knowledge required by the job
<b>Fiscal Responsibility and/or Risk Impact</b>	Measures the accountability and participation, if any, as it relates to the fiscal accountability for one's department or assigned area(s) of responsibility
<b>Working Conditions</b>	Measures the surroundings or physical conditions under which the work must be performed

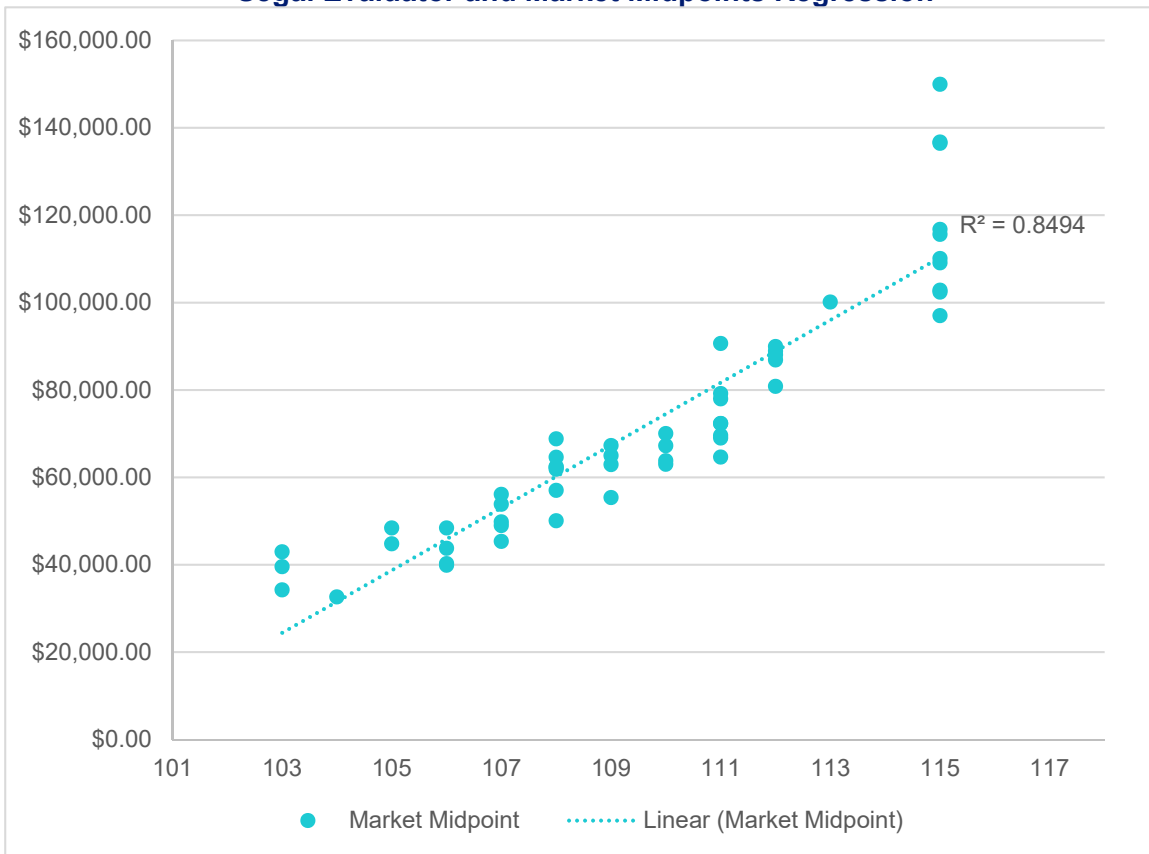
Each of the factors listed above have multiple levels and points associated with those levels. The points are aggregated across all the levels chosen and with that overall points total an SE grade is assigned. An example is below in **Table 48**:

**Table 48**  
**Example of SE Grades and Points**

<b>Proposed Job Title</b>	<b>Department</b>	<b>SE Grade</b>	<b>SE Points</b>
Accounts Payable Clerk	Accounting	106	373
Accountant	Accounting	108	483

Using the placement of SE Grades, the job title can be placed into a salary structure. Unfortunately, no job evaluation system will match market pricing perfectly, so some additional adjustments to the internal equity based SE Grade may need to be adjusted. Without any adjustments to the SE Grade, Segal found the relationship between the Township's SE Grade and market midpoints is approximately 85%, as seen in **Figure 11**, which indicates the placement of the job titles by the SE has a very positive relationship with the trend of market data.

**Figure 11**  
**Segal Evaluator and Market Midpoints Regression**



The final portion of the Classification Analysis is the completion of 104 new job descriptions for Human Resources and Department Heads use in hiring and job postings. The job descriptions will be written based on the JDQ data from the employees.

# Employee Opinion Survey

## Background

The Township Project Team shared with Segal a request to do a brief employee opinion survey regarding the benefits offerings.

## Methodology

Segal developed survey questions to cover the following items:

- Demographics
  - Age Range
  - Years of Service
  - Family Status
- Benefits Opinion
  - Choose a Top Four (4)
  - Same, Better, Worse, Don't Know on each benefit offering
  - Three (3) Reasons Employees May:
    - Want to work for the Township
    - Stay working for the Township
    - Leave working for the Township (besides retirement or termination)

Segal utilized an internal online resource for easy access and compilation of responses. Employees were given three (3) weeks to complete survey, all responses were voluntary and anonymous.

## Findings

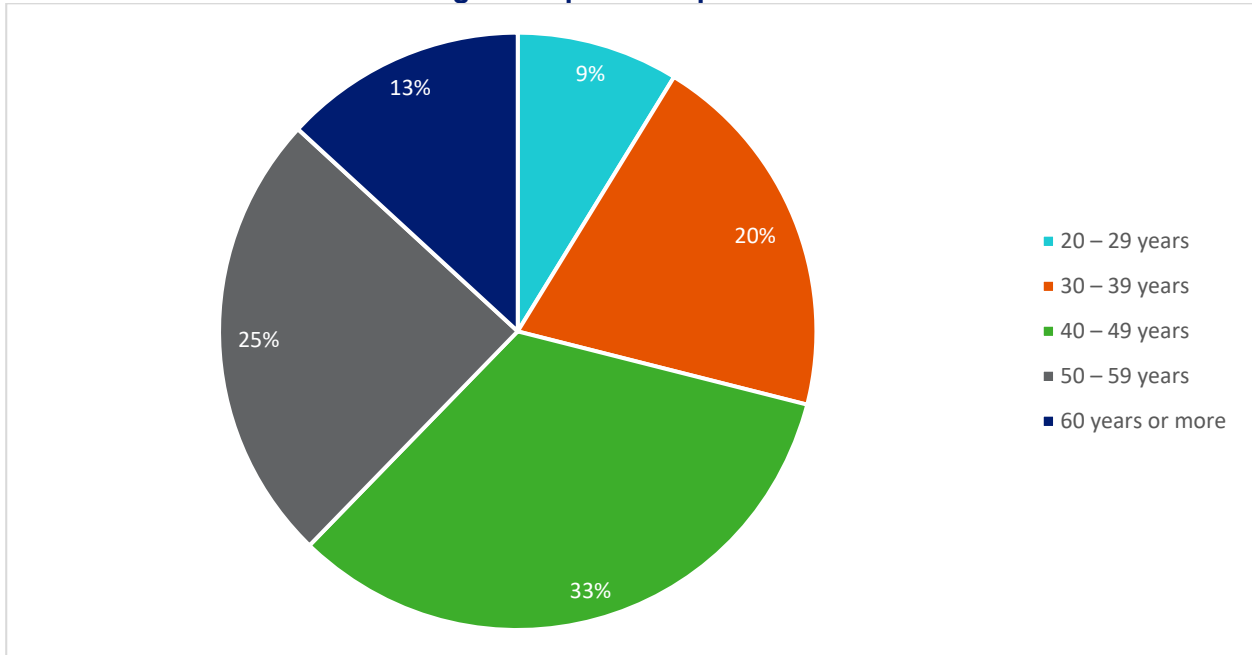
The survey link was distributed to all benefit eligible employees and of those employees, 114 completed a response. This section will provide some brief insights into those responses, the Human Resources team was provided an Excel document with all responses and slicers to provide additional insights.

## Demographics

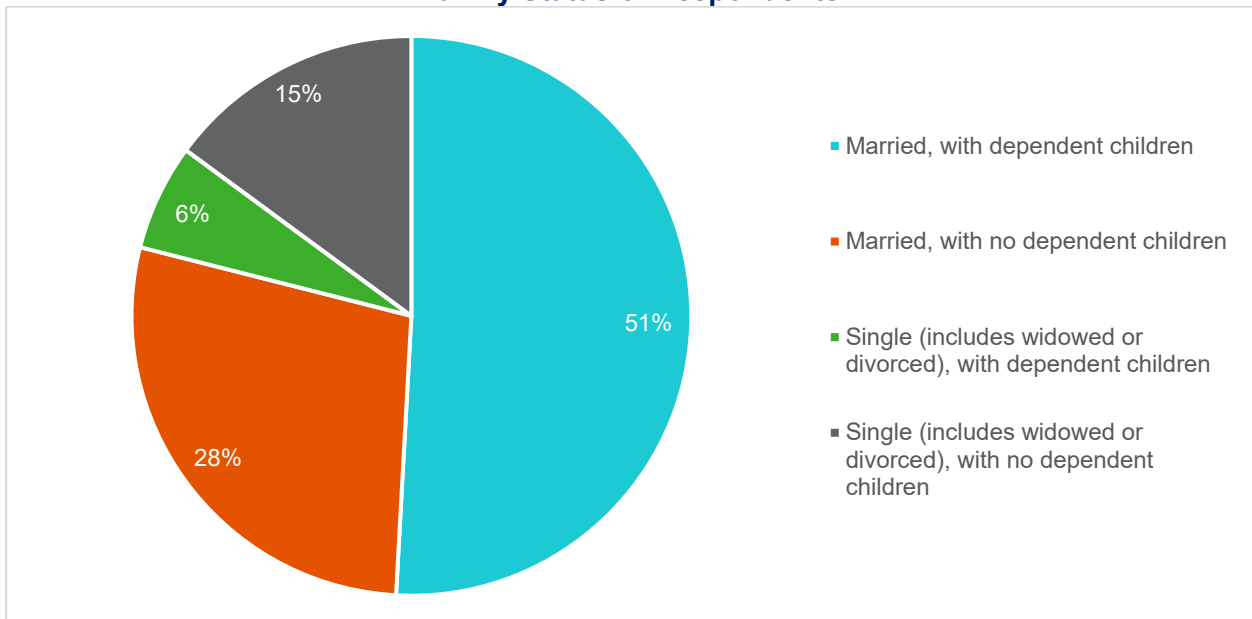
The majority of respondents are within the 30-49 year old age range, they have 15-29 years of service with the Township, and over half responded to being married, with dependent children.

The following charts provide more detail on all respondents.

**Figure 12**  
**Age Groups of Respondents**

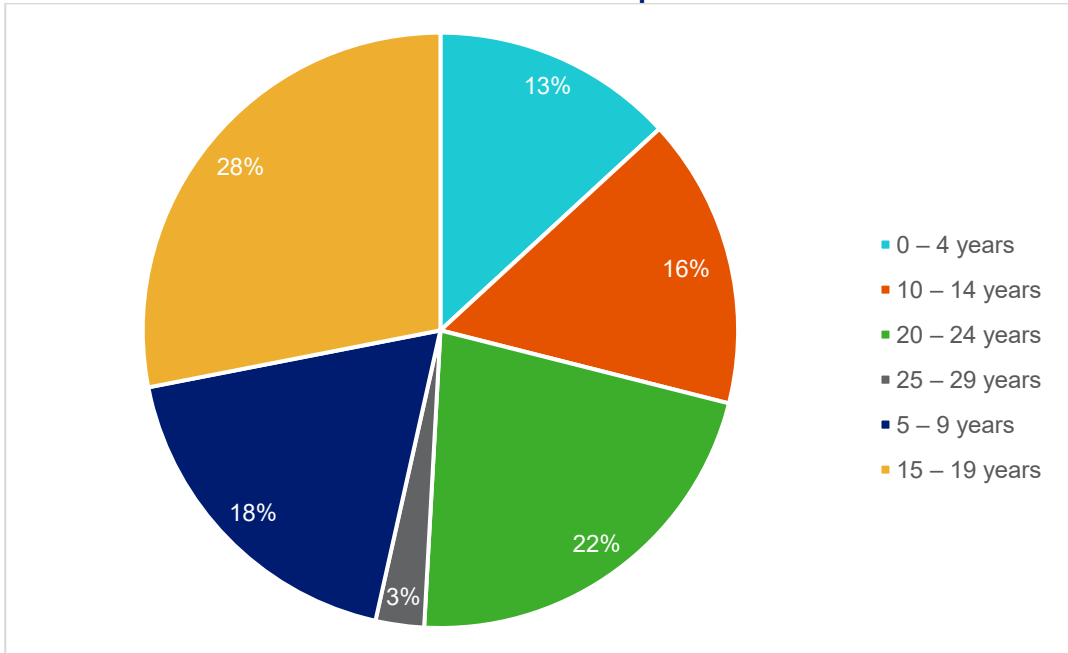


**Figure 13**  
**Family Status of Respondents**





**Figure 14**  
**Years of Service of Respondents**



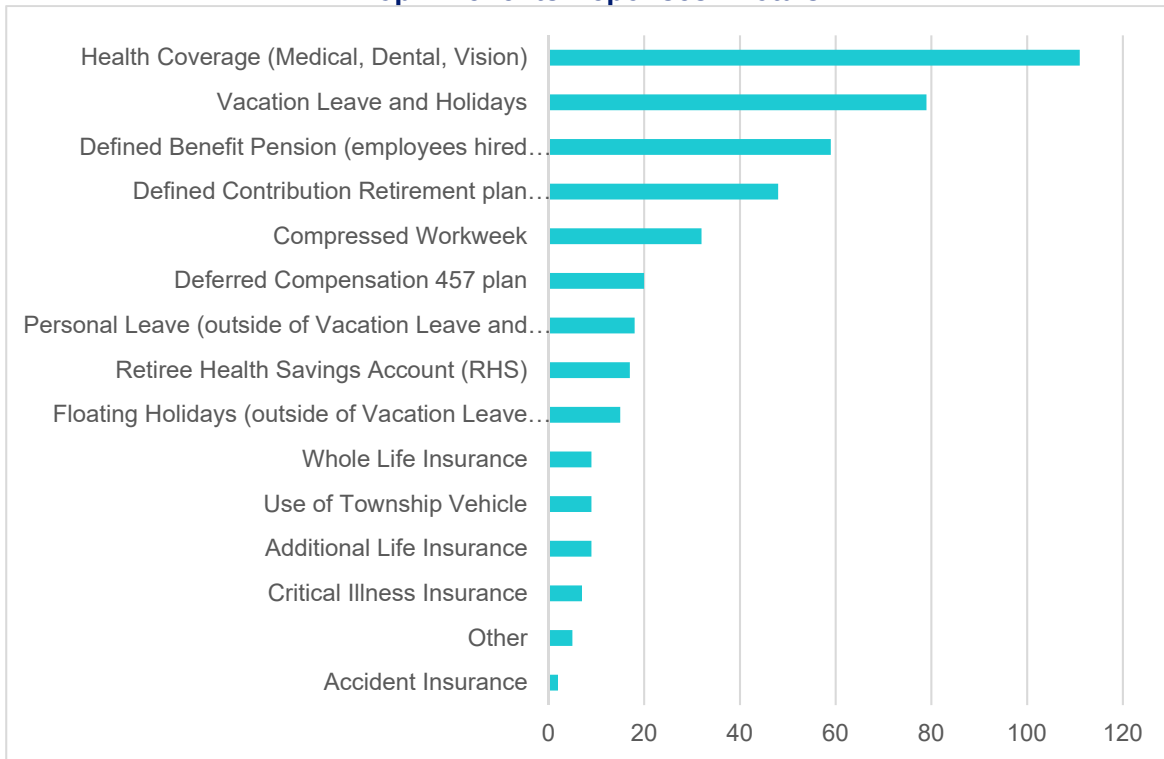
## Top Four Benefits

Of all the respondents, the following benefit offerings are considered the Top Four (4):

- Health Coverage (Medical, Dental, Vision): 111 respondents indicated in their Top 4
- Vacation Leave and Holidays: 79 respondents indicated in their Top 4
- Defined Benefit (Hired before 01/2005): 59 respondents indicated in their Top 4
- Defined Contribution (Hired after 01/2005): 48 respondents indicated in their Top 4
- Compressed Workweek: 32 respondents indicated in their Top 4

The following chart offers some more insight into the Top Four (4) responses.

**Figure 15**  
**Top 4 Benefits Responses - Totals**



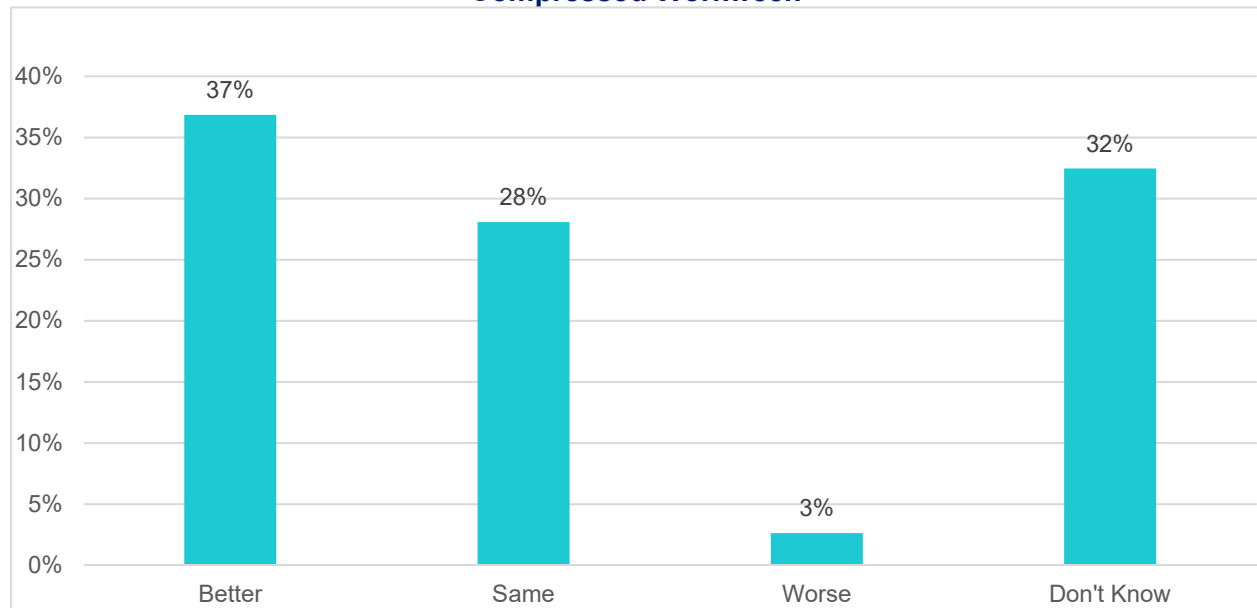
## Benefit Comparison

Employees were asked to rate the benefit offerings as they would compare to local employer benefit offerings. Areas in which the Township is perceived as better or, at least, the same:

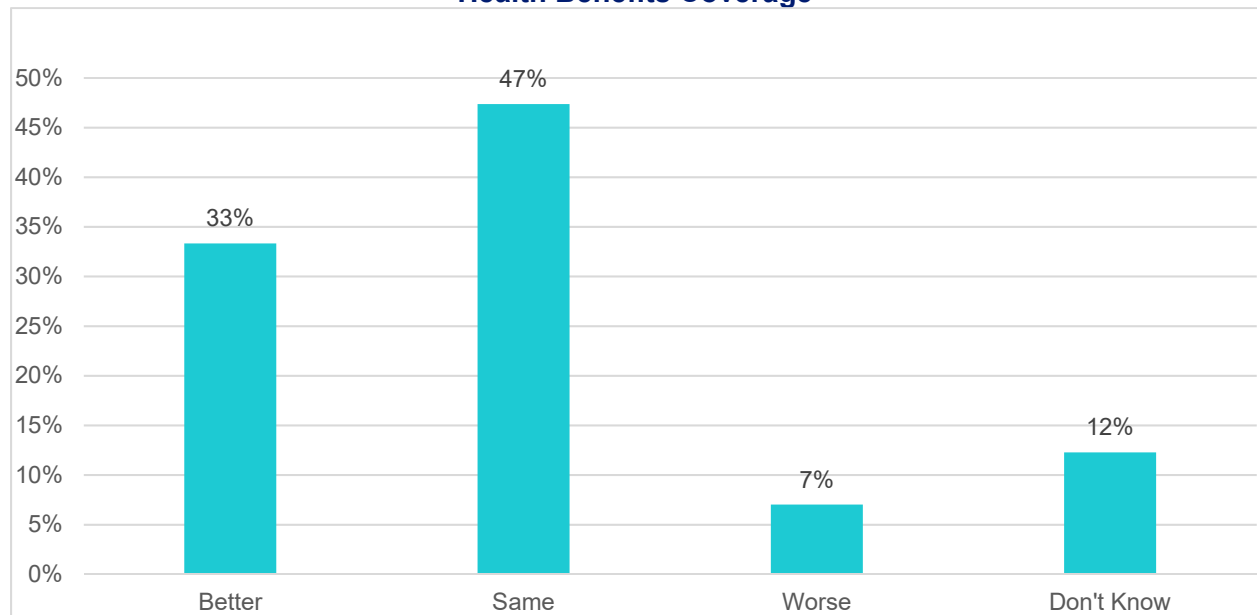
- Compressed Workweek
- Health Coverage
- Defined Contribution

The following charts show the responses on the specific benefits listed above:

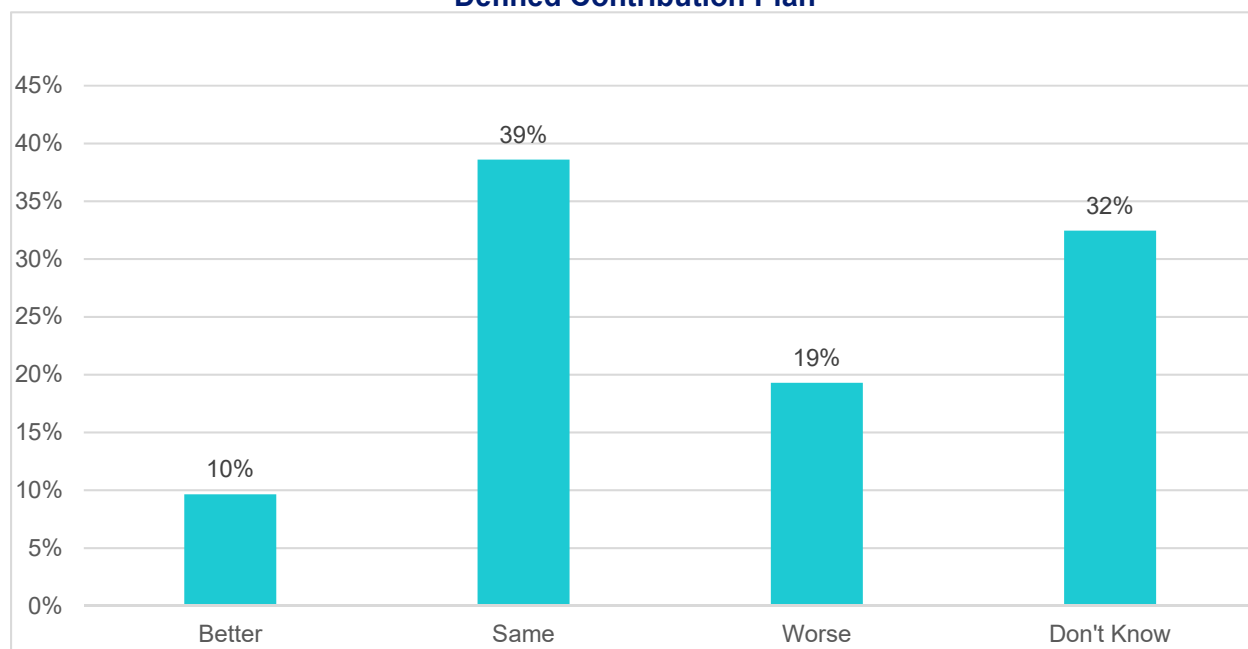
**Figure 16**  
**Compressed Workweek**



**Figure 17**  
**Health Benefits Coverage**



**Figure 18**  
**Defined Contribution Plan**



### Three Reasons Employees...

This section of the responses is a little more difficult to quantify and interpret. However, some overarching themes became apparent with some qualitative review of the responses.

- Reasons an employee wants to work for the Township
  - Serving the community
  - Compressed workweek
  - Health benefits
- Reasons an employee stays working for the Township
  - Health benefits
  - Job satisfaction
  - Colleagues
- Reasons an employee may leave working for the Township
  - No promotional opportunities
  - Constituent tensions
  - Potential employment risks (Examples: loss of benefits, loss of employment, loss of pay)

# Staffing Analysis Survey

## Background

A staffing analysis was of high interest for the Township. Segal performed a staffing analysis to help leadership understand how services are staffed in comparison to the local public sector employers. This type of analysis looks to determine whether the Township staffs similar services the same, more, or less, this is completed by looking at the amount of Full Time Equivalents<sup>23</sup> (FTEs) that perform the services and associated statistics around those services.

## Methodology

Segal first reached out to the Township's Department Heads to assist in identifying the major services provided by the Township staff. Each of the Department Heads filled out a questionnaire and a survey document was crafted around those responses. That survey document can be found in **Appendix E – Staffing Survey**.

The peers identified were the same as the market assessment comparison group, listed in **Table 49** below. Of those twelve (12) peers, seven (7) provided responses.

**Table 49**  
**Net Employee Compensation by Benchmark Title**

Public Sector Employers	Responded to Staffing Survey
Canton Township	
City of Auburn Hills	√
City of Birmingham	
City of Farmington Hills	√
City of Novi	√
City of Rochester Hills	√
City of Royal Oak	
City of Troy	√
Oakland County	√
Shelby Township	
Waterford Township	
West Bloomfield Township	√

The following sections cover all the services provided by the Township and the number of FTEs currently covering those services. In addition, there are also bars representing the highest, lowest, and average amount of FTEs reported by the peers covering each service. To best understand the results of the staffing analysis is to identify which of the bars the Township's reported FTEs match closest. Interpretation of the results are in each section. Full responses can be found in **Appendix F – Staffing Survey Responses**.

<sup>23</sup> A Full Time Equivalent is a common Human Resource statistic that includes full time and part time employees. Full time employees are represented as 1 and part time employees are typically represented in quarters. Example: a part time employee who works 10 hours a week in a 40 hour workweek environment would be represented at 0.25 FTE.

# Findings

## Overall Staff Numbers Reported

In **Table 50** below, the reported staffing across each Service Area covered in the staffing analysis is shown by the highest, lowest, and average reported in comparison to the staff reported for Bloomfield Township. These numbers do not include temporary or administrative support staff. The numbers also have not been standardized to the level of service provided.

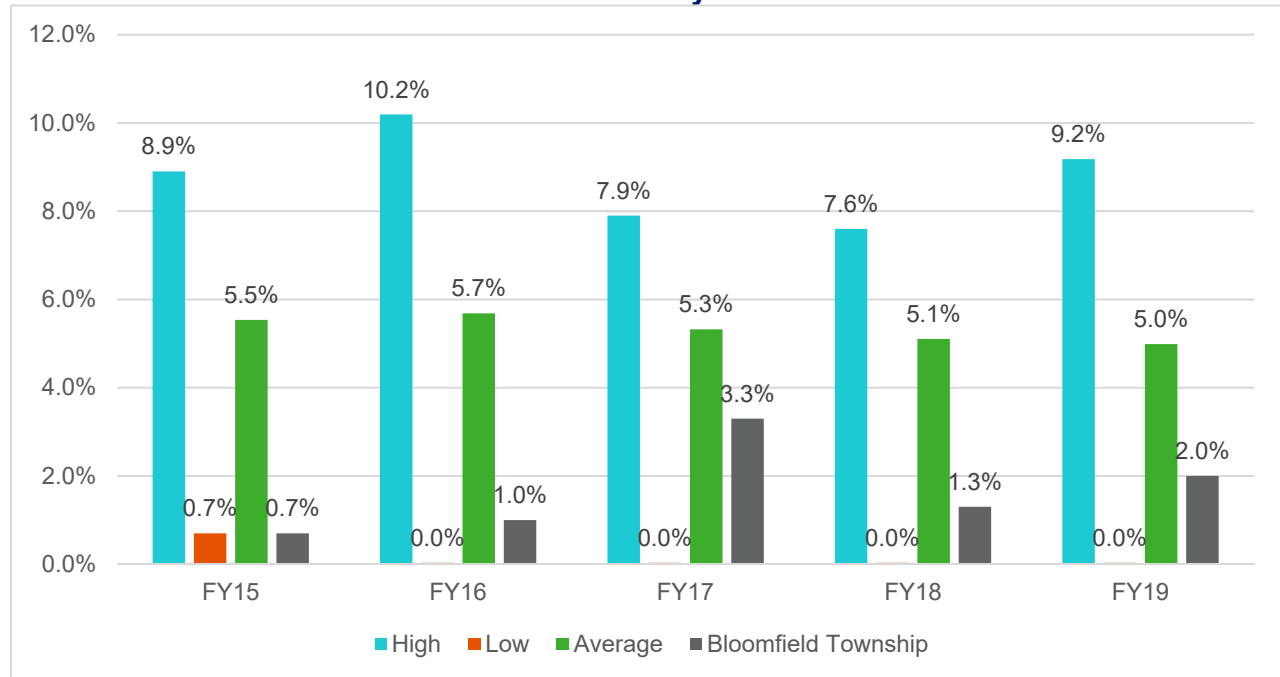
**Table 50**  
**Staffing Numbers Reported by Service Area**

Service Area	High	Low	Average	Bloomfield Township
Senior Services	4	2	3	8
Cable	2	2	2	7
Election	7	2	5	5
Clerk's Office	7	2	5	5
911 Call Center	19	12	16	13
Sworn Police	102	52	78	61
Sworn Fire	95	11	44	53
Maintenance	63	18	42	40.5
Engineering	8	2	4	2
Planning, Building, & Ordinance	10	4	6	10
Assessor's Office	7	5	6	5
Information Technology	153	6	37	4
Accounting	11	6	7	3
Human Resources	5.5	2	4	1
Treasurer's Office	7	3	5	3.5
<b>Total</b>	<b>500.5</b>	<b>129</b>	<b>264</b>	<b>221</b>

## Turnover

The following chart, **Figure 19**, does not indicate staffing levels within the Township or the peers, however it does provide insight into the level of turnover found in the reported data. As you can see, the Township is well below the average of the seven (7) respondents.

**Figure 19**  
**Turnover Statistics by Fiscal Year**



## Senior Services

Of the seven (7) respondents, only three (3) provided responses to having Senior Services. Of those three (3), all stated their programs are Ages 50+, the same as the Township. However, none of those respondents have an independent Senior Center, those peers utilize Community and Parks facilities for gatherings and classes.

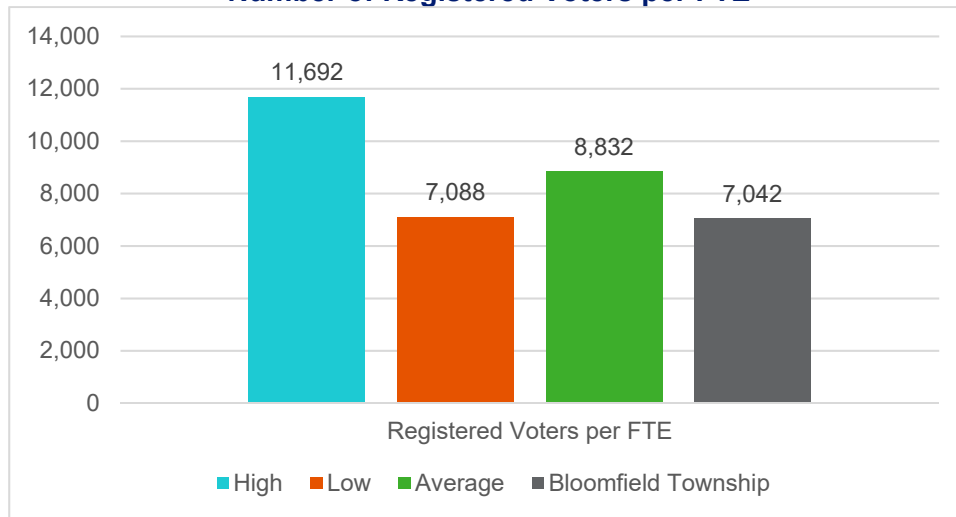
## Cable

The Cable Department in the Township is unique amongst the peers. Only one (1) respondent provided information on having Cable incumbents on staff and only produced twenty (20) Community Based programming in comparison to the Township's reported 702.

## Elections

The Elections services within the Township is a function of the Clerk’s Office, staff within the Clerk’s Office provide Election services during an election year and standard Clerk’s Office services the rest of the time. Below in **Figure 20**, you can see the number of Registered Voters per FTE is closer to the lowest response indicating the Township has more staff per voter than the majority of peer employers.

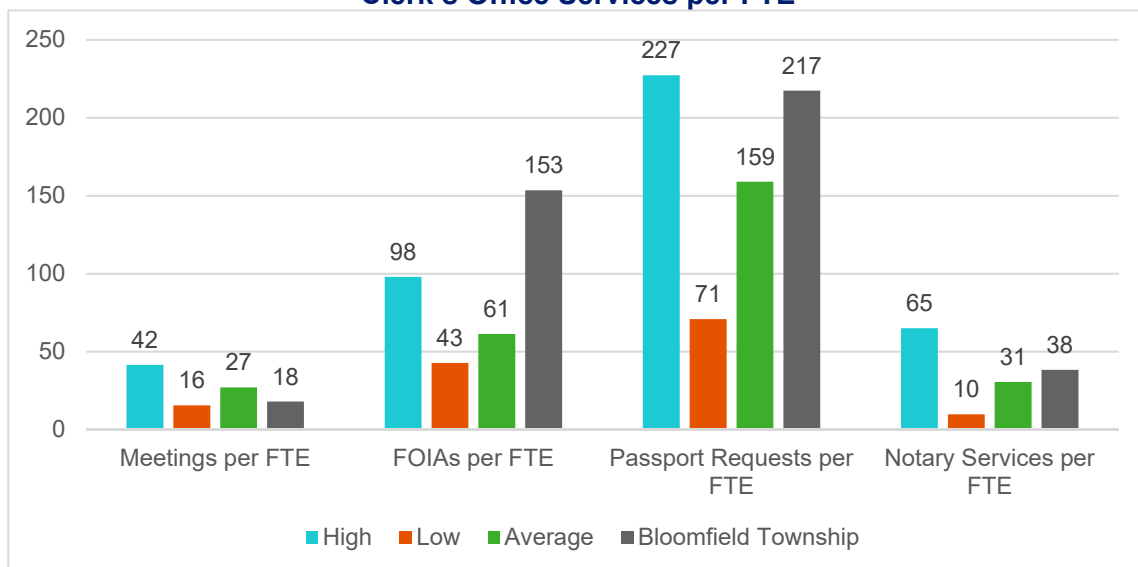
**Figure 20**  
**Number of Registered Voters per FTE**



## Clerk’s Office

In addition to the Elections services, the Clerk’s Office also conducts administrative business for residents in regards to staffing internal Board and Committee meetings, processing FOIAs, Passport Requests, and Notary Services. Among these services, the Clerk’s Office is staffing is closest to the highest, an indication that the services provided are staffed at a lower level per service requests. These staffing levels are shown in **Figure 21**.

**Figure 21**  
**Clerk’s Office Services per FTE**

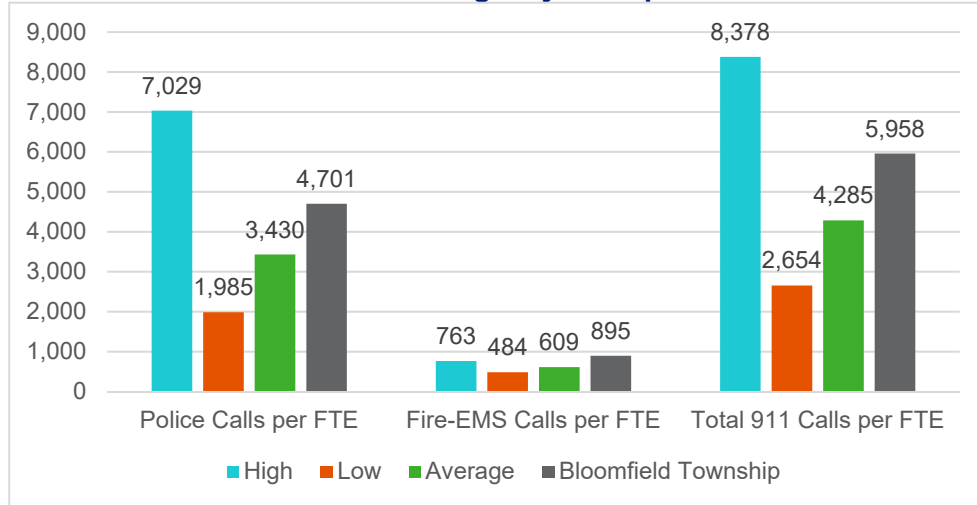




## 911 Call Center

The 911 Call Center covers the dispatch to the Police and Fire/EMS services. Two (2) of the peers indicated that they utilize Oakland County Sheriff's Office to cover Police dispatch. From **Figure 22** below the Township staff is covering more calls per FTE than the peer average, but not as heavily staffed as the highest response.

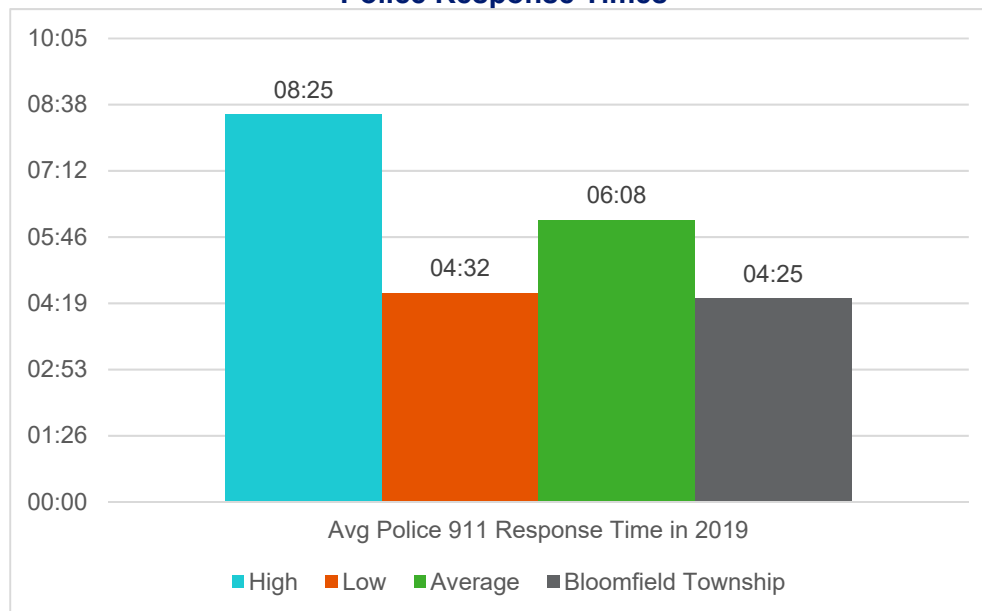
**Figure 22**  
Number of Emergency Calls per FTE



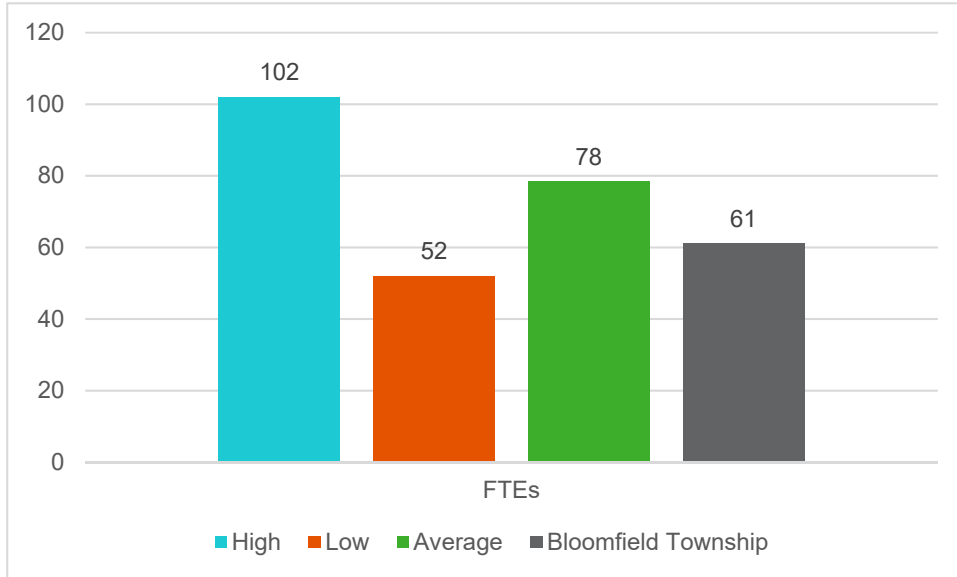
## Police Services

Sworn police services are looked at from a different approach. From **Figures 23 and 24** below the Township has a response time closest to the lowest response, in this instance that should be viewed in a positive light. It indicates the sworn officers are responding more quickly than the average peer response. Also, in the next chart, the number of sworn officers on staff at the Township is also below the peer average indicating an efficient department.

**Figure 23**  
Police Response Times



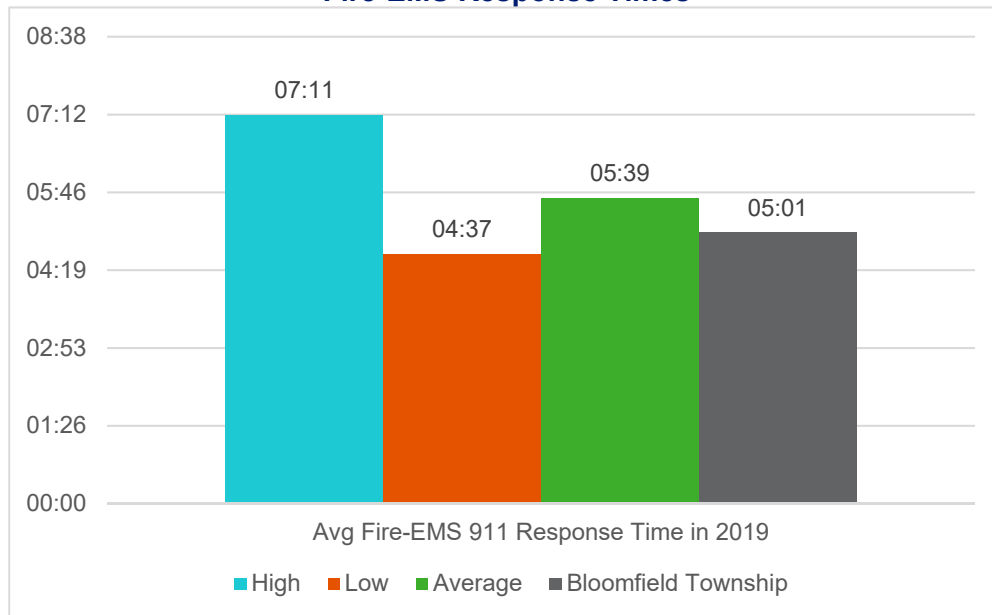
**Figure 24**  
**Sworn Police FTEs**



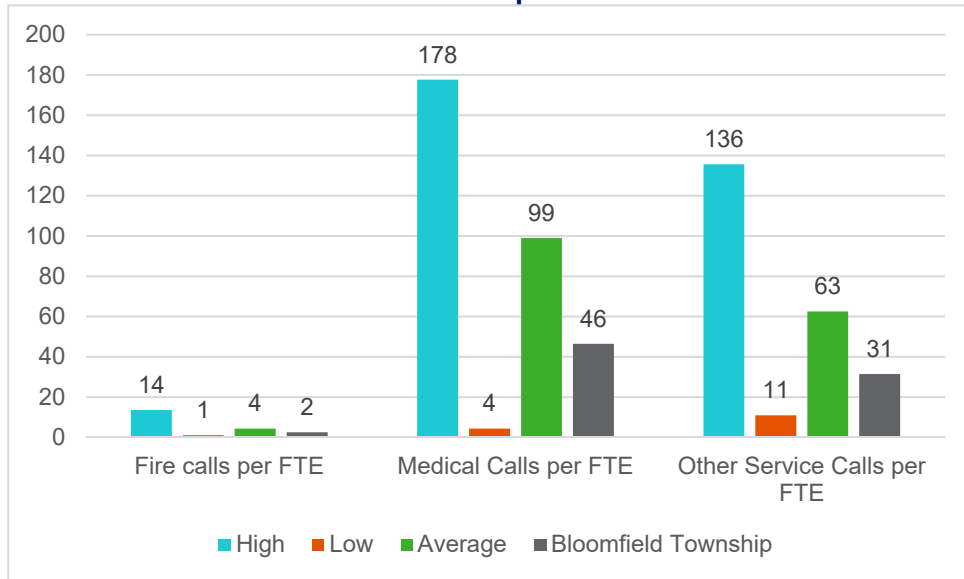
## Fire Services

Fire Services do not just cover suppression or fire calls, the sworn staff is also tasked with EMS and Other emergency calls to respond to. In **Figure 25** below, the Township's sworn FTE covering the different types of calls are lower than the average peer response. This indicates the Township has a larger staff than the peer average to respond to those calls. In addition, **Figure 26** shows the response time for those Fire service calls, again the Township staff is lower than the average indicating a faster response time.

**Figure 25**  
**Fire-EMS Response Times**

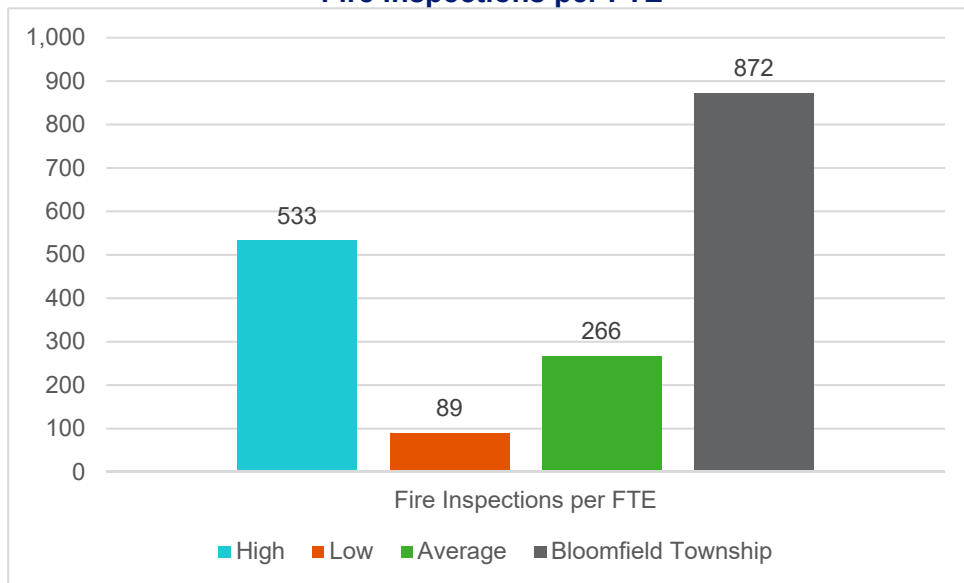


**Figure 26**  
**Fire Service Calls per Sworn FTE**



Fire inspections are another service provided by the Fire Department. Below in **Figure 27**, the Township's FTEs are indicated as covering more inspections than even the highest peer response. While this shows an efficiency of this service, it could also mean that the current FTEs may need some relief by staffing another FTE.

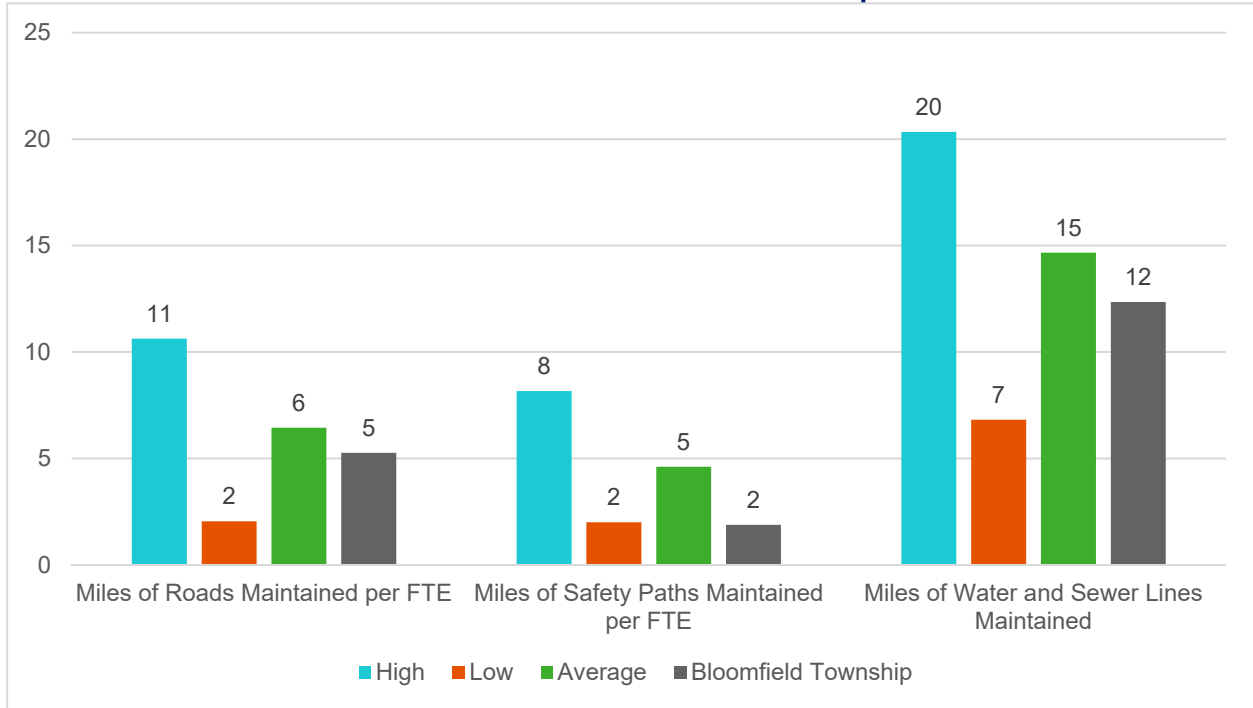
**Figure 27**  
**Fire Inspections per FTE**



## Maintenance

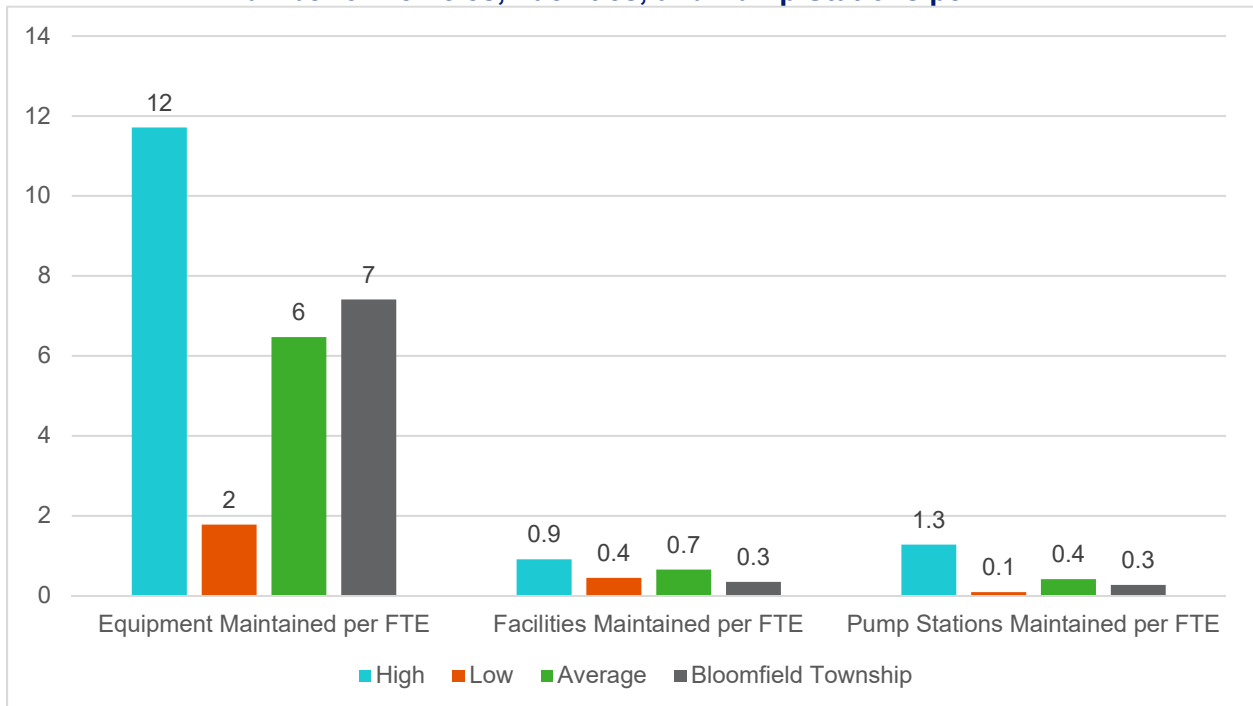
First, it is important to note that the Maintenance employees are being looked at in aggregate and not separated by the service provided. With that in mind, the Roads and Water/Sewer lines maintained, the Township is very close to the peer's average response indicating that the staffing is comparable to the peers. However, for the Safety Paths covers, it appears that the Township has more employees staffed than the average. **Figure 28** shows the comparison.

**Figure 28**  
**Miles of Surface and Sewers Maintained per FTE**



The other way Maintenance staffing is evaluated is by the number of vehicles, facilities, and pump stations to FTE. Below, **Figure 29** is indicating the Townships staffing of vehicle maintenance is potentially understaffed as the number of vehicles per FTE is higher than the peer average. However, the facilities and pump stations are more comparably staffed to the peer average.

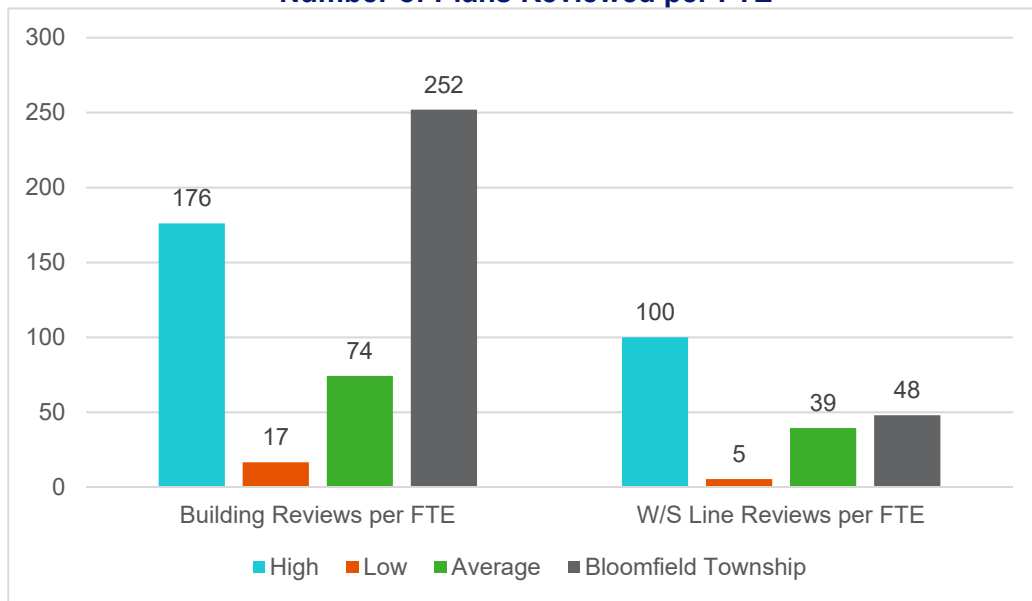
**Figure 29**  
**Number of Vehicles, Facilities, and Pump Stations per FTE**



## Plan Reviews

Plan reviews cover the engineering staff within the Township and peer employers. The type of plan reviews are broken out by building reviews and water/sewer plan reviews. Below in **Figure 30**, the Township has fewer staff covering the number of building reviews when compared to the peer average, which could indicate a need for additional FTEs to alleviate the reviews performed by each staff member. In contrast, the engineering staff for the Township is more comparable with the average of water/sewer plan reviews per FTE.

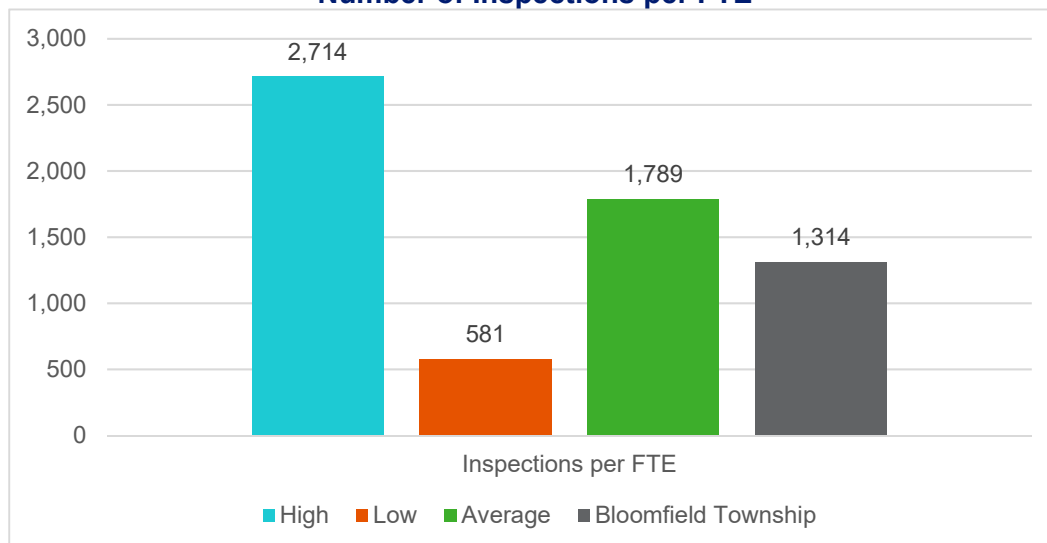
**Figure 30**  
**Number of Plans Reviewed per FTE**



## Inspections

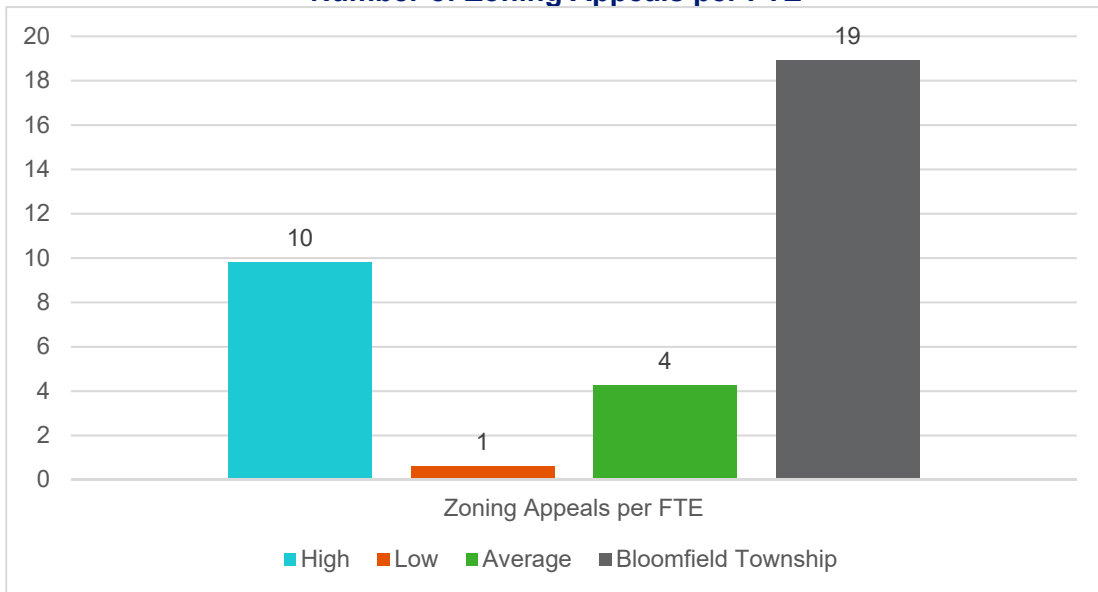
Standard inspection services are defined as typical building, electrical, mechanical, and plumbing. Based on the number of those standard inspections, shown in **Figure 31**, the Township is comparable with the peer's average response, an indication of sufficient staffing levels.

**Figure 31**  
**Number of Inspections per FTE**

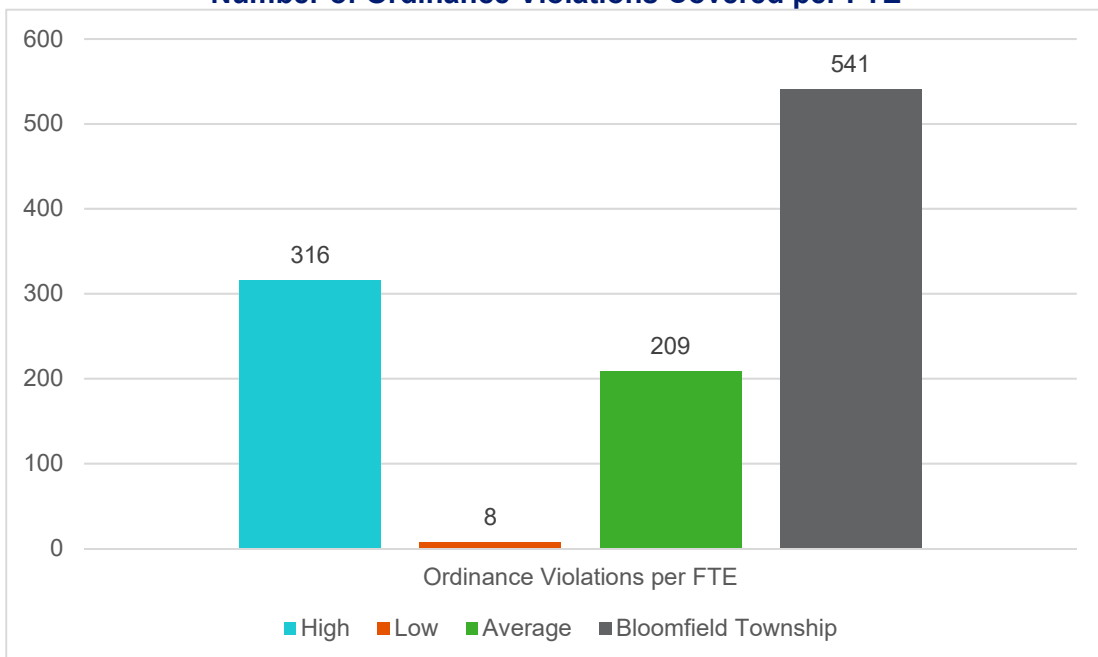


However, when looking at the number of zoning appeals and ordinance violations the Township has fewer staff for each of these services as indicated below in **Figures 32 and 33**. The Township has more zoning appeals and ordinance violations than the peers, even compared to the highest peer response, indicating additional staff could be required to cover the amount of these service areas.

**Figure 32**  
**Number of Zoning Appeals per FTE**



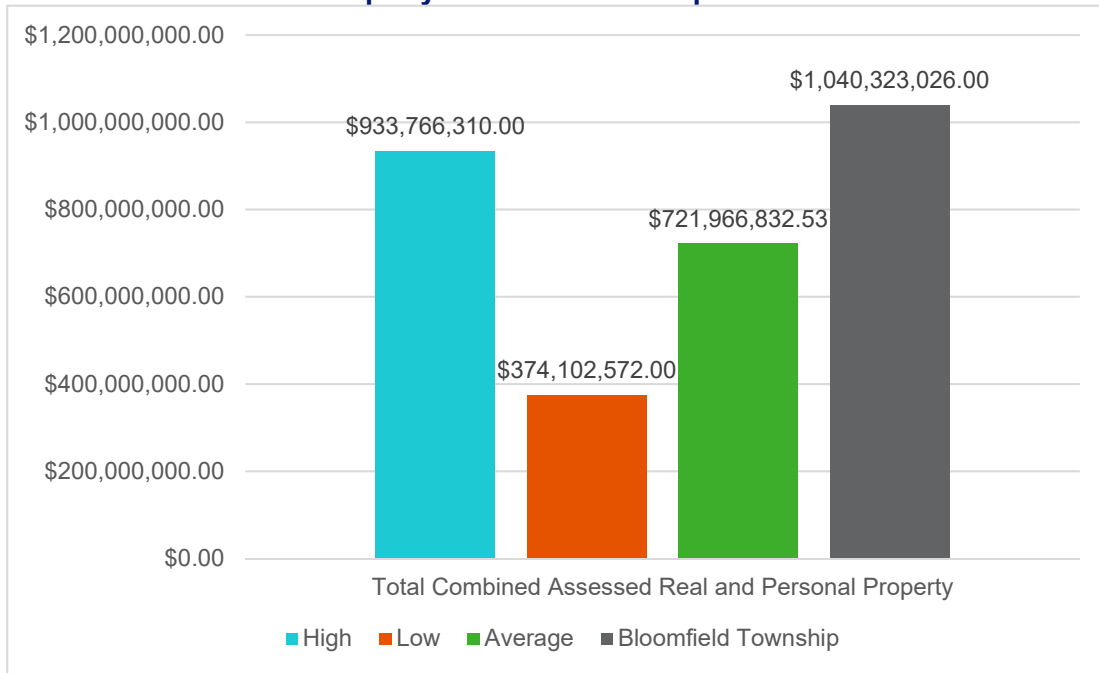
**Figure 33**  
**Number of Ordinance Violations Covered per FTE**



## Assessor's Office

In regards to the Assessor's Office services, we are looking at the dollar value of Real and Personal Property assessed per FTE. In **Figure 34** below, the Townships staffing level is well above the peer's highest response, this is an indication of low staffing levels in comparison to the peer responses.

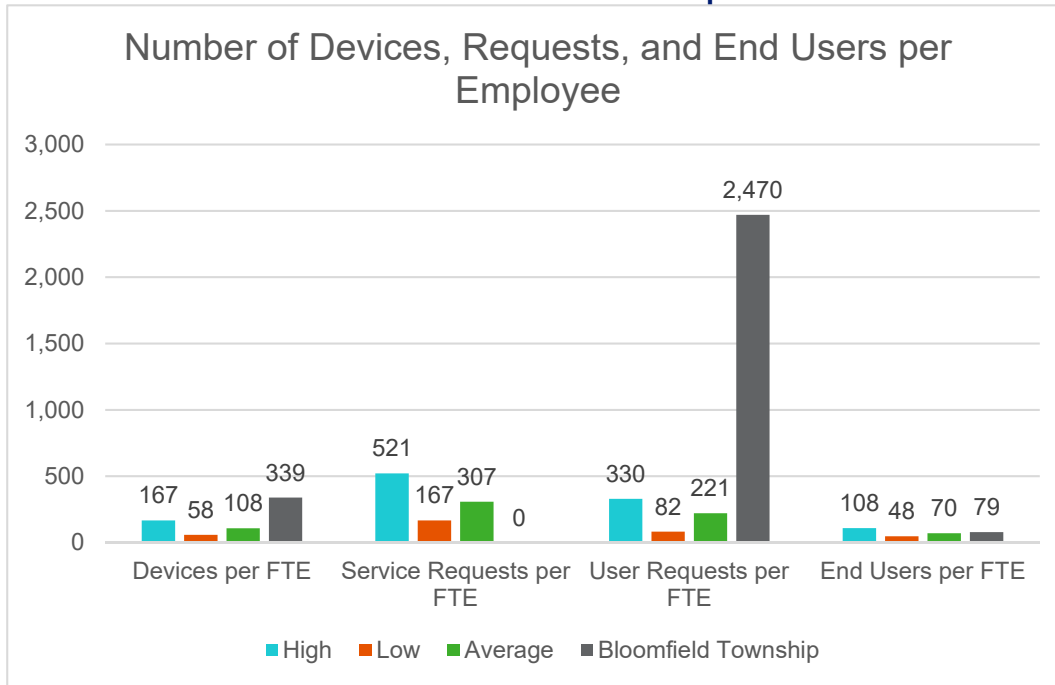
**Figure 34**  
**Property Values Assessed per FTE**



## Information Technology

Information Technology services are broken out by number of devices, service requests, user requests, and end users per FTE. Two (2) of the peers contract out these services. Of the remaining five (5), the Township staff covers more devices and user requests than even the highest response, as shown in **Figure 35**. The extremely high user requests appear to take up the most amount of time for the Township's staff. This indicates a potential necessity for help desk or lower technical IT staff to assist in covering those services.

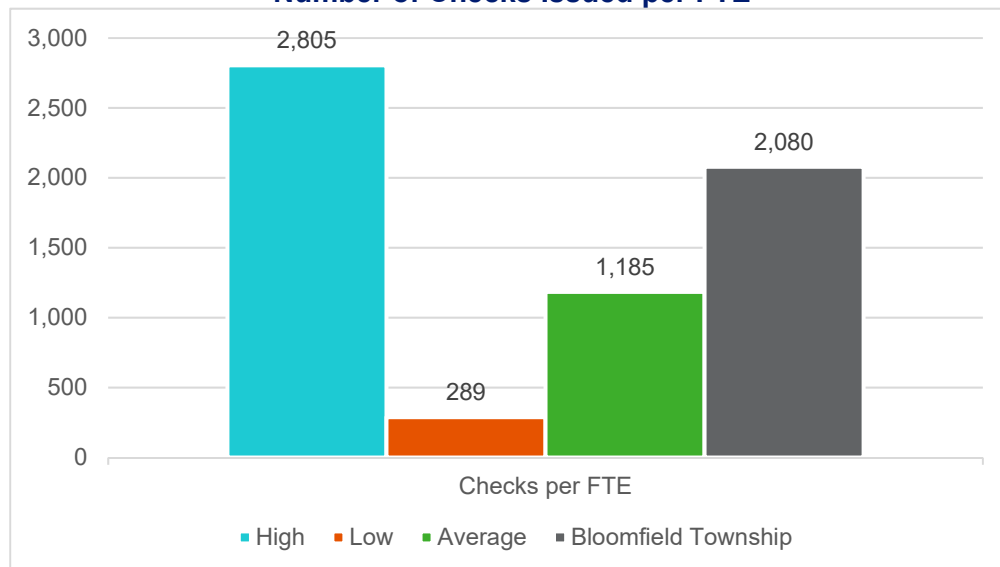
**Figure 35**  
**Number of IT Services Covered per FTE**



## Accounting Services

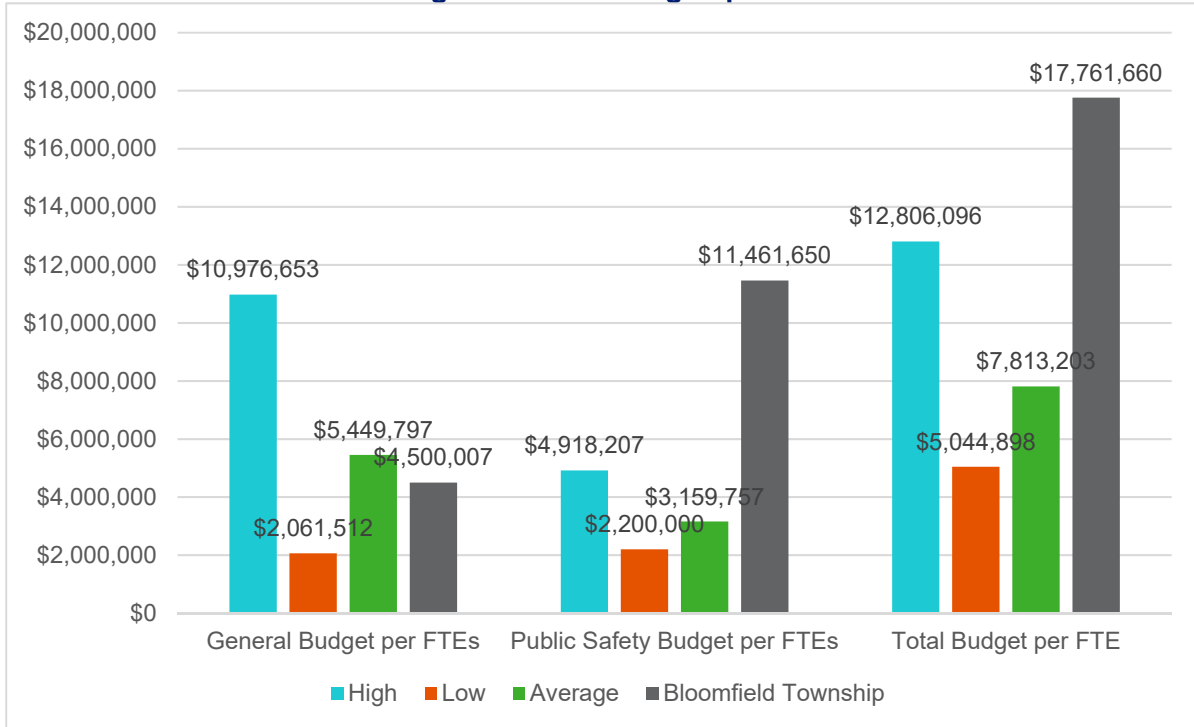
The Township’s accounting services are broken out by the number of checks issued per FTE and the budget dollars managed per FTE. **Figures 36 and 37** show how the Township compares to the peers. The checks services, while important, appear to be comparably staffed with the peers. However, when looking at the total budget dollars managed, the Township has fewer staff than even the highest response. This indicates a potential need for additional staff.

**Figure 36**  
**Number of Checks Issued per FTE**





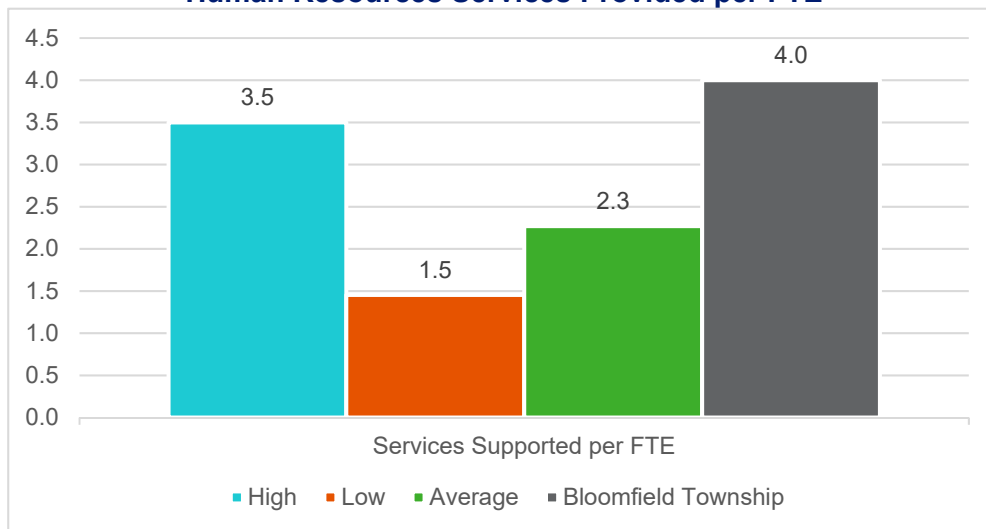
**Figure 37**  
**Budget Dollars Managed per FTE**



## Human Resources

For the Human Resources section, we asked the peers to indicate out of eight (8) services (Labor Relations, Benefits, Recruitment, Employee Relations, Training and Development, Onboarding, Metrics, and Compensation) how many are supported by the HR staff. As shown in **Table 38**, the Township staff is covering more service areas per FTE. This indicates a potential for additional staff.

**Figure 38**  
**Human Resources Services Provided per FTE**

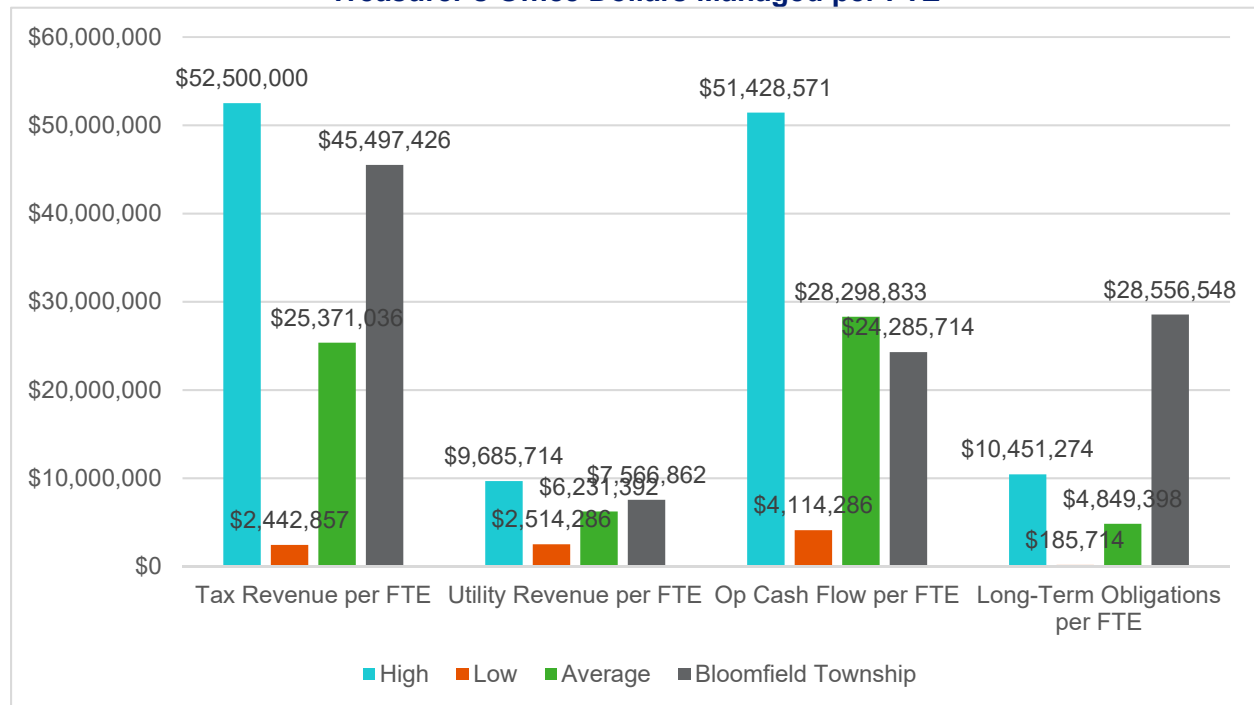


## Treasurer

Similar to the Accounting department and Assessor’s Office, the Treasurer’s Office staffing levels are compared with the dollars managed by staff. **Figure 39** shows the overall tax revenue and long term obligations are staffed by fewer FTEs in the Township in comparison to the peers. However, utility revenue and operational cash flow are comparably staffed in the Township.

**Figure 39**

**Treasurer’s Office Dollars Managed per FTE**



## Bloomfield Supervisor’s Office

In addition to asking the peers about their staffing levels for different services, Segal also requested information on how the peers’ Executive office is staffed (Mayor, City Manager, or Township Supervisor).

Specifically, Segal asked the peers whether or not they have a Deputy or Assistant Executive on staff to offset the managerial responsibilities of that elected or appointed official. Being of high importance to the Township, Segal went back to the five (5) peers that were unable to respond in full. Out of the overall twelve (12) peers, ten (10) indicated they have a full time Assistant or Deputy Executive on staff. We also found that in Canton Township, currently has an HR Manager, Economic Development Manager, and Legal and Contract Administration Manager, but no definitive Deputy or Assistant Executive. Bloomfield does not have a Deputy or Assistant Supervisor position in the Township.

# Appendix A – Total Compensation Survey Document

Survey Section	Page #
General Information	A-2
Pay Plan Information	A-3
Additional Pay Practices	A-5
Paid Time Off	A-6
Health Benefits	A-9
Retirement	A-11
General Benchmark Summaries	A-12
General Benchmark Salaries	A-25
Elected Officials	A-28

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

GENERAL INFORMATION				
Organization Name				
Name				
Title				
Email				
Phone				
Address 1				
Address 2				
City		State		Zip
BACKGROUND INFORMATION				
Full-Time Equivalent Employees (FTEs) as of 1/1/2020	<input style="width: 100%;" type="text"/>			
Wages & Salaries Budget (FY 2020)	<input style="width: 100%;" type="text"/>			
<p><b>Instructions:</b></p> <p>This survey covers pay policies, practices, benefits and salaries.</p> <p>Tab 1 contains questions regarding pay plan information</p> <p>Tab 2 contains additional questions regarding pay practices</p> <p>Tab 3 contains questions regarding paid time off</p> <p>Tab 4 contains questions regarding health benefits</p> <p>Tab 5 contains questions regarding retirement benefits</p> <p>Tab 6 contains a list of job titles and job summaries</p> <p>Tab 7 contains a form to provide your organization's matching salary information for general employees</p> <p>Tab 8 contains a form to provide your organization's matching salary information for elected officials</p> <p><a href="#">Do the benefits reflected in Tab 3, Tab 4 and Tab 5 vary by employee Group? (Yes/No)</a> <span style="border: 1px solid black; padding: 2px;">[Please Select]</span></p> <p><b>If Yes, Please explain:</b></p> <div style="background-color: #cccccc; height: 40px; margin-top: 5px;"></div>				
<p><b>Please email your survey document along with the applicable:</b></p> <ul style="list-style-type: none"> <li>- <a href="#">Salary schedules</a></li> <li>- <a href="#">Current collective bargaining agreements</a></li> <li>- <a href="#">Benefits summary plan documents</a></li> <li>- <a href="#">Actuarial valuations</a></li> </ul> <p>Please call or email if you have any specific questions or concerns.</p>				
<p>PLEASE RETURN COMPLETED SURVEY</p> <p><b>By: 2/7/2020</b></p> <p>To: Greg Saylor            Segal Waters Consulting            1800 M St. NW, Suite 900 S            Washington, DC 20036</p> <p>Telephone: 202.833.6421            Email: <a href="mailto:gsaylor@segalco.com">gsaylor@segalco.com</a></p>				

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

Instruction: Please answer each question below, as applicable.

PAY PLAN/PAY SCHEDULE INFORMATION			
<b>1. What type(s) of pay plan(s) cover the job titles listed in <u>Tab 7</u>? Place an X in all applicable boxes.</b>			
Grade and Step			
Grades, No Steps (Range minimums and maximums only)			
No Ranges (flat rates only)			
Please provide any additional information regarding the pay plans used below (for example - differences among job titles).			
<b>2. How do employees progress through the pay range for their <u>current job title</u>? Place an X in all applicable boxes.</b>			
Longevity or time in job increases			
Merit/Performance Increases (varies by performance rating)			
Market Data Adjustments			
Budget process / financial ability			
Please provide any additional information regarding pay adjustments below (for example - differences among job titles)			
<b>3. Which of the following do you use to adjust pay ranges/schedules? Place an X in all applicable boxes.</b>			
Market Data			
Budget process / financial ability			
Collective Bargaining Agreement			
Please provide any additional information regarding pay adjustments below (for example - differences among job titles).			
<b>4. Please indicate the pay range increases (%) scheduled for each fiscal year. If unknown, please write "unknown."</b>			
	FY 2019	FY 2020	Anticipated FY 2021

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

SUPPLEMENTAL PAY		
<b>5. Does your organization provide additional pay/allowances/stipends/reimbursements for any of the following?</b>		
	<b>Yes or No?</b>	<b>If Yes, Amount (\$ or %)?</b>
Commuter or Parking Allowance	[Please Select]	
Bi-lingual Pay	[Please Select]	
Education/Tuition Assistance	[Please Select]	
Wellness Program Participation Stipend	[Please Select]	
Personal Automobile Usage Stipend/Reimbursement	[Please Select]	
Professional Membership Fees	[Please Select]	
Any others not mentioned above?		
Please provide any additional comments regarding other supplemental pay.		

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

Instruction: Please answer each question below, as applicable.		
<b>PAY INCREASE GUARANTEES</b>		
1. Types of guaranteed pay increases.		
	<b>Yes or No?</b>	<b>Additional Information</b>
1a. Do you have a minimum guaranteed pay increase percentage for promotions?	[Please Select]	
1b. Does your organization require a vacancy to exist before a promotion can be recommended?	[Please Select]	
1c. Do you have a minimum guaranteed pay increase percentage for reclassification to a higher grade?	[Please Select]	
2. Do you provide automatic increases or an automatic title/pay grade/pay increase upon achievement of certain milestones, e.g., education or certification?		[Please Select]
If Yes, please describe your policy below (or attach a copy of written policy).		
<b>HIRING RATES</b>		
3. Do you have policy/practice regarding starting new employees above pay range minimum salary that is commensurate with their years of <u>related</u> experience, education, and/or licenses/certifications?		[Please Select]
If Yes, please describe your practice/policy below (or attach a copy of written policy).		
<b>OUT OF CLASS ASSIGNMENTS</b>		
4. Does your organization provide additional compensation in the form of a bonus or rate of pay for employees working out of class?		[Please Select]
If Yes, please describe your practice below (or attach a copy of written policy).		
<b>JOB EVALUATION</b>		
5. Does your organization currently have a job evaluation system in place?		[Please Select]
If Yes, please describe your job evaluation system below (or attach a copy of written policy).		

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

VACATION/PAID TIME OFF		
1. How many Vacation <u>OR</u> Paid Time Off (PTO) leave <u>hours</u> do employees accrue in a year?		
(Please fill in only one column as applicable.)		
Completed Years of Service	Vacation Hours Accrued Per Year	PTO Hours Accrued Per Year
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
25+		
2. Can employees <u>carry-over</u> unused vacation/PTO hours? <i>Select Yes or No</i>		[Please Select]
3. If "Yes," what is the maximum number of hours that are "bankable"? If there is no limit, please write "unlimited."		



**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

<p>4. Can employees <u>cash-out</u> unused vacation/PTO leave hours? <i>Select Yes or No</i></p>	<div style="border: 1px solid black; padding: 2px; color: red;">[Please Select]</div>		
<p>5. If "Yes," enter the maximum number of hours an employee can cash out at the events listed below. If there is no limit, please write "unlimited."</p>			
<p style="text-align: right;">At Year End</p>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="height: 20px;"></td></tr> <tr><td style="text-align: right;">Hours</td></tr> </table>		Hours
Hours			
<p style="text-align: right;">At Termination</p>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="height: 20px;"></td></tr> <tr><td style="text-align: right;">Hours</td></tr> </table>		Hours
Hours			
<p style="text-align: right;">At Retirement</p>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="height: 20px;"></td></tr> <tr><td style="text-align: right;">Hours</td></tr> </table>		Hours
Hours			
<p>Use the space below for any additional comments regarding vacation/PTO accrual, carry-over, or cash-out</p>			
<b>SICK LEAVE</b>			
<p>6. How many <u>sick leave hours</u> are accrued in a year?</p>			
	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="height: 20px;"></td></tr> <tr><td style="text-align: right;">Hours</td></tr> </table>		Hours
Hours			
<p>7. Can employees <u>carry-over</u> unused sick leave hours? <i>Select Yes or No</i></p>			
<div style="border: 1px solid black; padding: 2px; color: red;">[Please Select]</div>			
<p>8. If "Yes," enter the maximum number of days that an employee can "bank" into the space below. If there is no limit, please write "unlimited."</p>			
	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="height: 20px;"></td></tr> <tr><td style="text-align: right;">Hours</td></tr> </table>		Hours
Hours			
<p>9. Can employees <u>cash-out</u> unused sick leave hours? <i>Select Yes or No</i></p>			
<div style="border: 1px solid black; padding: 2px; color: red;">[Please Select]</div>			
<p>10. If "Yes," enter the maximum number of hours an employee can cash out at the events listed below. If there is no limit, please write "unlimited."</p>			
<p style="text-align: right;">At Year End</p>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="height: 20px;"></td></tr> <tr><td style="text-align: right;">Hours</td></tr> </table>		Hours
Hours			
<p style="text-align: right;">At Termination</p>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="height: 20px;"></td></tr> <tr><td style="text-align: right;">Hours</td></tr> </table>		Hours
Hours			
<p style="text-align: right;">At Retirement</p>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="height: 20px;"></td></tr> <tr><td style="text-align: right;">Hours</td></tr> </table>		Hours
Hours			
<p>Use the space below for any additional comments regarding sick leave accrual, carry-over, or cash-out.</p>			

2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY

OTHER LEAVE

11. How many paid holidays (in hours) do employees receive each year?

Hours

12. How many personal days or floating holidays (in hours) do employees receive each year (in addition to paid holidays, vacation, and sick leave)?

Hours

Use the space below for any additional comments regarding paid holidays, personal days, jury duty, bereavement, etc.

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

Please answer the following questions for your medical, dental, and vision plans covering active employees effective January 1st, 2020. If you offer more than one plan enter the requested information for the most populous plan under each plan type (e.g. PPO, HMO).

HEALTH BENEFIT INFORMATION		
<b>MEDICAL PLANS:</b>		
<b>1. Preferred Provider Organization (PPO) Plan:</b>	<b>EE Only</b>	<b>Family</b>
Employer Contribution to Monthly Premiums: (\$)		
Employee Contribution to Monthly Premiums: (\$)		
<b>2. Health Maintenance Organization (HMO) Plan:</b>	<b>EE Only</b>	<b>Family</b>
Employer Contribution to Monthly Premiums: (\$)		
Employee Contribution to Monthly Premiums: (\$)		
<b>3. High Deductible Health Plan (HDHP) Plan:</b>	<b>EE Only</b>	<b>Family</b>
Employer Contribution to Monthly Premiums: (\$)		
Employee Contribution to Monthly Premiums: (\$)		
4. ANNUAL Employer Contribution (\$) to Health Savings Account (HSA) or Health Reimbursement Account (HRA)		
5. ANNUAL Employer Contribution (\$) to Dependent Care Spending Account (DSA)		
6. Do you have different medical plan cost sharing arrangement for employees who participate in a wellness program?	<input type="text" value="[Please Select]"/>	
<b>PRESCRIPTION DRUG PLAN:</b>		
7a. Do the medical plans above include prescription drug coverage? Select Yes or No	<input type="text" value="[Please Select]"/>	
7b. If "No", what are the cost-sharing arrangements for prescription drug coverage?		
	<b>EE Only</b>	<b>Family</b>
Employer Contribution to Monthly Premiums: (\$)		
Employee Contribution to Monthly Premiums: (\$)		

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

<b>8. DENTAL PLAN:</b>	<b>EE Only</b>	<b>Family</b>	
Employer Contribution to Monthly Premiums: (\$)			
Employee Contribution to Monthly Premiums: (\$)			
<b>9. VISION PLAN:</b>	<b>EE Only</b>	<b>Family</b>	
Employer Contribution to Monthly Premiums: (\$)			
Employee Contribution to Monthly Premiums: (\$)			
If benefits differ for employee groups, please identify those differences below:			
<b>10. EMPLOYER-FUNDED (PARTIAL OR FULL) LIFE INSURANCE:</b>			
	<b>Monthly Cost for Coverage</b>		<b>Maximum Benefit</b>
	Employer Cost	Employee Cost	<small>(multiple of pay e.g. 2x or \$25,000)</small>
Basic Life Insurance:			
Supplemental Life Insurance:			
<b>11. EMPLOYER-FUNDED (PARTIAL OR FULL) SHORT-TERM DISABILITY INSURANCE:</b>			
	<b>Monthly Cost for Coverage</b>		<b>Maximum Benefit</b>
	Employer Cost	Employee Cost	<small>(multiple of pay e.g. 2x)</small>
Short-Term Disability Insurance:			
<b>12. EMPLOYER-FUNDED (PARTIAL OR FULL) LONG-TERM DISABILITY INSURANCE:</b>			
	<b>Monthly Cost for Coverage</b>		<b>Maximum Benefit</b>
	Employer Cost	Employee Cost	<small>(multiple of pay e.g. 2x)</small>
Long-Term Disability Insurance:			

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

Please answer the following questions regarding your retirement plans based on the benefits for employees hired on or after January 1st, 2020.

**SOCIAL SECURITY CONTRIBUTION INFORMATION**

1. Does your organization contribute to Social Security? *Select Yes or No* [Please Select]

**DEFINED BENEFIT / PENSION INFORMATION**

2. Please answer the following questions regarding your defined benefit (pension) retirement plan, including the contribution rates for both employer and employee. Please attach a copy of your plan's Actuarial Valuation with your survey submittal.

2a. Plan Name	
2b. Employer Normal Cost (% of pay)	
2c. Total Employer Contributions (% of pay)	
2d. <u>Required</u> Employee Contributions (% of pay)	
2e. Are employee contributions picked up by the employer?	[Please Select]

**DEFINED CONTRIBUTION INFORMATION**

3. Please answer the following questions regarding your defined contribution retirement plans, including the contribution rate for both employer and employee. If the contribution amount is voluntary (not required), enter the maximum rate that may be contributed. If the employer contribution is a "match," indicate the maximum or limit on the match.

Other Retirement Plan Information in lieu of or in addition to Defined Benefit Plan (e.g. 401(a), 403(b) )

3a. Plan Name	
3b. Employer Contribution - Percent of base salary or flat \$ amount	
3c. Maximum match of employee contributions (% of pay or \$)	

**4. Deferred Compensation / 457 Retirement Plan Information**

4a. Plan Name	
4b. Employer Contribution - Percent of base salary or flat \$ amount	
4c. Maximum match of employee contributions (% of pay or \$)	
4d. <u>Required</u> Employee Contributions (Indicate % or \$ or Up to IRS Max)	

Provide any additional information regarding retirement benefits (for example - differences in contributions among job titles).

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL REWARDS SURVEY**

**Benchmark Job Summaries**

**Instructions: Please complete the table on the next page by matching your organization's jobs to Bloomfield Township's positions. Summary Job Descriptions are included to help you with the matching. These jobs may not match exactly to those in your organization, but please provide information for those job titles that are at least an 80% match.**

#	SURVEY JOB TITLE	Description of Work
<b>Accounting/HR</b>		
1	Accountant	<p><b>JOB SUMMARY:</b> Assist in maintaining the accounting system, prepares bank reconciliations, daily accounting functions including accounts payable, accounts receivable, revenue collections, investment management, capital asset management, project accounting, grant management, and others. Assists with maintaining personnel records, and can also perform the biweekly payroll and benefits processes.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's Degree in Accounting. Experience in municipal accounting preferred.</p>
2	Accounting Clerk	<p><b>JOB SUMMARY:</b> Performs the entire accounts payable process from receiving invoices in the mail to issuing payments to vendors. May also include clerical and other duties of an accounting nature that could include verifying, calculating, and posting journal entries.</p> <p><b>MINIMUM REQUIREMENTS:</b> Associate's degree with one (1) year of accounting experience</p>
3	Finance Director	<p><b>JOB SUMMARY:</b> Plan, manage, supervise and coordinate the administration and operations of the Accounting/Finance Department. Oversees many HR functions as there is not a separate HR department or HR Director. Maintains the accounting system, prepares the annual budget, prepares financial reports, manage debt instruments, manage investments, negotiate with unions and bargaining groups.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's Degree in Accounting or related field, with seven plus years' experience, CPFO preferred.</p>
4	HR and Benefits Administrator	<p><b>JOB SUMMARY:</b> Responsible for human resources and benefits administration functions, including planning, administration and communication of the employee wellness program, coordination of open enrollment, calculation of retirement amounts, processing short and long-term disability claims, and management of benefit vendors. There is not a separate Human Resources department, nor a Human Resources Director.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's Degree in Human Resources. Experience in municipal and union environments is preferred. Human Resource certification is preferred.</p>
<b>Administrative</b>		
5	Administrative Assistant/Secretary to Township Clerk	<p><b>JOB SUMMARY:</b> Serves as a liaison for Board items, and notifies trustees of meetings and schedule changes. Prepares the agendas, materials, and packets for Board meetings. Attends Board meetings and prepares the minutes, and posts the minutes to the Township website. Serves as Executive Secretary to the Township Clerk. Supports the general day-to-day operations of the Clerk's Office including assisting the residents at the counter and on the phone. Assists with Elections.</p> <p><b>MINIMUM REQUIREMENTS:</b> Associate's degree and three (3) years experience in a Township Clerk's office or comparable setting.</p>
6	Administrative Assistant/Secretary to Township Supervisor	<p><b>JOB SUMMARY:</b> Provides direct professional support to the Township Supervisor, and supports the Township Attorney. Serves as an agent in procuring information from other members of the administrative staff, Department Heads, or the general public. Schedules and supervises the switchboard operators/receptionists. When appropriate, transmits directives to, and receives or obtains feedback from, Township personnel in the name of the Township Supervisor.</p> <p><b>MINIMUM REQUIREMENTS:</b> High School diploma or equivalent with five (5) years of administrative experience, certified Passport Agent, certified Notary.</p>
7	Clerk (Clerical)	<p><b>JOB SUMMARY:</b> Performs a variety of clerical tasks and activities related to the administration of a particular department. Responds to inquiries; answers phones; assists the public; assimilates information; sets up and maintains accurate files. Maintains necessary confidentiality. Performs under minimal supervision.</p> <p><b>MINIMUM REQUIREMENTS:</b> High School Diploma and one (1) year of clerical or secretarial experience.</p>
8	Clerk's Assistant	<p><b>JOB SUMMARY:</b> Voter registrations, passports, election support, right of way permits, and other clerical support for the day-to-day operations of the Clerk's Office. Oversees ordering of office supplies for majority of departments.</p> <p><b>MINIMUM REQUIREMENTS:</b> High School diploma or equivalent with three (3) years of administrative experience.</p>

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#	SURVEY JOB TITLE	Description of Work
9	Department Administrative Assistant	<p><b>JOB SUMMARY:</b> Performs a variety of clerical and administrative tasks involved in the daily office operations of a department. Maintains projects, deadlines and have the flexibility to continually change priorities to ensure that the office is running smoothly. Provides direct assistance to the management level staff, which requires a specialized knowledge of the department.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must have a minimum of four (4) years of clerical or secretarial experience.</p>
10	Deputy Clerk	<p><b>JOB SUMMARY:</b> Serves as chief assistant to the Township Clerk and assists in managing the staff and operations of the Clerk's office. Serves as election assistant to the Clerk and Election Specialist (if one is appointed) in coordinating and overseeing all aspects of elections within the Township.</p> <p><b>MINIMUM REQUIREMENTS:</b> Three years experience in a Township Clerk's office or closely-related setting providing substantial background in Township procedures, ordinances, election procedures and office management. College degree with emphasis in public administration from an accredited four-year college or university preferred. Certified Municipal Clerk designation required, but may be completed while in position.</p>
11	Office Assistant	<p><b>JOB SUMMARY:</b> Provides positive and professional customer service to the public via phone and in person. Requires expertise in online registration and attendance software, multi-line phones, MS Word and Outlook, with confidential handling of financial and personal information. Provides clerical support to administrators.</p> <p><b>MINIMUM REQUIREMENTS:</b> Excellent organizational, written and verbal skills. 5 years experience with senior services or public service.</p>
12	Office Manager	<p><b>JOB SUMMARY:</b> Coordination of Senior Services administrative functions including finance and registration processes, supervision of office assistants and customer service, manages facility supplies and vendors. Assists with analysis and implementation of department policies, organizes and creates quarterly newsletter, and grant reporting. Maintains in depth knowledge to support all programs, services and staff as needed.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's Degree and five (5) years of office management, team leadership and public service experience.</p>
13	Secretary	<p><b>JOB SUMMARY:</b> Performs a variety of tasks involved in daily office operations. Maintains confidentiality and exercises judgment within the departmental guidelines. Works with some independence and minimal supervision as required.</p> <p><b>MINIMUM REQUIREMENTS:</b> High School diploma or equivalent with one year of administrative experience.</p>
<b>Assessment</b>		
14	Assessor - MMAO	<p><b>JOB SUMMARY:</b> Oversees and plans the assessment on all real and personal property for tax purposes. Ensures the accuracy and maintenance of assessment and appraisal records.</p> <p><b>MINIMUM REQUIREMENTS:</b> Associate's degree and five (5) years of assessment experience. Michigan Master Assessing Officer certification.</p>
15	Property Appraiser - MAAO	<p><b>JOB SUMMARY:</b> Performs real estate assessment, appraisal, and analysis for tax purposes. Ensures the accuracy and maintenance of assessment and appraisal records.</p> <p><b>MINIMUM REQUIREMENTS:</b> Associate's degree and two (2) years of assessment experience. Michigan Advanced Assessing Officer certification.</p>

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#	SURVEY JOB TITLE	Description of Work
<b>Communications/External Affairs</b>		
16	Cable Worker	<p><b>JOB SUMMARY:</b> Responsible for crewing on most or all productions and working closely with the director and other crew members (That includes building and striking production gear and sets). Directs government meetings. Helps with editing on-location productions.</p> <p><b>MINIMUM REQUIREMENTS:</b> A certified certificate in the studies of Television Production or Broadcasting. Experience in camera operations, set-up and break-down; linear and non-linear editing, production van set-up and operations; and sound and lighting equipment.</p>
17	Director of Cable & Community Relations	<p><b>JOB SUMMARY:</b> Oversees the Cable Studio operations and Community Relations. Manages the day-to-day operations of the department, monitors the budget, participates in the program committee to review new show proposals and maintains the contract with the Birmingham Area Cable Board as necessary. Participates in contract negotiations with cable companies and ensures that proper procedures are followed, in accordance with contract provisions and FCC requirements. Responsible for publications, advertising, promotional material, the quarterly community newsletter mailed to all residents, the weekly electronic newsletter, press releases, and news announcements/bulletins on cable TV and the Township website and through other social media.</p> <p><b>MINIMUM REQUIREMENTS:</b> Degree in journalism with a minimum of five years' experience in journalism and/or public and community relations. Five years' experience in senior management position. Excellent communication skills in all mediums. Good public speaking skills including on camera.</p>
18	Operations Manager	<p><b>JOB SUMMARY:</b> Supervises day-to-day implementation of duties of all production personnel who direct, produce, edit and process studio and on-location television productions. Develops and maintains BCTV production staff internal relationships and standards so that all work is done in professional, timely, cooperative and positive manner. Works closely with producers, guests, hosts and the production team with pre-production, production and post-production. Oversees scheduling, building and striking set's, lighting, creation of show opens, titles and the technical aspect of an entire production. Responsible for the final product to be put on air and on social media. Assists Community Relations Director in any administrative functions as requested. Helps maintain Website and Social media. Directly responsible for Birmingham Area Cable Board contractual obligations.</p> <p><b>MINIMUM REQUIREMENTS:</b> Successful completion of four-year degree program in television production. Experience in camera operations, set-up and break-down; duplication processes; playback operations; linear and non-linear editing, production van set-up and operations; and sound and lighting equipment.</p>
19	Producer/Editor	<p><b>JOB SUMMARY:</b> Responsible for the show idea, content, scheduling guests and show dates. Writes questions for the host. Works closely with the director scheduling studio time and going over the technical aspect of the show.</p> <p><b>MINIMUM REQUIREMENTS:</b> Works in the community.</p>
20	Studio Coordinator	<p><b>JOB SUMMARY:</b> Responsible for volunteer recruitment and retention, program development, development of program production standards, and development of studio standard operating procedures. Jointly responsible for BCTV marketing activities. Performs assigned production duties, including serving as crew for studio and on-location productions, editing programs, updating BCTV playback and processing duplication requests.</p> <p><b>MINIMUM REQUIREMENTS:</b> Successful completion of four-year degree program in television production. Experience in camera operations, set-up and break-down; duplication processes; playback operations; linear and non-linear editing, production van set-up and operations; and sound and lighting equipment.</p>
21	Website Manager	<p><b>JOB SUMMARY:</b> Administers the Township's website by keeping content and design current. Publishes content, designs layout, streamlines navigation and increases the Township's online presence. Additional duties include contributing to other social media venues including Facebook, Instagram, Twitter and Nextdoor; designing layout of quarterly community newsletter; preparing weekly program bulletins; acquiring purchase order numbers.</p> <p><b>MINIMUM REQUIREMENTS:</b> Associate's degree in computer science, web design, communications, or a related field and two (2) years of web management experience.</p>



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<b>Emergency Communications</b>		
22	Dispatcher	<p><b>JOB SUMMARY:</b> Receives and transmits information via a computer aided dispatch (CAD) system, operates a multi-line telephone system and enhanced 911 communications system, keeps records, does required clerical work and operates CAD, CLEMIS, NetRMS and LEIN computer systems. Serves as a communications link to the residents, the police department, fire department and other outsource services.</p> <p><b>MINIMUM REQUIREMENTS:</b> High school diploma or its equivalent.</p>
<b>Engineering &amp; Environmental Services</b>		
23	Asset Management Coordinator	<p><b>JOB SUMMARY:</b> Performs a variety of field and office work for activities associated with the Township's on-going requirements of the water system asset management plan, and tasks associated with the public water and sewer system, such as performing reviews and providing assistance for private and public development projects, field oversight and inspections. In addition, performs field and office work associated with Township ordinances and programs pertaining to natural features, such as woodlands, wetlands, and other environmental programs. Examples of work tasks include: commercial and residential building permit application review, project and budget management of water &amp; sewer AMP and CIP, contract administration for W&amp;S projects, GIS utility management, MS4 Permit implementation.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's degree and three (3) years of responsible experience in engineering, environmental, construction, landscaping, or a related field.</p>
24	Director of Engineering and Environmental Services	<p><b>JOB SUMMARY:</b> Responsible for planning and supervising the activities of a group of employees involved in the implementation of engineering and environmental services, in conjunction with the Township's water supply system, sanitary sewer system, watershed management, and other public works activities. Provides technical support to other Township departments and residents. Assumes the responsibilities of the Engineer or Environmental Services Manager, when such a position is vacated. Examples of work tasks include: department management and project budget analyst, development of water &amp; sewer rates, development of water &amp; sewer AMP, CIP, and Reliability Study, community representative for GLWA and EFSDS projects and task forces, W&amp;S and road SAD project manager and contract administrator, designated Township Engineer and Environmental Services Manager.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's degree in environmental sciences, environmental engineering, civil engineering or related field and a minimum eight (8) years of responsible experience in the management of municipal projects involving water quality or related environmental regulations. Must obtain a S-1 drinking water operator's license from the MDEQ. Michigan Professional Engineer license or Master's degree preferable.</p>
25	Engineer	<p><b>JOB SUMMARY:</b> Performs a variety of engineering duties associated with the planning and construction of public improvements; operation and maintenance of public facilities; review and inspection of site development projects; and perform related work as required. Provides responsible technical support in the operation of the department as required. Examples of work tasks include: Site Plan and Engineering plan reviews, project management and budget analysis for private development, ROW/Metro Permit plan reviews, Certified Floodplain Manager, administration of Township floodplain ordinance, MS4 Permit Technical Advisor.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor of Science degree in civil engineering, environmental engineering, or construction engineering or related field and experience in the design, construction, administration, and/or inspection of municipal projects.</p>

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<b>Fire</b>		
26	Assistant Fire Chief	<p><b>JOB SUMMARY:</b> Works under the direction of the Fire Chief and/or Bloomfield Township (Township) officials and is responsible for all aspects of fire department operations. The Assistant Chief represents the official policies of the organization and participates in administering the teamwork concept in a positive supportive leadership role. The Assistant Chief oversees training, budget, vehicle repairs and building maintenance.</p> <p><b>MINIMUM REQUIREMENTS:</b> Associates Degree in Fire Science or related field. Fire Officer III Certification. Ten (10) years firefighting experience. Three (3) years command experience.</p>
27	FF/AEMT	<p><b>JOB SUMMARY:</b> A Bloomfield Township Firefighter is a public servant whose purpose is to assist and to protect the citizens and visitors of Bloomfield Township (Township). A firefighter has responsibilities in fire suppression, fire prevention, hazardous materials, confined space, rope rescue, trench rescue, building collapse, public education, community paramedicine, emergency life-saving, and rescue work, which involves providing protection of life and property, and performing rescue and other life-saving functions while working within the team concept. A firefighter is subject to the hazards encountered in emergency fire and rescue operations, including physical and mental stress</p> <p><b>MINIMUM REQUIREMENTS:</b> State of Michigan Firefighter I and II certificate, State of Michigan Paramedic License, 60 College Semester Credit Hours</p>
28	Fire Captain	<p><b>JOB SUMMARY:</b> Works under the direction of the Fire Chief, Assistant Chief and/or Bloomfield Township (Township) officials. Responsible for all aspects of fire department operations. Represents the official policies of the organization and participates in administering the teamwork concept in a positive supportive leadership role while overseeing shift personnel and operations.</p> <p><b>MINIMUM REQUIREMENTS:</b> Two (2) years of continuous service in Lieutenant's rank. Fire Officer III certificate.</p>
29	Fire Captain/EMS Coordinator	<p><b>JOB SUMMARY:</b> Serves as a day staff captain serving under the direction of the Fire Chief, Assistant Chief and/or the Bloomfield Township (Township) officials in an administrative day position. The responsibilities of the EMS Coordinator are determined by the Fire Chief.</p> <p><b>MINIMUM REQUIREMENTS:</b> Five (5) years of continuous service with Bloomfield Township Fire Department. "Class A" firefighter status. Fire Officer II Certificate or obtain within thirty (30) months of promotion.</p>
30	Fire Chief	<p><b>JOB SUMMARY:</b> Works under the direction of the Township Supervisor. Responsible for planning organizing and directing fire fighting, fire prevention, emergency medical, code enforcement, emergency preparedness and management, disaster planning and other fire-service activities while maintaining the operational budget and discipline of the Fire Department.</p> <p><b>MINIMUM REQUIREMENTS:</b> Associates Degree in Fire Science or related field. Fire Officer III Certification. 12 years firefighting experience. Five (5) years command experience.</p>
31	Fire Marshal	<p><b>JOB SUMMARY:</b> Serves as a staff advisor to the Fire Chief concerning matters of fire prevention and safety. Works under the direction of the Fire Chief and Assistant Chief. Responsibilities including management of the Fire Prevention Division, fire scene investigation and reporting, maintenance of accurate departmental records, and review of construction plans for approval. Represents the fire department at various civic and intergovernmental meetings and functions. Acts as Emergency Management Program Manager.</p> <p><b>MINIMUM REQUIREMENTS:</b> Two (2) years of continuous service as an officer at a Lieutenant's rank or above. Fire Officer III certificate.</p>
32	Lieutenant/AEMT	<p><b>JOB SUMMARY:</b> Works under the direction of the Fire Chief, Assistant Chief, Captain and/or Bloomfield Township (Township) officials to supervise or assist in supervising firefighting personnel on an assigned shift. Responsibilities are determined by the Fire Chief and may include but are not limited to the following: Proper maintenance of personnel records; proper care and maintenance of fire stations and equipment; performance of related work as required, including those of a firefighter.</p> <p><b>MINIMUM REQUIREMENTS:</b> Five (5) years of continuous service with Bloomfield Township Fire Department. "Class A" firefighter status. Fire Officer II Certificate or obtain within thirty (30) months of promotion..</p>
<b>Information Technology</b>		

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#	SURVEY JOB TITLE	Description of Work
33	Director of Information Technology	<p><b>JOB SUMMARY:</b> Oversees the Township's information technology, geographic information systems (GIS) and communications functions. Leads and directs a centralized technology team that supports all departments and the varied functions they perform within the Township. Reports to the highest elected official. Serves as the lead technical liaison and facilitates effective communication with the board and stakeholders at all levels and with outside agencies and contractors. Oversees negotiation and administration of vendors and consultant contracts and service agreements. Requires strong communication skills, solid technical background as well as financial, project and personnel management expertise. Provides for 24/7 support of critical public safety activities.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's Degree in computer science or a related field and ten (10) years of information technology administration experience.</p>
34	Network Administrator Lv 3	<p><b>JOB SUMMARY:</b> Provides for a secure, reliable, computer network and administers computer systems. Directs and supervises other IT staff in execution of project goals. Supports the server environment, software applications, databases, computers, other network attached devices and users. Plans, designs, implements, monitors, administers and troubleshoots the network infrastructure, technologies, and solutions. Assists in budget development, project specifications and purchasing. Works effectively in a team environment to provide cross-training opportunities for other staff as well as seeks opportunities to gain expertise as back-up support in critical Communications functions. Provides on-call support for 911 dispatch center and other public safety mission critical operations.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's Degree in computer science or a related field preferred and five (5) years of supervisory network administration experience required.</p>
<b>Inspection</b>		
35	Building Inspector	<p><b>JOB SUMMARY:</b> Performs skilled work involving the inspection and plan review of building projects for quality of workmanship and for compliance with Township regulations, codes and ordinances.</p> <p><b>MINIMUM REQUIREMENTS:</b> High school diploma or equivalent supplemented by specialized training in building construction or a related field and two years of directly related inspection experience. Must maintain registration as a Building Inspector and Plan Reviewer as required by the State of Michigan under Public Act 54.</p>
36	Building Official	<p><b>JOB SUMMARY:</b> Works under close supervision of the Planning, Building &amp; Ordinance Director and assigns, supervises, and assists in the building activities of a group of employees involved in the plan review, inspection, code enforcement, and permitting of building and construction projects. Provides responsible assistance in the technical and supervisory work in the operation of the division as required.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's degree in civil engineering, architecture, or related field, or ten (10) years of responsible experience in administration or management of construction and/or engineering projects with related college courses. Must be registered as a code official in the building inspector and plan review categories by the State of Michigan or be able to obtain registration within one year of appointment.</p>
37	Electrical Inspector	<p><b>JOB SUMMARY:</b> Performs skilled work involving the inspection and plan review of electrical installations for quality of workmanship and for compliance with Township regulations, codes and ordinances. Supervises the activities of part time electrical inspector(s) and/or contractor(s) assigned to assist the Building Division.</p> <p><b>MINIMUM REQUIREMENTS:</b> High school diploma or equivalent supplemented by specialized training in electrical or a related field and two years of directly related inspection experience. Must maintain registration as an Electrical Inspector and Plan Reviewer as required by the State of Michigan under Public Act 54.</p>

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38	Ordinance Officer	<p><b>JOB SUMMARY:</b> Works under close supervision of the Planning, Building &amp; Ordinance Director and direct oversight by the Lead Code Enforcement Officer, performing field inspections and investigation of alleged violations and complaints. Responsible for the fair and equitable enforcement of zoning, signs, property maintenance, junk vehicles, and other nuisance type codes; collects data, initiates corrective actions, maintains records, prepares reports, prepares business letters, issues tickets, and appears in court when necessary.</p> <p><b>MINIMUM REQUIREMENTS:</b> High school diploma or equivalent with some practical experience in Code &amp; Zoning enforcement, building or field related inspections.</p>
<b>Maintenance</b>		
39	Building Crew Leader	<p><b>JOB SUMMARY:</b> Performs hands-on technical maintenance repairs. Plans, coordinates, directs, implements and supervises employees and outside contractors providing maintenance repairs, construction or alterations of all Township buildings. May be called upon to plow, shovel and salt streets, parking lots and sidewalks. Responsible for bloodborne pathogen decontaminations. Work is performed under the direct supervision of the Fleet/Building Manager.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must maintain a valid Michigan license, CDL with A and N endorsements. Technical certification/degree in HVAC and/or electrical. Maintain FEMA certifications as required. Leadership certification desired.</p>
40	Building Maintenance Technician	<p><b>JOB SUMMARY:</b> Performs a variety of hands-on technical maintenance repair work involving construction, maintenance and repair of Township assets. Responsible for the tools, machinery, materials and equipment necessary for the proper upkeep of Township assets. Assists and directs Township contractors as assigned. May be called upon to plow, shovel and salt streets, parking lots and sidewalks. Responsible for bloodborne pathogen decontaminations.</p> <p><b>MINIMUM REQUIREMENTS:</b> Technical knowledge and experience in the maintenance and repair of building facilities, including heating, air conditioning, electrical and plumbing. Must maintain a valid Michigan license, CDL with A and N endorsements. Must possess technical certifications/degree in commercial HVAC, boiler systems and/or electrical at time of application.</p>
41	Fleet/Facility Manager	<p><b>JOB SUMMARY:</b> Performs responsible supervisory and administrative work in directing the Fleet and Building Maintenance operations of the Department of Public Works. Supervises and coordinates job duties for a number of skilled and semi-skilled workers engaged in the operations of motor pool and building maintenance. Coordinates the procurement, maintenance and repair of the Bloomfield Township equipment, vehicles, buildings and facilities. May be called upon to plow, shovel and salt streets, parking lots and sidewalks. Responsible for bloodborne pathogen decontaminations. Budgeting/procurement/materials management as it relates to the Building Maintenance and Motor Pool Divisions. Can discipline and make disciplinary recommendations. Work is performed under the general supervision of the Public Works Superintendent.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's degree in public administration or related field and/or a minimum four (4) years of responsible experience in management. Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA certifications as required. Underground Storage Tank License. Leadership certification desired.</p>
42	Grounds Foreman	<p><b>JOB SUMMARY:</b> Assigns, supervises and assists in planning the activities of a group of employees involved in the maintenance repair and construction or alterations of all Township grounds, safety paths, roadsides and state highways and performs related work as required. Budgeting/procurement/materials management as it relates to the Grounds Division. Considerable knowledge in the areas of mowing, landscaping, fertilizing/weed control, sprinkler systems and similar maintenance, repair and replacement activities associated with grounds maintenance as well as leadership and management of those employees assigned. Plow, shovel and salt streets, parking lots and sidewalks. Assists and directs Township contractors. Can discipline and make disciplinary recommendations. Work is performed under the general supervision of the Public Works Superintendent.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA certifications as required. Maintain a State of Michigan pesticide applicators License. Certified Arborist. Leadership certification desired. Minimum of two (2) years of college education preferred.</p>

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43	Master Mechanic	<p><b>JOB SUMMARY:</b> Performs preliminary and continuing criminal and civil investigations involving adult, youth and status offenses as well as cases of child abuse and neglect. Counsels youths and recommends counseling. Interviews suspects, witnesses, and complainants. Apprehends and arrests offenders, recovers stolen property, prepares cases for court, testifies in court, provides for welfare of prisoners and youths taken into custody. Conducts inspections, surveillance, and participates in crime prevention activities.</p> <p><b>MINIMUM REQUIREMENTS:</b> Four (4) years seniority as a sworn officer and completion of a Detective examination.</p>
<b>Planning</b>		
44	Deputy Director of Planning, Building and Ordinance	<p><b>JOB SUMMARY:</b> Works under close supervision of the Planning, Building &amp; Ordinance Director and performs a wide variety of highly responsible administrative duties requiring a specialized knowledge of Township ordinances and Department policies, procedures, and operations. Maintains confidentiality and exercises judgment within departmental guidelines. Manages the processing of appeals to the Zoning Board of Appeals, site plan and design reviews to the Design Review Board and Planning Commission, and applications to the Wetlands Board. Serves as a primary point of public contact with regard to questions and inquiries on permitting procedures. Supervises the processing of a variety of permits and department approvals.</p> <p><b>MINIMUM REQUIREMENTS:</b> Master's degree in Urban Planning or closely related field and a minimum of seven (7) years progressively responsible experience in urban planning, including four (4) years' experience in a supervisory capacity is also required, or an equivalent combination of education and experience.</p>
45	Director of Planning, Building and Ordinance	<p><b>JOB SUMMARY:</b> Responsible for overall direction and management of all planning, building and ordinance functions for the Township, otherwise known as a Community Development Director, and reports directly to the Township Supervisor.</p> <p><b>MINIMUM REQUIREMENTS:</b> A Master's Degree in Urban Planning or closely related field and a minimum of ten (10) years of managerial work experience in planning, economic development and community development.</p>
<b>Police</b>		
46	Detective	<p><b>JOB SUMMARY:</b> Performs preliminary and continuing criminal and civil investigations involving adult, youth and status offenses as well as cases of child abuse and neglect. Counsels youths and recommends counseling. Interviews suspects, witnesses, and complainants. Apprehends and arrests offenders, recovers stolen property, prepares cases for court, testifies in court, provides for welfare of prisoners and youths taken into custody. Conducts inspections, surveillance, and participates in crime prevention activities.</p> <p><b>MINIMUM REQUIREMENTS:</b> Four (4) years seniority as a sworn officer and completion of a Detective examination.</p>
47	Lieutenant	<p><b>JOB SUMMARY:</b> Under the supervision of the Patrol Division Captain, the Patrol Lieutenant is responsible for supervision of patrol sergeants, police officers, and civilian employees who carry out day-to-day operations of the Police Department. The Patrol Lieutenant ensures appropriate training of subordinates; the inspection of personnel, equipment, and facilities to ensure compliance with the Department's Policies &amp; Procedures.</p> <p><b>MINIMUM REQUIREMENTS:</b> 1 year seniority as a Sergeant with Bloomfield Township and completion of promotional process.</p>
48	Patrol	<p><b>JOB SUMMARY:</b> Enforces laws and patrols authorized areas in a professional, responsive, and efficient manner. In partnership with the community, a Police Officer is responsible for maintaining order in Bloomfield Township, protecting life and property, performing investigations, preventing crime, preserving the peace, regulating traffic, rendering aid, providing information to citizens, and performing related work as required. Provides all services while maintaining a tradition of integrity and honor.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's degree and successful completion of the MCOLES pre-employment battery of tests.</p>
49	Police Captain	<p><b>JOB SUMMARY:</b> Assures the delivery of quality law enforcement services to the residents of Bloomfield Township through effective management of the Patrol Division. Assures dissemination and compliance with Departmental orders, policies and procedures by all Divisional personnel. Provides for the security and good order of the Departmental premises, furnishings and equipment assigned to the Division. Determines and assigns proper deployment of Divisional staffing based upon the needs of the Department and the community.</p> <p><b>MINIMUM REQUIREMENTS:</b> One (1) year seniority as a Lieutenant at Bloomfield Township and completion of Captain promotional process.</p>

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#	SURVEY JOB TITLE	Description of Work
50	Police Chief	<p><b>JOB SUMMARY:</b> Plans and administers all Police services for Bloomfield Township, which includes patrol, investigation, and administrative functions.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's Degree and three (3) years as a Police Lieutenant or equivalent.</p>
51	Records Clerk	<p><b>JOB SUMMARY:</b> Responsible for assuring the proper response to all inquiries for assistance from members of the general public as well as employees of Bloomfield Township, and the processing and maintenance functions for police records. Maintains confidentiality and exercises judgment within the department guidelines.</p> <p><b>MINIMUM REQUIREMENTS:</b> High School diploma or equivalent and one (1) year clerical or records management experience.</p>
52	Sergeant	<p><b>JOB SUMMARY:</b> Under the supervision of the Patrol Lieutenant, the Patrol Sergeant is responsible for the supervision of police officers and civilian employees who carry out day-to-day operations of the Police Department. The Patrol Sergeant ensures appropriate training of subordinates; the inspection of personnel, equipment, and facilities to ensure compliance with the Department's Policies &amp; Procedures. The Patrol Sergeant monitors road patrol activities to ensure they are conducted in a professional, responsive, and efficient manner.</p> <p><b>MINIMUM REQUIREMENTS:</b> Five (5) years seniority as Patrol Officer with 4 of the 5 years at Bloomfield Township and completion of the Sergeant promotional process.</p>
<b>Public Works</b>		
53	Director of Public Works	<p><b>JOB SUMMARY:</b> Directs the operations of the Department of Public Works to include the Divisions of Water and Sewer, Roads, Grounds, Building Maintenance, and Motor Pool. Develops short and long range plans to meet Department needs; sets organizational policies, procedures, practices, services and budget. Directs and oversees management and implementation of departmental plans and objectives. Operator in charge of Water &amp; Sewer System; responsible for the Department's maintenance of its linear infrastructure. Serves on committees; represents the Department to other departments, agencies, community groups and/or the public; participates in meetings and conferences; attends and presents at Township Board meetings.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's degree in a related field and at least five (5) years of progressively responsible leadership experience in Public Works activities, including supervisory/management experience. Must maintain a valid Michigan license, CDL with A and N endorsements. Michigan S1 water distribution license. Maintain FEMA certifications as required, minimum required - 300 and 400 level.</p>
54	Manager of Public Works	<p><b>JOB SUMMARY:</b> Performs responsible supervisory and administrative work in planning, organizing, directing and administering a variety of administrative and support operations, functions and projects of the Department of Public Works. Direct oversight of clerical/customer service staff and water &amp; sewer billing operations. Assists with the management of Department contracts; serves as primary administrator providing oversight of Township's Solid Waste contract. Manages Township drop-off events, including hazardous wastes, electronic recycling, paper shredding and medication disposal. Participates in the development and administration of Department budgets; forecasts funding requirements; monitors and approves expenditures; recommends budget adjustments; develops financial analysis and participates in planning of water &amp; sewer rates. Responsible for meeting State and Federal regulations as it relates to the Water &amp; Sewer system, including preparation of annual Consumer Confidence Reports, Lead &amp; Copper Testing and other such regulatory requirements. Responds to and resolves customer complaints and billing disputes. Participates in the development and implementation of goals, objectives, policies and priorities for the Department. Presents at Township Board meetings. Work is performed under the general supervision of the Director of Public Works.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's degree in environmental sciences, engineering, public administration, business administration/management or related field and a minimum three (3) years of responsible experience in the management of public works related programs, projects or related work in administration or operational fields.</p>

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL REWARDS SURVEY**

**Benchmark Job Summaries**

**Instructions: Please complete the table on the next page by matching your organization's jobs to Bloomfield Township's positions. Summary Job Descriptions are included to help you with the matching. These jobs may not match exactly to those in your organization, but please provide information for those job titles that are at least an 80% match.**

#	SURVEY JOB TITLE	Description of Work
55	Public Works Superintendent	<p><b>JOB SUMMARY:</b> Performs responsible leadership, management, supervisory and administrative work in directing the operations of the Department of Public Works. Assigns and supervises a number of skilled, semi-skilled and unskilled workers engaged in the operations of roads, motor pool, forestry, grounds, building maintenance, water &amp; sewer and administration. Plans, develops and implements Public Works safety programs and procedures and ongoing safety training of Public Works staff. Coordinates and implements the DOT Drug and Alcohol Testing Program. Presents at Township Board meetings. Participates in oversight of operational contracts related to the Water &amp; Sewer system as well as MDOT and County Road Commission contracts. Responsible for administration and oversight of Township's Pavement Improvement Program. Responds to and resolves resident complaints. Manages and participates in the development and implementation of goals, objectives, policies and priorities for the Department. Oversees implementation of budget related projects. Work is performed under the general supervision of the Director of Public Works.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's degree in a related field and/or at least five (5) years of progressively responsible leadership experience in Public Works activities, including supervisory/management experience. Must maintain a valid Michigan license, CDL with A and N endorsements. Michigan S1 water distribution license (within 4 years of appointment). Maintain FEMA certifications as required.</p>
<b>Public Works (Roads)</b>		
56	Operator I	<p><b>JOB SUMMARY:</b> Responsible for the various repair, maintenance and construction operations of Township roads including, but not limited to, snow and ice control, paving, grading, sweeping, mowing and general road repairs. Equipment Operator I may be required to operate the following tools and equipment (not an all-inclusive list): Grader, bulldozer, backhoe, grad-all, street sweeper, paver and all other equipment listed in Operator Equipment Classes II and III which includes: All dump trucks, front loaders, tractors, prime trailer, chloride truck, mowers, air compressor, hydro seeder, rollers, flatbed trailer, and all hand held power tools. Responsible for the operation, preservation, cleaning, minor field adjustments and repairs of equipment assigned. May be responsible for supervising small groups of employees during Township road related projects. Performs heavy manual labor, perform skilled and semi-skilled work and work special hours as required. Supervision is exercised over Operators II, III, Laborers, part time and seasonal employees or others, including outside contractors, assigned to assist the Road Division. May also supervise over other Operator I's and/or be asked to assume Crew Leader's responsibilities in his/her absence, as directed by the Foreman, Superintendent or Director.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must maintain a valid Michigan license, CDL with A and N endorsements.</p>
57	Operator II	<p><b>JOB SUMMARY:</b> Responsible for the various repair, maintenance and construction operations of Township roads including, but not limited to, snow and ice control, paving, grading, sweeping, mowing and general road repairs. Equipment Operator II may be required to operate the following tools and equipment (not an all-inclusive list): All dump trucks, front loaders, tractors, prime trailer, chloride truck, mowers, air compressor, hydro seeder, rollers, flatbed trailer, and all hand held power tools. Responsible for the operation, preservation, cleaning, minor field adjustments and repairs of equipment assigned. May be responsible for supervising small groups of employees during Township road related projects. Performs heavy manual labor, perform skilled and semi-skilled work and work special hours as required. Supervision is exercised over lower level operators, Laborers, part time and seasonal employees or others, including outside contractors, assigned to assist the Road Division.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA certifications as required.</p>
58	Road Crew Leader	<p><b>JOB SUMMARY:</b> Responsible for assigning work and supervising a small and limited group of employees in the various repair, maintenance and construction operations of Township roads including, but not limited to, snow and ice control, paving, grading, sweeping, mowing and general road repairs. Also responsible for the operation, preservation, cleaning, minor field adjustments and repairs of equipment assigned. Performs heavy manual labor, performs skilled and semi-skilled work and works special hours as required. Supervision is exercised over Operators I, II, III, Laborers, part time and seasonal employees or others, including outside contractors, assigned to assist the Road Division. May also be asked to assume Foreman's responsibilities in his/her absence, as directed by the Foreman, Superintendent or Director.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA Certifications as required. Leadership certification desired.</p>

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL REWARDS SURVEY**

**Benchmark Job Summaries**

**Instructions: Please complete the table on the next page by matching your organization's jobs to Bloomfield Township's positions. Summary Job Descriptions are included to help you with the matching. These jobs may not match exactly to those in your organization, but please provide information for those job titles that are at least an 80% match.**

#	SURVEY JOB TITLE	Description of Work
59	Road Foreman	<p><b>JOB SUMMARY:</b> Responsible to assign, supervise and assist in planning the activities of a group of employees involved in the various repair, maintenance and construction operations of Township roads. Work special hours as required, including 24 hour on-call status. Considerable knowledge in the areas of ice and snow control, road repairs, paving, grading, sweeping, mowing and general repair and maintenance of assigned Township roads as well as leadership and management of those employees assigned. Can discipline and make disciplinary recommendations. Work is performed under the general supervision of the Public Works Superintendent.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA Certifications as required. Leadership certification desired. Minimum of two (2) years of college education preferred.</p>
<b>Public Works (Water &amp; Sewer)</b>		
60	Water & Sewer Foreman	<p><b>JOB SUMMARY:</b> Assigns, supervises, and assists in planning the activities of a group of employees involved in the repair, maintenance, operation and construction of the Township water distribution and sewer systems, and performs related work as required. Supervises Crew Leaders, Maintenance Workers I, II &amp; III, Laborers, part-time employees and all others, including outside contractors, assigned to give assistance to the Water &amp; Sewer Division. Work is performed under the general supervision of the Public Works Superintendent.</p> <p><b>MINIMUM REQUIREMENTS:</b> Minimum of two years of college education preferred. Preferable five (5) years of experience in the operation and maintenance of water distribution and sewer systems. Must maintain a valid Michigan license, CDL with A and N endorsements. S-2 Water Distribution Certificate, issued by the MDEQ, within three (3) years of appointment, S-1 preferred. Maintain FEMA certifications as required. Leadership certification desired.</p>
61	Water Maintenance I	<p><b>JOB SUMMARY:</b> Perform skilled and semi-skilled work associated with the repair, construction, maintenance and operation of the Township's water distribution and sewer systems. Supervision is exercised over Maintenance Workers II, III, Laborers, part time and seasonal employees or others, including outside contractors, assigned to assist the Water &amp; Sewer Division. May also supervise over other Maintenance Worker I's and/or be asked to assume Crew Leader's responsibilities in his/her absence, as directed by the Foreman, Superintendent or Director.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must maintain a S-4 water distribution certificate issued by the Michigan Department of Environmental Quality (MDEQ). Maintain FEMA certifications as required.</p>
62	Water Maintenance II	<p><b>JOB SUMMARY:</b> Performs a variety of manual labor work associated with the repair, construction, maintenance and operation of the Township's water distribution and sewer systems. Supervision is exercised over Maintenance Worker III, and seasonal, temporary and part-time employees or others, including outside contractors, assigned to assist the Water &amp; Sewer Department. May also supervise over other Maintenance Workers II as directed by the Foreman or Superintendent.</p> <p><b>MINIMUM REQUIREMENTS:</b> Complete and pass the written examination for the S-4 water distribution certificate when eligible as specified by the Michigan Department of Environmental Quality (MDEQ). Maintain FEMA certifications as required.</p>
<b>Senior Services</b>		
63	Adult Day Services Program Assistant	<p><b>JOB SUMMARY:</b> Integral member of adult day service (ADS) team providing therapeutic activities and direct personal care to senior adults who have cognitive, memory, and/or physical impairments. Assists in planning and implementation of program activities. Provides one to one support to members as needed and contributes documentation for client care plans.</p> <p><b>MINIMUM REQUIREMENTS:</b> Over one (1) year of related experience with seniors who have cognitive, memory, and/or physical impairments preferred. Competence in writing and computer skills sufficient to prepare required documentation. Driving record must meet safe driving standards and a chauffeur's license must be obtained within 60 days of hire.</p>



**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL REWARDS SURVEY**

**Benchmark Job Summaries**

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#	SURVEY JOB TITLE	Description of Work
64	Bus Driver	<p><b>JOB SUMMARY:</b> Drives the Bloomfield Township Senior Services bus for day trip and center transportation programs following routes provided. Positive communication with staff and clients and compliance with policies and procedures. Performs vehicle cleaning Work is performed under the direct supervision of the Deputy Director of Senior Services, or designee.</p> <p><b>MINIMUM REQUIREMENTS:</b> Must possess a valid Michigan or Commercial Driver's License with the appropriate bus endorsements. Driving record must meet safe driving standards and proof provided as requested.</p>
65	Director of Senior Services	<p><b>JOB SUMMARY:</b> Oversees and plans all functions for the Township's Senior Services programs, including adult day service, fitness, nutrition, outreach, recreation, and transportation. Responsible for all HR functions; recruitment, hiring, training, supervision and discipline. Responsible for budget development, business and community partnerships, fundraising, grant writing and reporting. Contributes to DH strategic projects, general Twp. policy development and the EOC.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor's Degree and seven (7) years of program management, team leadership and social service experience.</p>
66	Fitness Coordinator	<p><b>JOB SUMMARY:</b> Responsible for fitness program development, leadership and oversight in a 50+ Senior Center, including instructor management, marketing, teaching group classes and personal training, and direct customer service. Reports directly to Senior Center Director.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelors degree preferred. Recreation or fitness coordination experience required. Experience with personal training or group instruction preferred. Certification with ACE, AFAA or ACSM preferred.</p>
67	Nutrition Coordinator	<p><b>JOB SUMMARY:</b> Responsible for management of senior center nutrition programs including home delivered meals ("meals on wheels") and liquid nutrition. Responsibilities include client communication and program documentation.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelor Degree in social work, gerontology or related area required. Senior Services or human services experience preferred.</p>
68	Recreation Coordinator	<p><b>JOB SUMMARY:</b> Coordinates and plans recreational, social and educational programs and supports customer service operations within the department.</p> <p><b>MINIMUM REQUIREMENTS:</b> Associate's Degree and two (2) years of recreation, activities or social service experience.</p>
<b>Telecommunications</b>		
69	Communications Supervisor	<p><b>JOB SUMMARY:</b> Plans, coordinates, directs, implements and supervises detailed technical services on all communications and electronic systems. The technical services include but are not limited to the installation and maintenance of base stations, 911 Dispatch Center, security system, CAD system, mobile and portable transmitting and receiving units, public address and intercom systems, emergency vehicle lighting, sirens, radar and related medical electronic equipment and in general, all types of communications and electronic devices and phone system. Supervision is exercised over subordinate employees of the Communications Department and over outside contractors performing Township contracts.</p> <p><b>MINIMUM REQUIREMENTS:</b> Graduation from an accredited trade school or college specializing in electronics and communications technology. Possession of a Federal Communications Commission license of general radio telephone class. Minimum of five (5) years experience in the technical communications field, of which at least two years have been at the supervisory/administrative level.</p>
70	Communications Technician	<p><b>JOB SUMMARY:</b> Performs detailed technical service on all receiving and transmitting units as assigned, which includes installation, maintenance and repair of mobile and portable radios, base stations, intercoms, auto electrical items such as emergency vehicle lighting, sirens and radar as well as all other types of electronic equipment. Duties will also include the ability to diagnose and repair technical problems within the Township telephone systems. Supervision is exercised over Communication Coordinator, Communication Trainee, Laborers, seasonal, temporary and part time employees or others, including outside contractors, assigned to assist the Motor Pool Division as directed.</p> <p><b>MINIMUM REQUIREMENTS:</b> Experience in the installation, repair and maintenance of communication equipment.</p>

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL REWARDS SURVEY**

**Benchmark Job Summaries**

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#	SURVEY JOB TITLE	Description of Work
<b>Treasury</b>		
71	Deputy Treasurer	<p><b>JOB SUMMARY:</b> Assist the Treasurer in all statutory operations of the Treasury Department and other duties in their absence. Supervises the duties and daily routine of the Treasury Assistants. Responsible for seasonal tax preparation of real and personal property tax, collection of all L-4029's and updating the tax base system, maintaining the Township tax roll, and the tax settlement with Oakland County. Processes and creates special assessment districts and billings (including roads, lake and light districts and code enforcement). Processes monthly water billing and penalties. Maintains Water/Sewer liens and payment plans. Assists with processing of all payments and telephone calls; troubleshooting as necessary. Perform various reconciliations, assists the Accounting Department with accurate tax distribution records and various banking transactions. Performs all Human Resource requirements of hiring, reviewing employees, discipline, up to and including discharge. Deliver daily revenues to the bank.</p> <p><b>MINIMUM REQUIREMENTS:</b> Bachelors degree in Accounting and Business Administration. Acquire and maintain Treasury Certifications by being a member and attending conferences of APTUS&amp;C (Association of Public Treasurers of the United States &amp; Canada) and MMTA (Michigan Municipal Treasurers Association); earning and maintaining the certifications of CPFA (Certified Public Finance Administrator), CPFIM (Certified Public Funds Investment Manager) and the MiCPT (Michigan Certified Professional Treasurer).</p>
72	Treasurer's Assistant	<p><b>JOB SUMMARY:</b> Performs clerical work generated with daily office operations in the Treasurer's Office. Daily receipt and journalizing of all township payments, prepare and balance daily bank deposits including electronic payments. Create and mail tax receipts and other treasury notices. Assists the general public by answering questions at the counter and phone calls related to operations of the Treasurer's Office, water billing and other items as requested. Maintain LAMS (Land and Address Management System) for Oakland County and file all documents specific to the township. Transport mail to/from USPS and process all township payments.</p> <p><b>MINIMUM REQUIREMENTS:</b> High School diploma or equivalent with one year of administrative or treasury experience. Attend MMTA's (Michigan Municipal Treasurers Association) Institute earning a MiCPT (Michigan Certified Professional Treasurer).</p>

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

Job Title (sorted by Job Family)	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 35hrs, etc.)	Degree of Match	Scheduled Pay Ranges (effective January 1st, 2020)		
				<small>("+" means my organization's job has greater responsibilities; "=" means my organization's job has equal responsibilities; "-" means my organization's job has less responsibilities)</small>	ANNUAL Base Pay Range Minimum	ANNUAL Base Pay Range Maximum	Actual Average ANNUAL Pay Rate
<b>Accounting/HR</b>							
1	Accountant	[Please Select]		[Please Select]			
2	Accounting Clerk	[Please Select]		[Please Select]			
3	Finance Director	[Please Select]		[Please Select]			
4	HR and Benefits Administrator	[Please Select]		[Please Select]			
<b>Administrative</b>							
5	Administrative Assistant/Secretary to Township Clerk	[Please Select]		[Please Select]			
6	Administrative Assistant/Secretary to Township Supervisor	[Please Select]		[Please Select]			
7	Clerk (Clerical)	[Please Select]		[Please Select]			
8	Clerk's Assistant	[Please Select]		[Please Select]			
9	Department Administrative Assistant	[Please Select]		[Please Select]			
10	Deputy Clerk	[Please Select]		[Please Select]			
11	Office Assistant	[Please Select]		[Please Select]			
12	Office Manager	[Please Select]		[Please Select]			
13	Secretary	[Please Select]		[Please Select]			
<b>Assessment</b>							
14	Assessor - MMAO	[Please Select]		[Please Select]			
15	Property Appraiser - MAAO	[Please Select]		[Please Select]			
<b>Communications/External Affairs</b>							
16	Cable Worker	[Please Select]		[Please Select]			
17	Director of Cable & Community Relations	[Please Select]		[Please Select]			
18	Operations Manager	[Please Select]		[Please Select]			
19	Producer/Editor	[Please Select]		[Please Select]			
20	Studio Coordinator	[Please Select]		[Please Select]			
21	Website Manager	[Please Select]		[Please Select]			
<b>Emergency Communications</b>							
22	Dispatcher	[Please Select]		[Please Select]			
<b>Engineering &amp; Environmental Services</b>							
23	Asset Management Coordinator	[Please Select]		[Please Select]			
24	Director of Engineering and Environmental Services	[Please Select]		[Please Select]			
25	Engineer	[Please Select]		[Please Select]			
<b>Fire</b>							
26	Assistant Fire Chief	[Please Select]		[Please Select]			
27	FF/AEMT	[Please Select]		[Please Select]			

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

Job Title (sorted by Job Family)	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 35hrs, etc.)	Degree of Match	Scheduled Pay Ranges (effective January 1st, 2020)		
				<small>("+" means my organization's job has greater responsibilities; "=" means my organization's job has equal responsibilities; "-" means my organization's job has less responsibilities)</small>	ANNUAL Base Pay Range Minimum	ANNUAL Base Pay Maximum	Actual Average ANNUAL Pay Rate
28 Fire Captain		[Please Select]		[Please Select]			
29 Fire Captain/EMS Coordinator		[Please Select]		[Please Select]			
30 Fire Chief		[Please Select]		[Please Select]			
31 Fire Marshal		[Please Select]		[Please Select]			
32 Lieutenant/AEMT		[Please Select]		[Please Select]			
<b>Information Technology</b>							
33 Director of Information Technology		[Please Select]		[Please Select]			
34 Network Administrator Lv 3		[Please Select]		[Please Select]			
<b>Inspection</b>							
35 Building Inspector		[Please Select]		[Please Select]			
36 Building Official		[Please Select]		[Please Select]			
37 Electrical Inspector		[Please Select]		[Please Select]			
38 Ordinance Officer		[Please Select]		[Please Select]			
<b>Maintenance</b>							
39 Building Crew Leader		[Please Select]		[Please Select]			
40 Building Maintenance Technician		[Please Select]		[Please Select]			
41 Fleet/Facility Manager		[Please Select]		[Please Select]			
42 Grounds Foreman		[Please Select]		[Please Select]			
43 Master Mechanic		[Please Select]		[Please Select]			
<b>Planning</b>							
44 Deputy Director of Planning		[Please Select]		[Please Select]			
45 Director of Planning		[Please Select]		[Please Select]			
<b>Police</b>							
46 Detective		[Please Select]		[Please Select]			
47 Lieutenant		[Please Select]		[Please Select]			
48 Patrol		[Please Select]		[Please Select]			
49 Police Captain		[Please Select]		[Please Select]			
50 Police Chief		[Please Select]		[Please Select]			
51 Records Clerk		[Please Select]		[Please Select]			
52 Sergeant		[Please Select]		[Please Select]			
<b>Public Works</b>							
53 Director of Public Works		[Please Select]		[Please Select]			
54 Manager of Public Works		[Please Select]		[Please Select]			

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

Job Title (sorted by Job Family)	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 35hrs, etc.)	Degree of Match	Scheduled Pay Ranges (effective January 1st, 2020)		
				<small>("+" means my organization's job has greater responsibilities; "=" means my organization's job has equal responsibilities; "-" means my organization's job has less responsibilities)</small>	ANNUAL Base Pay Range Minimum	ANNUAL Base Pay Maximum	Actual Average ANNUAL Pay Rate
55 Public Works Superintendent		[Please Select]		[Please Select]			
<b>Public Works (Roads)</b>							
56 Operator I		[Please Select]		[Please Select]			
57 Operator II		[Please Select]		[Please Select]			
58 Road Crew Leader		[Please Select]		[Please Select]			
59 Road Foreman		[Please Select]		[Please Select]			
<b>Public Works (Water &amp; Sewer)</b>							
60 Water & Sewer Foreman		[Please Select]		[Please Select]			
61 Water Maintenance I		[Please Select]		[Please Select]			
62 Water Maintenance II		[Please Select]		[Please Select]			
<b>Senior Services</b>							
63 Adult Day Services Program Assistant		[Please Select]		[Please Select]			
64 Bus Driver		[Please Select]		[Please Select]			
65 Director of Senior Services		[Please Select]		[Please Select]			
66 Fitness Coordinator		[Please Select]		[Please Select]			
67 Nutrition Coordinator		[Please Select]		[Please Select]			
68 Recreation Coordinator		[Please Select]		[Please Select]			
<b>Telecommunications</b>							
69 Communications Supervisor		[Please Select]		[Please Select]			
70 Communications Technician		[Please Select]		[Please Select]			
<b>Treasury</b>							
71 Deputy Treasurer		[Please Select]		[Please Select]			
72 Treasurer's Assistant		[Please Select]		[Please Select]			

**2020 CHARTER TOWNSHIP OF BLOOMFIELD, MI  
TOTAL COMPENSATION SURVEY**

Elected Official	Matching Job Title	Annual Hours	Annual Pay Rate	Additional Direct Compensation	Does this Elected Official receive the same benefits (medical, dental, retirement, insurances, etc.) as general employees?	Does this Elected Official receive any additional perks not already covered in this survey?
Township Supervisor						
Township Clerk						
Township Treasurer						
Township Trustee						

# Appendix B – Detailed Market Data

Benchmark Title	Page
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Accounting Clerk	B-3
Admin. Assistant/Secretary to Township Clerk	B-6
Admin. Assistant/Secretary to Township Supervisor	B-7
Adult Day Services Program Assistant	B-60
Assessor - MMAO	B-15
Asset Management Coordinator	B-24
Assistant Fire Chief	B-27
Building Crew Leader	B-40
Building Inspector	B-36
Building Maintenance Technician	B-41
Building Official	B-37
Bus Driver	B-61
Cable Worker	B-17
Clerk (Planning, Building, & Ordinance)	B-8
Clerk's Assistant	B-9
Communications Supervisor	B-66
Communications Technician	B-67
Department Administrative Assistant	B-10
Deputy Clerk	B-11
Deputy Director of Planning, Building & Ordinance	B-45
Deputy Treasurer	B-68
Detective	B-47
Director of Cable & Community Relations	B-18
Director of Engineering & Environ. Services	B-25
Director of Information Technology	B-34
Director of Planning, Building & Ordinance	B-46
Director of Public Works	B-54
Director of Senior Services	B-62
Dispatcher	B-23
Electrical Inspector	B-38
Engineer	B-26
FF/AEMT	B-28
Finance Director	B-4
Fire Captain	B-29
Fire Captain/EMS Coordinator	B-30

Benchmark Title	Page
Fire Chief	B-31
Fire Marshal	B-32
Fitness Coordinator	B-63
Fleet/Facility Manager	B-42
Grounds Foreman	B-43
HR & Benefits Administrator	B-5
Lieutenant	B-48
Lieutenant/AEMT	B-33
Manager of Public Works	B-70
Master Mechanic	B-44
Network Administrator Lv 3	B-35
Nutrition Coordinator	B-64
Office Assistant	B-12
Office Manager	B-13
Operations Manager	B-19
Operator I	B-55
Operator II	B-56
Ordinance Officer	B-39
Patrol	B-49
Police Captain	B-50
Police Chief	B-51
Producer/Editor	B-20
Property Appraiser - MAAO	B-16
Public Works Superintendent	B-57
Records Clerk	B-52
Recreation Coordinator	B-65
Road Crew Leader	B-58
Road Foreman	B-59
Secretary	B-14
Sergeant	B-53
Studio Coordinator	B-21
Treasurer's Assistant	B-69
Water & Sewer Foreman	B-71
Water Maintenance I	B-72
Water Maintenance II	B-73
Website Manager	B-22

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

Accountant Accounting							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Accountant	40.0	NE	\$61,497	\$70,721	\$79,945	\$79,945
City of Auburn Hills	Accountant	40.0	NE	\$43,118	\$47,757	\$52,395	NA
City of Birmingham	Accountant	40.0	NE	\$53,378	\$60,851	\$68,324	\$53,378
City of Farmington Hills	Accountant	40.0	NE	\$54,335	\$58,268	\$62,200	NA
City of Novi	Accountant	40.0	E	\$44,200	\$51,935	\$59,670	\$56,728
City of Rochester Hills	Accountant	40.0	E	\$75,186	\$81,172	\$87,158	NA
City of Royal Oak	Accountant II	40.0	E	\$58,605	\$62,121	\$65,637	NA
City of Troy	Accountant	40.0	NE	\$48,439	\$60,550	\$72,660	\$57,611
Oakland County	Accountant II	40.0	NE	\$48,481	\$55,795	\$63,108	NA
Shelby Township	Accountant I	37.5	NE	\$61,606	\$66,224	\$70,842	\$62,633
Waterford Township	Staff Accountant	40.0		\$43,354	\$49,857	\$56,360	NA
West Bloomfield Township	Accountant	37.5	NE	\$57,658	\$68,463	\$79,268	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$61,939</b>	<b>\$61,939</b>	<b>\$61,939</b>	<b>\$61,939</b>
<b><i>Public Sector Market Average</i></b>				<b>\$54,155</b>	<b>\$61,143</b>	<b>\$68,131</b>	<b>\$62,059</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>114%</b>	<b>101%</b>	<b>91%</b>	<b>100%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Accountant II	40.0		\$52,800	\$64,500	\$77,700	NA
ERI	Accountant - Level 1	40.0		\$59,213	\$70,052	\$83,825	NA
PayFactors	Accountant II	40.0		\$53,500	\$59,500	\$66,200	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$61,939</b>	<b>\$61,939</b>	<b>\$61,939</b>	<b>\$61,939</b>
<b><i>Published Market Average</i></b>				<b>\$55,171</b>	<b>\$64,684</b>	<b>\$75,908</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>112%</b>	<b>96%</b>	<b>82%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$61,939</b>	<b>\$61,939</b>	<b>\$61,939</b>	<b>\$61,939</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$54,663</b>	<b>\$62,913</b>	<b>\$72,019</b>	<b>\$62,059</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>113%</b>	<b>98%</b>	<b>86%</b>	<b>100%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-12%</b>	<b>2%</b>	<b>16%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Assist in maintaining the accounting system, prepares bank reconciliations, daily accounting functions including accounts payable, accounts receivable, revenue collections, investment management, capital asset management, project accounting, grant management, and others. Assists with maintaining personnel records, and can also perform the biweekly payroll and benefits processes.

**Minimum Qualifications**

Bachelor's Degree in Accounting. Experience in municipal accounting preferred.



APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Accounting Clerk</b>							
<b>Accounting</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Finance Clerk	40.0	NE	\$36,691	\$40,633	\$44,574	NA
City of Birmingham	Accounts Payable Clerk	40.0	NE	\$37,461	\$43,888	\$50,315	NA
City of Farmington Hills	Account Technician	40.0	NE	\$43,127	\$46,199	\$49,270	NA
City of Novi	Senior Customer Service Rep	36.5	NE	\$52,908	\$53,350	\$53,791	\$53,790
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Municipal Clerk III	40.0	NE	\$42,433	\$44,089	\$45,745	\$43,846
City of Troy	Account Clerk II	40.0	NE	\$37,258	\$42,480	\$47,702	NA
Oakland County	Account Clerk II	40.0	NE	\$36,477	\$41,991	\$47,505	\$47,505
Shelby Township	Account Processor II	37.5	NE	\$47,617	\$51,098	\$54,578	\$50,711
Waterford Township	Account Clerk II	40.0		\$39,811	\$43,316	\$46,821	NA
West Bloomfield Township	Sr. Bookkeeper	37.5	NE	\$53,165	\$63,003	\$72,842	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,320</b>	<b>\$47,320</b>	<b>\$47,320</b>	<b>\$47,320</b>
<b><i>Public Sector Market Average</i></b>				<b>\$42,695</b>	<b>\$47,005</b>	<b>\$51,314</b>	<b>\$48,963</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>111%</b>	<b>101%</b>	<b>92%</b>	<b>97%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Accounting Clerk III	40.0		\$43,200	\$51,900	\$62,700	NA
ERI	Accounting Clerk - Level 3	40.0		\$44,347	\$50,357	\$58,277	NA
PayFactors	Accounting Clerk III	40.0		\$42,100	\$47,200	\$52,700	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,320</b>	<b>\$47,320</b>	<b>\$47,320</b>	<b>\$47,320</b>
<b><i>Published Market Average</i></b>				<b>\$43,216</b>	<b>\$49,819</b>	<b>\$57,892</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>109%</b>	<b>95%</b>	<b>82%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$47,320</b>	<b>\$47,320</b>	<b>\$47,320</b>	<b>\$47,320</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$42,955</b>	<b>\$48,412</b>	<b>\$54,603</b>	<b>\$48,963</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>110%</b>	<b>98%</b>	<b>87%</b>	<b>97%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-9%</b>	<b>2%</b>	<b>15%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs the entire accounts payable process from receiving invoices in the mail to issuing payments to vendors. May also include clerical and other duties of an accounting nature that could include verifying, calculating, and posting journal entries.

**Minimum Qualifications**

Associate's degree with one (1) year of accounting experience

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Finance Director Accounting</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Finance & Budget Director	40.0	E	\$110,132	\$126,655	\$143,177	\$139,063
City of Auburn Hills	Director of Finance/Treasury	40.0	E	\$84,925	\$96,520	\$108,115	\$102,262
City of Birmingham	Director of Finance	40.0	E	\$91,828	\$104,646	\$117,464	\$117,464
City of Farmington Hills	Finance Director/Treasurer	40.0	E	\$98,000	\$107,500	\$117,000	NA
City of Novi	Finance Director/Treasurer	40.0	E	\$106,279	\$132,849	\$159,419	\$130,412
City of Rochester Hills	Chief Financial Officer	40.0	E	\$114,889	\$124,040	\$133,191	NA
City of Royal Oak	Director of Finance	40.0	E	\$91,130	\$108,655	\$126,179	\$121,178
City of Troy	Chief Financial Officer	40.0	E	\$96,304	\$120,652	\$145,000	\$145,000
Oakland County	Fiscal Services Officer	40.0	E	\$106,475	\$118,666	\$130,856	\$130,856
Shelby Township	Finance Director	37.5	E	\$96,480	\$104,533	\$112,586	\$112,586
Waterford Township	Director of Accounting and Finance	40.0		\$78,689	\$90,493	\$102,298	NA
West Bloomfield Township	Finance Director	37.5	E	\$75,495	\$89,619	\$103,743	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Public Sector Market Average</i></b>				<b>\$95,886</b>	<b>\$110,402</b>	<b>\$124,919</b>	<b>\$124,853</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>125%</b>	<b>108%</b>	<b>96%</b>	<b>96%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Finance Director	40.0		\$129,700	\$196,200	\$267,900	NA
ERI	Finance Director	40.0		\$139,824	\$177,978	\$231,494	NA
PayFactors	Finance Director	40.0		\$160,800	\$194,300	\$238,000	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Published Market Average</i></b>				<b>\$143,441</b>	<b>\$189,493</b>	<b>\$245,798</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>83%</b>	<b>63%</b>	<b>49%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$119,663</b>	<b>\$149,947</b>	<b>\$185,358</b>	<b>\$124,853</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>100%</b>	<b>80%</b>	<b>64%</b>	<b>96%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>0%</b>	<b>26%</b>	<b>55%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Plan, manage, supervise and coordinate the administration and operations of the Accounting/Finance Department. Oversees many HR functions as there is not a separate HR department or HR Director. Maintains the accounting system, prepares the annual budget, prepares financial reports, manage debt instruments, manage investments, negotiate with unions and bargaining groups.

**Minimum Qualifications**

Bachelor's Degree in Accounting or related field, with seven plus years' experience, CPFO preferred.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>HR and Benefits Administrator Accounting</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	HR Generalist	40.0		\$65,802	\$75,672	\$85,542	NA
City of Auburn Hills	Human Resources Manager	40.0	E	\$51,146	\$58,942	\$66,738	\$60,786
City of Birmingham	Human Resources Manager	40.0	E	\$71,767	\$81,798	\$91,828	\$91,828
City of Farmington Hills	Sr. Human Resources Analyst	40.0		\$66,849	\$71,379	\$75,909	NA
City of Novi	HR Benefits Coordinator	36.5	NE	\$57,280	\$58,275	\$59,269	\$59,269
City of Rochester Hills	HR Analyst - Safety & Benefits	40.0	E	\$75,186	\$81,172	\$87,158	NA
City of Royal Oak	Benefits Specialist	40.0	E	\$49,216	\$55,722	\$62,228	NA
City of Troy	Human Resources Specialist	40.0	E	\$48,439	\$60,550	\$72,660	\$63,148
Oakland County	Human Resources Analyst III	40.0		\$59,092	\$68,197	\$77,302	NA
Shelby Township	Assistant HR Director	37.5	NE	\$60,431	\$64,835	\$69,239	\$67,772
Waterford Township	Payroll & Benefits Manager	40.0		\$53,834	\$61,907	\$69,980	NA
West Bloomfield Township	HR Manager	37.5	NE	\$53,165	\$63,003	\$72,842	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$67,626</b>	<b>\$67,626</b>	<b>\$67,626</b>	<b>\$67,626</b>
<b><i>Public Sector Market Average</i></b>				<b>\$59,351</b>	<b>\$66,788</b>	<b>\$74,225</b>	<b>\$68,561</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>114%</b>	<b>101%</b>	<b>91%</b>	<b>99%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Benefits Administrator III	40.0		\$58,900	\$76,800	\$99,600	NA
ERI	Benefits Administrator - Level 2	40.0		\$59,423	\$69,616	\$82,634	NA
PayFactors	Benefits Administrator III	40.0		\$61,700	\$70,700	\$80,100	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$67,626</b>	<b>\$67,626</b>	<b>\$67,626</b>	<b>\$67,626</b>
<b><i>Published Market Average</i></b>				<b>\$60,008</b>	<b>\$72,372</b>	<b>\$87,445</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>113%</b>	<b>93%</b>	<b>77%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$67,626</b>	<b>\$67,626</b>	<b>\$67,626</b>	<b>\$67,626</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$59,679</b>	<b>\$69,580</b>	<b>\$80,835</b>	<b>\$68,561</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>113%</b>	<b>97%</b>	<b>84%</b>	<b>99%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-12%</b>	<b>3%</b>	<b>20%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for human resources and benefits administration functions, including planning, administration and communication of the employee wellness program, coordination of open enrollment, calculation of retirement amounts, processing short and long-term disability claims, and management of benefit vendors. There is not a separate Human Resources department, nor a Human Resources Director.

**Minimum Qualifications**

Bachelor's Degree in Human Resources. Experience in municipal and union environments is preferred. Human Resource certification is preferred.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

**Administrative Assistant/Secretary to Township Clerk**  
**Administrative**

Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b>Public Sector Data Sources</b>							
Canton Township	Executive Assistant	40.0	NE	\$53,713	\$61,770	\$69,826	\$69,826
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Secretary to Department Director	40.0	NE	\$50,737	\$54,986	\$59,234	NA
City of Novi	Executive Secretary	40.0	E	\$44,200	\$51,935	\$59,670	\$53,042
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Administrative Assistant II	40.0	NE	\$47,537	\$51,101	\$54,665	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Administrative Secretary	37.5	NE	\$50,699	\$54,503	\$58,307	\$54,925
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Office Manager/Executive Asst	37.5	NE	\$53,165	\$63,003	\$72,842	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$57,817</b>	<b>\$61,178</b>	<b>\$64,539</b>	<b>\$60,608</b>
<b>Public Sector Market Average</b>				<b>\$50,008</b>	<b>\$56,216</b>	<b>\$62,424</b>	<b>\$59,264</b>
<b>Bloomfield Township as a % of Public Sector Market Average</b>				<b>116%</b>	<b>109%</b>	<b>103%</b>	<b>102%</b>
<b>Published Data Sources</b>							
CompAnalyst	Executive Assistant	40.0		\$55,400	\$69,300	\$85,200	NA
ERI	Executive Assistant - Level 2	40.0		\$59,256	\$71,866	\$87,827	NA
PayFactors	Executive Assistant	40.0		\$57,300	\$64,800	\$73,100	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$57,817</b>	<b>\$61,178</b>	<b>\$64,539</b>	<b>\$60,608</b>
<b>Published Market Average</b>				<b>\$57,319</b>	<b>\$68,655</b>	<b>\$82,042</b>	<b>NA</b>
<b>Bloomfield Township as a % of Published Market Average</b>				<b>101%</b>	<b>89%</b>	<b>79%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$57,817</b>	<b>\$61,178</b>	<b>\$64,539</b>	<b>\$60,608</b>
<b>Overall Comparator Market Average</b>				<b>\$53,664</b>	<b>\$62,436</b>	<b>\$72,233</b>	<b>\$59,264</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>108%</b>	<b>98%</b>	<b>89%</b>	<b>102%</b>
<b>Adjustment To Reach Market Average</b>				<b>-7%</b>	<b>2%</b>	<b>12%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Serves as a liaison for Board items, and notifies trustees of meetings and schedule changes. Prepares the agendas, materials, and packets for Board meetings. Attends Board meetings and prepares the minutes, and posts the minutes to the Township website. Serves as Executive Secretary to the Township Clerk. Supports the general day-to-day operations of the Clerk's Office including assisting the residents at the counter and on the phone. Assists with Elections.

**Minimum Qualifications**

Associate's degree and three (3) years experience in a Township Clerk's office or comparable setting.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

**Administrative Assistant/Secretary to Township Supervisor**  
**Administrative**

Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b>Public Sector Data Sources</b>							
Canton Township	Supervisor's Assistant	40.0		\$57,475	\$66,095	\$74,715	NA
City of Auburn Hills	Exec. Asst. to City Manager & City Council	40.0	E	\$44,518	\$49,469	\$54,419	\$53,769
City of Birmingham	Assistant to the City Manager	40.0	NE	\$49,582	\$56,528	\$63,473	\$52,736
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Assistant to the City Manager	40.0	E	\$53,482	\$62,842	\$72,201	\$54,999
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Assistant to the City Manager	40.0		\$51,677	\$63,161	\$74,645	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Administrative Assistant	37.5	E	\$64,006	\$69,095	\$74,185	NA
Waterford Township	Executive Assistant to the Supervisor	40.0		\$46,608	\$53,599	\$60,591	NA
West Bloomfield Township	Supervisor Executive Asst.	37.5	NE	\$53,670	\$63,256	\$72,842	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$57,817</b>	<b>\$61,178</b>	<b>\$64,539</b>	<b>\$64,539</b>
<b>Public Sector Market Average</b>				<b>\$52,627</b>	<b>\$60,506</b>	<b>\$68,384</b>	<b>\$53,835</b>
<b>Bloomfield Township as a % of Public Sector Market Average</b>				<b>110%</b>	<b>101%</b>	<b>94%</b>	<b>120%</b>
<b>Published Data Sources</b>							
CompAnalyst	Executive Assistant	40.0		\$55,400	\$69,300	\$85,200	NA
ERI	Executive Assistant - Level 2	40.0		\$59,256	\$71,866	\$87,827	NA
PayFactors	Executive Assistant	40.0		\$57,300	\$64,800	\$73,100	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$57,817</b>	<b>\$61,178</b>	<b>\$64,539</b>	<b>\$64,539</b>
<b>Published Market Average</b>				<b>\$57,319</b>	<b>\$68,655</b>	<b>\$82,042</b>	<b>NA</b>
<b>Bloomfield Township as a % of Published Market Average</b>				<b>101%</b>	<b>89%</b>	<b>79%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$57,817</b>	<b>\$61,178</b>	<b>\$64,539</b>	<b>\$64,539</b>
<b>Overall Comparator Market Average</b>				<b>\$54,973</b>	<b>\$64,580</b>	<b>\$75,213</b>	<b>\$53,835</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>105%</b>	<b>95%</b>	<b>86%</b>	<b>120%</b>
<b>Adjustment To Reach Market Average</b>				<b>-5%</b>	<b>6%</b>	<b>17%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Provides direct professional support to the Township Supervisor, and supports the Township Attorney. Serves as an agent in procuring information from other members of the administrative staff, Department Heads, or the general public. Schedules and supervises the switchboard operators/receptionists. When appropriate, transmits directives to, and receives or obtains feedback from, Township personnel in the name of the Township Supervisor.

**Minimum Qualifications**

High School diploma or equivalent with five (5) years of administrative experience, certified Passport Agent, certified Notary.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Clerk (Planning, Building &amp; Ordinance)</b>							
<b>Administrative</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Clerk III	40.0	NE	\$42,481	\$45,406	\$48,331	\$46,810
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Clerk Typist B	40.0	NE	\$36,234	\$42,494	\$48,755	\$42,494
City of Farmington Hills	Clerk Typist II	40.0	NE	\$36,705	\$39,286	\$41,866	NA
City of Novi	Account Clerk IV	36.5	NE	\$50,804	\$51,267	\$51,729	\$51,729
City of Rochester Hills	Administrative Assistant II	40.0	NE	\$50,151	\$54,145	\$58,138	NA
City of Royal Oak	Municipal Clerk III	40.0	NE	\$42,433	\$44,089	\$45,745	NA
City of Troy	Administrative Assistant	40.0	NE	\$35,119	\$43,899	\$52,679	\$48,690
Oakland County	County Clerk Records Specialist	40.0	NE	\$40,101	\$46,157	\$52,213	NA
Shelby Township	Administrative Secretary	37.5	NE	\$50,699	\$59,946	\$69,193	\$54,232
Waterford Township	Departmental Aide	40.0		\$44,075	\$47,954	\$51,834	NA
West Bloomfield Township	Sr. Development Clerk-level 4.0	37.5	NE	\$40,871	\$48,089	\$55,307	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$47,409</b>
<b><i>Public Sector Market Average</i></b>				<b>\$42,698</b>	<b>\$47,521</b>	<b>\$52,345</b>	<b>\$48,791</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>80%</b>	<b>86%</b>	<b>91%</b>	<b>97%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Administrative Assistant I	40.0		\$34,800	\$43,000	\$53,800	NA
ERI	Administrative Assistant - Level 1	40.0		\$34,254	\$40,878	\$49,076	NA
PayFactors	Administrative Assistant I	40.0		\$37,800	\$42,200	\$48,000	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$47,409</b>
<b><i>Published Market Average</i></b>				<b>\$35,618</b>	<b>\$42,026</b>	<b>\$50,292</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>96%</b>	<b>97%</b>	<b>94%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$47,409</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$39,158</b>	<b>\$44,774</b>	<b>\$51,318</b>	<b>\$48,791</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>88%</b>	<b>91%</b>	<b>92%</b>	<b>97%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>14%</b>	<b>10%</b>	<b>8%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs a variety of clerical tasks and activities related to the administration of a particular department. Responds to inquiries; answers phones; assists the public; assimilates information; sets up and maintains accurate files. Maintains necessary confidentiality. Performs under minimal supervision.

**Minimum Qualifications**

High School Diploma and one (1) year of clerical or secretarial experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Clerk's Assistant Administrative</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Elections Coordinator	40.0	NE	\$47,636	\$50,626	\$53,616	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	Office Assistant I	40.0	NE	\$33,791	\$39,181	\$44,571	\$38,276
Oakland County	Secretary I	40.0	NE	\$34,630	\$39,866	\$45,101	\$45,101
Shelby Township	Office Clerk	37.5	NE	\$36,064	\$38,775	\$41,486	\$40,080
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$39,835</b>	<b>\$39,835</b>	<b>\$39,835</b>	<b>\$39,835</b>
<b><i>Public Sector Market Average</i></b>				<b>\$38,030</b>	<b>\$42,112</b>	<b>\$46,193</b>	<b>\$41,152</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>105%</b>	<b>95%</b>	<b>86%</b>	<b>97%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Clerical Support Specialist II	40.0		\$32,100	\$39,200	\$48,200	NA
ERI	Clerical Assistant - Level 2	40.0		\$31,814	\$36,630	\$42,597	NA
PayFactors	Clerk II	40.0		\$30,800	\$35,100	\$40,000	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$39,835</b>	<b>\$39,835</b>	<b>\$39,835</b>	<b>\$39,835</b>
<b><i>Published Market Average</i></b>				<b>\$31,571</b>	<b>\$36,977</b>	<b>\$43,599</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>126%</b>	<b>108%</b>	<b>91%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$39,835</b>	<b>\$39,835</b>	<b>\$39,835</b>	<b>\$39,835</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$34,801</b>	<b>\$39,544</b>	<b>\$44,896</b>	<b>\$41,152</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>114%</b>	<b>101%</b>	<b>89%</b>	<b>97%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-13%</b>	<b>-1%</b>	<b>13%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Voter registrations, passports, election support, right of way permits, and other clerical support for the day-to-day operations of the Clerk's Office. Oversees ordering of office supplies for majority of departments.

**Minimum Qualifications**

High School diploma or equivalent with three (3) years of administrative experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Department Administrative Assistant Administrative</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Clerk IV	40.0	NE	\$50,751	\$53,863	\$56,975	\$56,011
City of Auburn Hills	Administrative Assistant	40.0	E	\$44,518	\$49,469	\$54,419	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Administrative Secretary	40.0		\$47,636	\$50,626	\$53,616	NA
City of Novi	Executive Secretary	40.0	E	\$44,200	\$51,935	\$59,670	\$53,042
City of Rochester Hills	Administrative Assistant III	40.0	NE	\$54,161	\$58,474	\$62,787	NA
City of Royal Oak	Administrative Assistant I	40.0	NE	\$45,275	\$48,669	\$52,064	\$51,702
City of Troy	Secretary	40.0	NE	\$39,756	\$45,098	\$50,439	NA
Oakland County	Secretary II	40.0	NE	\$40,101	\$46,157	\$52,213	NA
Shelby Township	Administrative Secretary	37.5	NE	\$50,699	\$54,503	\$58,307	\$54,232
Waterford Township	Administrative Assistant	40.0		\$46,608	\$53,599	\$60,591	NA
West Bloomfield Township	Office Coordinator	37.5	NE	\$46,010	\$54,111	\$62,212	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,732</b>	<b>\$49,413</b>	<b>\$51,093</b>	<b>\$51,093</b>
<b><i>Public Sector Market Average</i></b>				<b>\$46,338</b>	<b>\$51,500</b>	<b>\$56,663</b>	<b>\$53,747</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>103%</b>	<b>96%</b>	<b>90%</b>	<b>95%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Office Assistant III	40.0		\$36,800	\$47,100	\$59,900	NA
ERI	Department Secretary - Level 1	40.0		\$44,817	\$52,922	\$63,618	NA
PayFactors	Administrative Assistant II	40.0		\$40,800	\$45,800	\$51,500	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,732</b>	<b>\$49,413</b>	<b>\$51,093</b>	<b>\$51,093</b>
<b><i>Published Market Average</i></b>				<b>\$40,806</b>	<b>\$48,607</b>	<b>\$58,339</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>117%</b>	<b>102%</b>	<b>88%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$47,732</b>	<b>\$49,413</b>	<b>\$51,093</b>	<b>\$51,093</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$43,572</b>	<b>\$50,054</b>	<b>\$57,501</b>	<b>\$53,747</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>110%</b>	<b>99%</b>	<b>89%</b>	<b>95%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-9%</b>	<b>1%</b>	<b>13%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs a variety of clerical and administrative tasks involved in the daily office operations of a department. Maintains projects, deadlines and have the flexibility to continually change priorities to ensure that the office is running smoothly. Provides direct assistance to the management level staff, which requires a specialized knowledge of the department.

**Minimum Qualifications**

Must have a minimum of four (4) years of clerical or secretarial experience.



APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Deputy Clerk Administrative</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Assistant Clerk	40.0	E	\$65,802	\$75,672	\$85,542	\$65,802
City of Auburn Hills	Deputy Clerk	40.0	E	\$51,146	\$58,942	\$66,738	\$53,343
City of Birmingham	Deputy Clerk	40.0	NE	\$49,582	\$56,528	\$63,473	\$61,917
City of Farmington Hills	Deputy Clerk	40.0	NE	\$72,000	\$72,720	\$73,440	NA
City of Novi	Deputy City Clerk	40.0	E	\$53,482	\$62,842	\$72,201	\$60,715
City of Rochester Hills	Deputy City Clerk	40.0	E	\$94,686	\$102,227	\$109,768	NA
City of Royal Oak	Deputy City Clerk	40.0	E	\$49,939	\$57,408	\$64,877	\$64,786
City of Troy	Deputy City Clerk	40.0	E	\$57,633	\$72,041	\$86,448	\$62,003
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Deputy Clerk	37.5	NE	\$60,782	\$60,782	\$60,782	\$60,782
Waterford Township	Deputy Clerk	40.0		\$60,559	\$69,643	\$78,727	NA
West Bloomfield Township	Deputy Clerk	37.5	NE	\$58,817	\$69,959	\$81,101	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Public Sector Market Average</i></b>				<b>\$61,312</b>	<b>\$68,978</b>	<b>\$76,645</b>	<b>\$61,335</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>125%</b>	<b>111%</b>	<b>100%</b>	<b>125%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$61,312</b>	<b>\$68,978</b>	<b>\$76,645</b>	<b>\$61,335</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>125%</b>	<b>111%</b>	<b>100%</b>	<b>125%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-20%</b>	<b>-10%</b>	<b>0%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Serves as chief assistant to the Township Clerk and assists in managing the staff and operations of the Clerk's office. Serves as election assistant to the Clerk and Election Specialist (if one is appointed) in coordinating and overseeing all aspects of elections within the Township.

**Minimum Qualifications**

Three years experience in a Township Clerk's office or closely-related setting providing substantial background in Township procedures, ordinances, election procedures and office management. College degree with emphasis in public administration from an accredited four-year college or university preferred. Certified Municipal Clerk designation required, but may be completed while in position.

APPENDIX B  
Bloomfield Township  
Detailed Market Data (Adjusted)

<b>Office Assistant Administrative</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Clerical Assistant	40.0	NE	\$24,960	\$28,080	\$31,200	\$28,080
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Municipal Clerk I	40.0	NE	\$32,806	\$35,537	\$38,268	NA
City of Troy	Office Assistant I	40.0	NE	\$33,791	\$39,181	\$44,571	\$38,276
Oakland County	Office Assistant II	40.0	NE	\$32,885	\$37,860	\$42,834	NA
Shelby Township	Office Clerk	37.5	NE	\$36,064	\$38,775	\$41,486	\$40,080
Waterford Township	Clerical Specialist	40.0		\$35,547	\$38,678	\$41,808	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$24,886</b>	<b>\$24,886</b>	<b>\$24,886</b>	<b>\$24,886</b>
<b><i>Public Sector Market Average</i></b>				<b>\$32,676</b>	<b>\$36,352</b>	<b>\$40,028</b>	<b>\$35,479</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>76%</b>	<b>68%</b>	<b>62%</b>	<b>70%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Office Assistant I	40.0		\$27,900	\$33,300	\$40,900	NA
ERI	Clerical Assistant - Level 1	40.0		\$29,088	\$33,245	\$38,872	NA
PayFactors	Clerk I	40.0		\$26,700	\$29,900	\$33,800	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$24,886</b>	<b>\$24,886</b>	<b>\$24,886</b>	<b>\$24,886</b>
<b><i>Published Market Average</i></b>				<b>\$27,896</b>	<b>\$32,148</b>	<b>\$37,857</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>89%</b>	<b>77%</b>	<b>66%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$24,886</b>	<b>\$24,886</b>	<b>\$24,886</b>	<b>\$24,886</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$30,286</b>	<b>\$34,250</b>	<b>\$38,943</b>	<b>\$35,479</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>82%</b>	<b>73%</b>	<b>64%</b>	<b>70%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>22%</b>	<b>38%</b>	<b>56%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Provides positive and professional customer service to the public via phone and in person. Requires expertise in online registration and attendance software, multi-line phones, MS Word and Outlook, with confidential handling of financial and personal information. Provides clerical support to administrators.

**Minimum Qualifications**

Excellent organizational, written and verbal skills. 5 years experience with senior services or public service.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Office Manager Administrative</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Office Coordinator	40.0	NE	\$42,702	\$49,639	\$56,576	\$52,998
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Administrative Services Supervisor	40.0	E	\$70,133	\$75,719	\$81,305	NA
City of Royal Oak	Coordinator of Senior Citizens Activities	40.0	E	\$57,570	\$63,136	\$68,702	\$68,702
City of Troy	Office Manager	40.0	NE	\$41,247	\$51,403	\$61,558	\$55,590
Oakland County	Office Supervisor II	40.0		\$48,481	\$55,795	\$63,108	\$63,108
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Office Manager	37.5	NE	\$53,165	\$63,003	\$72,842	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$51,084</b>	<b>\$51,084</b>	<b>\$51,084</b>	<b>\$51,084</b>
<b><i>Public Sector Market Average</i></b>				<b>\$52,216</b>	<b>\$59,782</b>	<b>\$67,348</b>	<b>\$60,100</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>98%</b>	<b>85%</b>	<b>76%</b>	<b>85%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Office Manager	40.0		\$58,700	\$82,200	\$106,600	NA
ERI	Office Manager - Level 2	40.0		\$53,498	\$64,013	\$77,579	NA
PayFactors	Office Manager	40.0		\$54,700	\$64,300	\$75,900	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$51,084</b>	<b>\$51,084</b>	<b>\$51,084</b>	<b>\$51,084</b>
<b><i>Published Market Average</i></b>				<b>\$55,633</b>	<b>\$70,171</b>	<b>\$86,693</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>92%</b>	<b>73%</b>	<b>59%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$51,084</b>	<b>\$51,084</b>	<b>\$51,084</b>	<b>\$51,084</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$53,925</b>	<b>\$64,977</b>	<b>\$77,021</b>	<b>\$60,100</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>95%</b>	<b>79%</b>	<b>66%</b>	<b>85%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>6%</b>	<b>27%</b>	<b>51%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Coordination of Senior Services administrative functions including finance and registration processes, supervision of office assistants and customer service, manages facility supplies and vendors. Assists with analysis and implementation of department policies, organizes and creates quarterly newsletter, and grant reporting. Maintains in depth knowledge to support all programs, services and staff as needed.

**Minimum Qualifications**

Bachelor's Degree and five (5) years of office management, team leadership and public service experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Secretary Administrative</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Secretary A	40.0	NE	\$36,234	\$42,494	\$48,755	\$42,494
City of Farmington Hills	Secretary	40.0	NE	\$41,529	\$44,530	\$47,530	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Municipal Clerk II	40.0	NE	\$39,255	\$42,500	\$45,745	NA
City of Troy	Office Assistant I	40.0	NE	\$33,791	\$39,181	\$44,571	\$38,276
Oakland County	Office Assistant I	40.0	NE	\$32,885	\$37,860	\$42,834	\$36,862
Shelby Township	Secretary II	37.5	NE	\$40,843	\$43,896	\$46,949	\$47,652
Waterford Township	Administrative Support Clerk	40.0		\$39,021	\$42,453	\$45,885	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$43,623</b>
<b><i>Public Sector Market Average</i></b>				<b>\$37,651</b>	<b>\$41,845</b>	<b>\$46,039</b>	<b>\$41,321</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>91%</b>	<b>98%</b>	<b>103%</b>	<b>106%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Secretary II	40.0		\$36,400	\$46,700	\$59,400	NA
ERI	Secretary - Level 2	40.0		\$36,462	\$42,230	\$49,550	NA
PayFactors	Secretary II	40.0		\$38,500	\$43,300	\$48,300	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$43,623</b>
<b><i>Published Market Average</i></b>				<b>\$37,121</b>	<b>\$44,077</b>	<b>\$52,417</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>92%</b>	<b>93%</b>	<b>90%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$43,623</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$37,386</b>	<b>\$42,961</b>	<b>\$49,228</b>	<b>\$41,321</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>92%</b>	<b>95%</b>	<b>96%</b>	<b>106%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>9%</b>	<b>5%</b>	<b>4%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs a variety of tasks involved in daily office operations. Maintains confidentiality and exercises judgment within the departmental guidelines. Works with some independence and minimal supervision as required.

**Minimum Qualifications**

High School diploma or equivalent with one year of administrative experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Assessor - MMAO Assessment</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Assessor	40.0	E	\$72,772	\$86,834	\$100,896	\$95,991
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	City Assessor	40.0	E	\$112,616	\$112,616	\$112,616	NA
City of Novi	Assessor	40.0	E	\$127,073	\$127,073	\$127,073	\$127,073
City of Rochester Hills	Assessing Director	40.0	E	\$109,420	\$118,134	\$126,847	NA
City of Royal Oak	City Assessor	40.0	E	\$78,267	\$89,998	\$101,728	NA
City of Troy	City Assessor	40.0	E	\$86,691	\$108,364	\$130,036	\$124,874
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Township Assessor	37.5		\$77,684	\$83,510	\$89,336	\$110,395
Waterford Township	Chief Assessor	40.0		\$78,689	\$90,493	\$102,298	NA
West Bloomfield Township	Township Assessor	37.5	E	\$96,786	\$108,401	\$120,016	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Public Sector Market Average</i></b>				<b>\$93,333</b>	<b>\$102,825</b>	<b>\$112,316</b>	<b>\$114,583</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>128%</b>	<b>116%</b>	<b>106%</b>	<b>104%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$93,333</b>	<b>\$102,825</b>	<b>\$112,316</b>	<b>\$114,583</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>128%</b>	<b>116%</b>	<b>106%</b>	<b>104%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-22%</b>	<b>-14%</b>	<b>-6%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Oversees and plans the assessment on all real and personal property for tax purposes. Ensures the accuracy and maintenance of assessment and appraisal records.

**Minimum Qualifications**

Associate's degree and five (5) years of assessment experience. Michigan Master Assessing Officer certification.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Property Appraiser - MAAO Assessment</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Residential Appraiser and Property Appraiser	40.0	NE	\$43,118	\$47,757	\$52,395	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Assessor III	40.0		\$71,051	\$76,169	\$81,286	NA
City of Novi	Residential Appraiser	36.5	NE	\$69,923	\$70,378	\$70,833	\$71,538
City of Rochester Hills	Appraiser	40.0		\$63,758	\$68,837	\$73,915	NA
City of Royal Oak	Appraiser II	40.0	NE	\$70,104	\$71,884	\$73,665	NA
City of Troy	Appraiser	40.0	NE	\$48,439	\$60,550	\$72,660	\$61,860
Oakland County	Equalization Appraiser III - Certified	40.0	NE	\$59,092	\$68,197	\$77,302	\$77,302
Shelby Township	Property Appraiser III	37.5	NE	\$65,785	\$70,725	\$75,665	\$69,078
Waterford Township	Michigan Advanced Assessing Officer	40.0		\$49,566	\$53,934	\$58,302	NA
West Bloomfield Township	Appraiser III	37.5	NE	\$57,658	\$68,463	\$79,268	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$61,699</b>	<b>\$68,734</b>	<b>\$75,770</b>	<b>\$70,645</b>
<b><i>Public Sector Market Average</i></b>				<b>\$59,849</b>	<b>\$65,689</b>	<b>\$71,529</b>	<b>\$69,945</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>103%</b>	<b>105%</b>	<b>106%</b>	<b>101%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Real Estate Senior Appraiser/Assessor , Resid	40.0		\$38,000	\$79,200	\$114,800	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	Residential Real Estate Appraiser--Senior	40.0		\$62,900	\$69,500	\$79,200	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$61,699</b>	<b>\$68,734</b>	<b>\$75,770</b>	<b>\$70,645</b>
<b><i>Published Market Average</i></b>				<b>\$50,450</b>	<b>\$74,350</b>	<b>\$97,000</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>122%</b>	<b>92%</b>	<b>78%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$61,699</b>	<b>\$68,734</b>	<b>\$75,770</b>	<b>\$70,645</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$55,150</b>	<b>\$70,020</b>	<b>\$84,265</b>	<b>\$69,945</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>112%</b>	<b>98%</b>	<b>90%</b>	<b>101%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-11%</b>	<b>2%</b>	<b>11%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs real estate assessment, appraisal, and analysis for tax purposes. Ensures the accuracy and maintenance of assessment and appraisal records.

**Minimum Qualifications**

Associate's degree and two (2) years of assessment experience. Michigan Advanced Assessing Officer certification.

APPENDIX B  
Bloomfield Township  
Detailed Market Data (Adjusted)

<b>Cable Worker Communications/External Affairs</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Cable Television Production Assistant	40.0	NE	\$36,841	\$42,378	\$47,914	\$40,854
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Video Production Specialist	40.0	NE	\$35,777	\$38,224	\$40,670	NA
City of Novi	Multi Media Production Specialist	40.0	E	\$44,200	\$51,935	\$59,670	\$48,460
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	Cable Production Specialist	40.0	NE	\$34,320	\$43,680	\$53,040	\$48,880
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Video Production Tech I	37.5	NE	\$27,664	\$27,664	\$27,664	\$27,664
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$28,800</b>	<b>\$28,800</b>	<b>\$28,800</b>	<b>\$28,800</b>
<b><i>Public Sector Market Average</i></b>				<b>\$35,760</b>	<b>\$40,776</b>	<b>\$45,792</b>	<b>\$41,464</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>81%</b>	<b>71%</b>	<b>63%</b>	<b>69%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Video Editor	40.0		\$33,300	\$38,500	\$43,800	NA
ERI	Camera Control Operator - Level 1	40.0		\$35,574	\$40,866	\$47,307	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$28,800</b>	<b>\$28,800</b>	<b>\$28,800</b>	<b>\$28,800</b>
<b><i>Published Market Average</i></b>				<b>\$34,437</b>	<b>\$39,683</b>	<b>\$45,554</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>84%</b>	<b>73%</b>	<b>63%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$28,800</b>	<b>\$28,800</b>	<b>\$28,800</b>	<b>\$28,800</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$35,099</b>	<b>\$40,230</b>	<b>\$45,673</b>	<b>\$41,464</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>82%</b>	<b>72%</b>	<b>63%</b>	<b>69%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>22%</b>	<b>40%</b>	<b>59%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for crewing on most or all productions and working closely with the director and other crew members (That includes building and striking production gear and sets). Directs government meetings. Helps with editing on-location productions.

**Minimum Qualifications**

A certified certificate in the studies of Television Production or Broadcasting. Experience in camera operations, set-up and break-down; linear and non-linear editing, production van set-up and operations; and sound and lighting equipment.

APPENDIX B

Bloomfield Township  
Detailed Market Data (Adjusted)

Director of Cable & Community Relations  
Communications/External Affairs

Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b>Public Sector Data Sources</b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Director of Communications	40.0	E	\$88,566	\$110,708	\$132,849	\$96,932
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	Community Affairs Director	40.0	E	\$84,431	\$105,540	\$126,648	\$117,393
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Community Relations Director	37.5	NE	\$78,940	\$85,528	\$92,116	\$87,725
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$98,710</b>	<b>\$98,710</b>	<b>\$98,710</b>	<b>\$98,710</b>
<b>Public Sector Market Average</b>				<b>\$83,979</b>	<b>\$100,592</b>	<b>\$117,204</b>	<b>\$100,683</b>
<b>Bloomfield Township as a % of Public Sector Market Average</b>				<b>118%</b>	<b>98%</b>	<b>84%</b>	<b>98%</b>
<b>Published Data Sources</b>							
CompAnalyst	Communications Director	40.0		\$111,900	\$154,200	\$202,700	NA
ERI	Director Media Program	40.0		\$90,087	\$107,066	\$128,918	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$98,710</b>	<b>\$98,710</b>	<b>\$98,710</b>	<b>\$98,710</b>
<b>Published Market Average</b>				<b>\$100,994</b>	<b>\$130,633</b>	<b>\$165,809</b>	<b>NA</b>
<b>Bloomfield Township as a % of Published Market Average</b>				<b>98%</b>	<b>76%</b>	<b>60%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$98,710</b>	<b>\$98,710</b>	<b>\$98,710</b>	<b>\$98,710</b>
<b>Overall Comparator Market Average</b>				<b>\$92,486</b>	<b>\$115,612</b>	<b>\$141,507</b>	<b>\$100,683</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>107%</b>	<b>85%</b>	<b>70%</b>	<b>98%</b>
<b>Adjustment To Reach Market Average</b>				<b>-6%</b>	<b>17%</b>	<b>43%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Oversees the Cable Studio operations and Community Relations. Manages the day-to-day operations of the department, monitors the budget, participates in the program committee to review new show proposals and maintains the contract with the Birmingham Area Cable Board. Participates in contract negotiations with cable companies and ensures that proper procedures are followed in accordance with contract provisions and FCC requirements. Responsible for publications, advertising, promotional material, the quarterly community newsletter mailed to all residents, the weekly electronic newsletter, press releases, and news announcements/bulletins on cable TV and the Township website and through other social

**Minimum Qualifications**

Degree in journalism with a minimum of five years' experience in journalism and/or public and community relations. Five years' experience in senior management position.



APPENDIX B  
**Bloomfield Township  
Detailed Market Data (Adjusted)**

<b>Operations Manager Communications/External Affairs</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Cable Television Supervisor	40.0	E	\$61,497	\$70,721	\$79,945	\$79,945
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Video Production Manager	40.0	E	\$66,849	\$71,379	\$75,909	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Media Production Leader	40.0	NE	\$75,186	\$81,172	\$87,158	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Broadcast Services Manager	37.5	NE	\$58,061	\$62,948	\$67,836	\$69,193
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$70,273</b>	<b>\$70,273</b>	<b>\$70,273</b>	<b>\$70,273</b>
<b><i>Public Sector Market Average</i></b>				<b>\$65,398</b>	<b>\$71,555</b>	<b>\$77,712</b>	<b>\$74,569</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>107%</b>	<b>98%</b>	<b>90%</b>	<b>94%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Media Production Manager	40.0		\$63,600	\$86,400	\$108,500	NA
ERI	Media Production Manager - Level 1	40.0		\$72,298	\$86,252	\$104,077	NA
PayFactors	Media Production Manager	40.0		\$72,900	\$80,400	\$94,100	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$70,273</b>	<b>\$70,273</b>	<b>\$70,273</b>	<b>\$70,273</b>
<b><i>Published Market Average</i></b>				<b>\$69,599</b>	<b>\$84,351</b>	<b>\$102,226</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>101%</b>	<b>83%</b>	<b>69%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$70,273</b>	<b>\$70,273</b>	<b>\$70,273</b>	<b>\$70,273</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$67,499</b>	<b>\$77,953</b>	<b>\$89,969</b>	<b>\$74,569</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>104%</b>	<b>90%</b>	<b>78%</b>	<b>94%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-4%</b>	<b>11%</b>	<b>28%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Supervises day-to-day implementation of duties of all production personnel who direct, produce, edit and process studio and on-location television productions. Develops and maintains BCTV production staff internal relationships and standards so that all work is done in professional, timely, cooperative and positive manner. Works closely with producers, guests, hosts and the production team with pre-production, production and post-production. Oversees scheduling, building and striking set's, lighting, creation of show opens, titles and the technical aspect of an entire production. Responsible for the final product to be put on air and on social media. Assists Community Relations Director in any administrative functions as

**Minimum Qualifications**

Successful completion of four-year degree program in television production. Experience in camera operations, set-up and break-down; duplication processes; playback operations; linear and non-linear editing, production van set-up and operations; and sound and lighting equipment.

APPENDIX B  
**Bloomfield Township  
Detailed Market Data (Adjusted)**

<b>Producer/Editor Communications/External Affairs</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Cable Television Technician	40.0	NE	\$45,363	\$52,345	\$59,327	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Producer/Post Production	40.0	NE	\$57,003	\$57,003	\$57,003	\$57,003
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$31,200</b>	<b>\$31,200</b>	<b>\$31,200</b>	<b>\$31,200</b>
<b><i>Public Sector Market Average</i></b>				<b>\$51,183</b>	<b>\$54,674</b>	<b>\$58,165</b>	<b>\$57,003</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>61%</b>	<b>57%</b>	<b>54%</b>	<b>55%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Producer	40.0		\$39,200	\$55,200	\$73,800	NA
ERI	Editor Post Production - Level 1	40.0		\$47,115	\$55,547	\$66,709	NA
PayFactors	Producer II	40.0		\$42,700	\$43,700	\$47,400	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$31,200</b>	<b>\$31,200</b>	<b>\$31,200</b>	<b>\$31,200</b>
<b><i>Published Market Average</i></b>				<b>\$43,005</b>	<b>\$51,482</b>	<b>\$62,636</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>73%</b>	<b>61%</b>	<b>50%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$31,200</b>	<b>\$31,200</b>	<b>\$31,200</b>	<b>\$31,200</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$47,094</b>	<b>\$53,078</b>	<b>\$60,401</b>	<b>\$57,003</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>66%</b>	<b>59%</b>	<b>52%</b>	<b>55%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>51%</b>	<b>70%</b>	<b>94%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for the show idea, content, scheduling guests and show dates. Writes questions for the host. Works closely with the director scheduling studio time and going over the technical aspect of the show.

**Minimum Qualifications**

Works in the community.

APPENDIX B  
**Bloomfield Township  
Detailed Market Data (Adjusted)**

<b>Studio Coordinator Communications/External Affairs</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$58,560</b>	<b>\$58,560</b>	<b>\$58,560</b>	<b>\$58,560</b>
<b><i>Public Sector Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$58,560</b>	<b>\$58,560</b>	<b>\$58,560</b>	<b>\$58,560</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$58,560</b>	<b>\$58,560</b>	<b>\$58,560</b>	<b>\$58,560</b>
<b><i>Overall Comparator Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Adjustment To Reach Market Average</i></b>							

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for volunteer recruitment and retention, program development, development of program production standards, and development of studio standard operating procedures. Jointly responsible for BCTV marketing activities. Performs assigned production duties, including serving as crew for studio and on-location productions, editing programs, updating BCTV playback and processing duplication requests.

**Minimum Qualifications**

Successful completion of four-year degree program in television production. Experience in camera operations, set-up and break-down; duplication processes; playback operations; linear and non-linear editing, production van set-up and operations; and sound and lighting equipment.

APPENDIX B  
**Bloomfield Township  
Detailed Market Data (Adjusted)**

<b>Website Manager Communications/External Affairs</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Media Communications Specialist	40.0	E	\$44,518	\$49,469	\$54,419	\$50,000
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Community Relations Specialist	40.0	E	\$48,620	\$57,129	\$65,637	\$59,315
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Community Engagement Specialist	40.0	E	\$50,529	\$59,716	\$68,903	\$58,902
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$59,156</b>	<b>\$59,156</b>	<b>\$59,156</b>	<b>\$59,156</b>
<b><i>Public Sector Market Average</i></b>				<b>\$47,889</b>	<b>\$55,438</b>	<b>\$62,986</b>	<b>\$56,072</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>124%</b>	<b>107%</b>	<b>94%</b>	<b>105%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Producer - Web	40.0		\$67,600	\$86,300	\$104,600	NA
ERI	Website Manager - Level 1	40.0		\$65,965	\$74,998	\$86,652	NA
PayFactors	IT Internet/Web Content Manager	40.0		\$71,300	\$85,200	\$99,200	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$59,156</b>	<b>\$59,156</b>	<b>\$59,156</b>	<b>\$59,156</b>
<b><i>Published Market Average</i></b>				<b>\$68,288</b>	<b>\$82,166</b>	<b>\$96,817</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>87%</b>	<b>72%</b>	<b>61%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$59,156</b>	<b>\$59,156</b>	<b>\$59,156</b>	<b>\$59,156</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$58,089</b>	<b>\$68,802</b>	<b>\$79,902</b>	<b>\$56,072</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>102%</b>	<b>86%</b>	<b>74%</b>	<b>105%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-2%</b>	<b>16%</b>	<b>35%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Administers the Township's website by keeping content and design current. Publishes content, designs layout, streamlines navigation and increases the Township's online presence. Additional duties include contributing to other social media venues including Facebook, Instagram, Twitter and Nextdoor; designing layout of quarterly community newsletter; preparing weekly program bulletins; acquiring purchase order numbers.

**Minimum Qualifications**

Associate's degree in computer science, web design, communications, or a related field and two (2) years of web management experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Dispatcher</b>							
<b>Emergency Communications</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Public Safety Service Officer	40.0	NE	\$44,973	\$51,384	\$57,795	\$53,952
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Dispatcher	40.0	NE	\$36,082	\$43,873	\$51,665	\$43,873
City of Farmington Hills	Police Dispatcher	40.0	NE	\$49,512	\$52,810	\$56,108	NA
City of Novi	Dispatcher	40.0	NE	\$46,010	\$51,553	\$57,095	\$57,094
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Police Service Aide	40.0	NE	\$43,976	\$46,261	\$48,545	\$48,088
City of Troy	Police Service Aide	40.0	NE	\$43,116	\$48,313	\$53,509	\$52,013
Oakland County	Dispatch Specialist	40.0	NE	\$41,019	\$52,140	\$63,261	\$63,261
Shelby Township	Police And Fire Communication Technician	42.0	NE	\$40,845	\$44,597	\$48,349	\$46,988
Waterford Township	Dispatcher II	40.0		\$46,842	\$50,970	\$55,099	NA
West Bloomfield Township	Dispatcher	40.0	NE	\$41,556	\$47,496	\$53,435	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$39,856</b>	<b>\$48,921</b>	<b>\$57,986</b>	<b>\$55,797</b>
<b><i>Public Sector Market Average</i></b>				<b>\$43,393</b>	<b>\$48,940</b>	<b>\$54,486</b>	<b>\$52,181</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>92%</b>	<b>100%</b>	<b>106%</b>	<b>107%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$39,856</b>	<b>\$48,921</b>	<b>\$57,986</b>	<b>\$55,797</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$39,856</b>	<b>\$48,921</b>	<b>\$57,986</b>	<b>\$55,797</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$43,393</b>	<b>\$48,940</b>	<b>\$54,486</b>	<b>\$52,181</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>92%</b>	<b>100%</b>	<b>106%</b>	<b>107%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>9%</b>	<b>0%</b>	<b>-6%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Receives and transmits information via a computer aided dispatch (CAD) system, operates a multi-line telephone system and enhanced 911 communications system, keeps records, does required clerical work and operates CAD, CLEMIS, NetRMS and LEIN computer systems. Serves as a communications link to the residents, the police department, fire department and other outsource services.

**Minimum Qualifications**

High school diploma or its equivalent.

APPENDIX B

Bloomfield Township  
Detailed Market Data (Adjusted)

**Asset Management Coordinator  
Engineering & Environmental Services**

Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b>Public Sector Data Sources</b>							
Canton Township	Public Works Supervisor, Asset Management	40.0	NE	\$70,407	\$80,968	\$91,528	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Public Utilities Engineering Manager	40.0	E	\$94,686	\$102,227	\$109,768	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	Assistant Chief Engineer	40.0	E	\$82,089	\$94,443	\$106,797	\$101,856
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$78,732</b>	<b>\$78,732</b>	<b>\$78,732</b>	<b>\$78,732</b>
<b>Public Sector Market Average</b>				<b>\$82,394</b>	<b>\$92,546</b>	<b>\$102,698</b>	<b>\$101,856</b>
<b>Bloomfield Township as a % of Public Sector Market Average</b>				<b>96%</b>	<b>85%</b>	<b>77%</b>	<b>77%</b>
<b>Published Data Sources</b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$78,732</b>	<b>\$78,732</b>	<b>\$78,732</b>	<b>\$78,732</b>
<b>Published Market Average</b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township as a % of Published Market Average</b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$78,732</b>	<b>\$78,732</b>	<b>\$78,732</b>	<b>\$78,732</b>
<b>Overall Comparator Market Average</b>				<b>\$82,394</b>	<b>\$92,546</b>	<b>\$102,698</b>	<b>\$101,856</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>96%</b>	<b>85%</b>	<b>77%</b>	<b>77%</b>
<b>Adjustment To Reach Market Average</b>				<b>5%</b>	<b>18%</b>	<b>30%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs a variety of field and office work for activities associated with the Township's on-going requirements of the water system asset management plan, and tasks associated with the public water and sewer system, such as performing reviews and providing assistance for private and public development projects, field oversight and inspections. In addition, performs field and office work associated with Township ordinances and programs pertaining to natural features, such as woodlands, wetlands, and other environmental programs.

**Minimum Qualifications**

Bachelor's degree and three (3) years of responsible experience in engineering, environmental, construction, landscaping, or a related field.

APPENDIX B  
Bloomfield Township  
Detailed Market Data (Adjusted)

**Director of Engineering and Environmental Services  
Engineering & Environmental Services**

Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b>Public Sector Data Sources</b>							
Canton Township	Engineering Services Manager	40.0	E	\$89,902	\$103,389	\$116,875	\$116,875
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	City Engineer	40.0	E	\$91,828	\$104,646	\$117,464	\$116,551
City of Farmington Hills	City Engineer	40.0	E	\$110,364	\$110,364	\$110,364	NA
City of Novi	City Engineer Manager	40.0	E	\$88,566	\$110,708	\$132,849	\$103,060
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	City Engineer	40.0	E	\$88,574	\$100,710	\$112,846	\$112,846
City of Troy	City Engineer	40.0	E	\$86,691	\$108,364	\$130,036	\$125,768
Oakland County	Chief Engineer WRC	40.0	E	\$87,030	\$100,126	\$113,221	\$113,221
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Building & Engineering Director	40.0		\$78,689	\$90,493	\$102,298	NA
West Bloomfield Township	Environmental Manager	37.5	NE	\$58,266	\$69,293	\$80,320	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b>Public Sector Market Average</b>				<b>\$86,657</b>	<b>\$99,788</b>	<b>\$112,919</b>	<b>\$114,720</b>
<b>Bloomfield Township as a % of Public Sector Market Average</b>				<b>138%</b>	<b>120%</b>	<b>106%</b>	<b>104%</b>
<b>Published Data Sources</b>							
CompAnalyst	Engineering Director	40.0		\$135,300	\$170,100	\$208,700	NA
ERI	Engineering Director	40.0		\$134,896	\$185,497	\$255,725	NA
PayFactors	Engineering Director	40.0		\$146,900	\$165,500	\$185,300	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b>Published Market Average</b>				<b>\$139,032</b>	<b>\$173,699</b>	<b>\$216,575</b>	<b>NA</b>
<b>Bloomfield Township as a % of Published Market Average</b>				<b>86%</b>	<b>69%</b>	<b>55%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b>Overall Comparator Market Average</b>				<b>\$112,844</b>	<b>\$136,743</b>	<b>\$164,747</b>	<b>\$114,720</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>106%</b>	<b>87%</b>	<b>72%</b>	<b>104%</b>
<b>Adjustment To Reach Market Average</b>				<b>-6%</b>	<b>14%</b>	<b>38%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for planning and supervising the activities of a group of employees involved in the implementation of engineering and environmental services, in conjunction with the Township's water supply system, sanitary sewer system, watershed management, and other public works activities. Provides technical support to other Township departments and residents. Assumes the responsibilities of the Engineer or Environmental Services Manager, when such a position is vacated.

**Minimum Qualifications**

Bachelor's degree in environmental sciences, environmental engineering, civil engineering or related field and a minimum eight (8) years of responsible experience in the management of municipal projects involving water quality or related environmental regulations. Must obtain a S-1 drinking water operator's license from the MDEQ. Michigan Professional Engineer license or Master's degree preferable.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Engineer</b>							
<b>Engineering &amp; Environmental Services</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Staff Engineer	40.0	NE	\$65,802	\$75,672	\$85,542	\$85,542
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Assistant City Engineer	40.0	NE	\$77,257	\$88,085	\$98,913	\$92,824
City of Farmington Hills	Civil Engineer III	40.0		\$71,050	\$76,168	\$81,285	NA
City of Novi	Civil Engineer	40.0	E	\$53,482	\$62,842	\$72,201	\$67,999
City of Rochester Hills	Project Engineer	40.0	E	\$70,133	\$75,719	\$81,305	NA
City of Royal Oak	Civil Engineer III	40.0	NE	\$75,308	\$82,620	\$89,933	NA
City of Troy	Civil Engineer	40.0	E	\$57,633	\$72,041	\$86,448	NA
Oakland County	Civil Engineer III	40.0	NE	\$69,856	\$80,383	\$90,910	\$90,910
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Civil Engineer	40.0		\$49,566	\$53,934	\$58,302	NA
West Bloomfield Township	Engineering Manager	37.5	NE	\$69,367	\$82,409	\$95,451	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$75,000</b>	<b>\$75,000</b>	<b>\$75,000</b>	<b>\$75,000</b>
<b><i>Public Sector Market Average</i></b>				<b>\$65,945</b>	<b>\$74,987</b>	<b>\$84,029</b>	<b>\$84,319</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>114%</b>	<b>100%</b>	<b>89%</b>	<b>89%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Engineer, Experienced - Civil	40.0		\$71,400	\$89,300	\$108,800	NA
ERI	Civil Engineer - Level 2	40.0		\$71,929	\$86,026	\$104,012	NA
PayFactors	Civil Engineer III	40.0		\$75,000	\$84,500	\$94,400	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$75,000</b>	<b>\$75,000</b>	<b>\$75,000</b>	<b>\$75,000</b>
<b><i>Published Market Average</i></b>				<b>\$72,776</b>	<b>\$86,609</b>	<b>\$102,404</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>103%</b>	<b>87%</b>	<b>73%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$75,000</b>	<b>\$75,000</b>	<b>\$75,000</b>	<b>\$75,000</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$69,361</b>	<b>\$80,798</b>	<b>\$93,216</b>	<b>\$84,319</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>108%</b>	<b>93%</b>	<b>80%</b>	<b>89%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-8%</b>	<b>8%</b>	<b>24%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs a variety of engineering duties associated with the planning and construction of public improvements; operation and maintenance of public facilities; review and inspection of site development projects; and perform related work as required. Provides responsible technical support in the operation of the department as required. Examples of work tasks include: Site Plan and Engineering plan reviews, project management and budget analysis for private development, ROW/Metro Permit plan reviews, Certified Floodplain Manager, administration of Township floodplain ordinance, MS4 Permit Technical Advisor.

**Minimum Qualifications**

Bachelor of Science degree in civil engineering, environmental engineering, or construction engineering or related field and experience in the design, construction, administration, and/or inspection of municipal projects.



APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Assistant Fire Chief</b>							
<b>Fire</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Deputy Fire Chief	40.0	E	\$96,169	\$110,613	\$125,056	\$117,971
City of Auburn Hills	Assistant Fire Chief	40.0	E	\$68,403	\$80,991	\$93,579	\$88,428
City of Birmingham	Assistant Fire Chief-Operations	40.0	E	\$77,257	\$88,085	\$98,913	\$93,699
City of Farmington Hills	Deputy Fire Chief	40.0	E	\$108,124	\$108,124	\$108,124	NA
City of Novi	Assistant Fire Chief	40.0	E	\$88,566	\$110,708	\$132,849	\$100,499
City of Rochester Hills	Deputy Fire Chief	40.0	E	\$102,261	\$110,406	\$118,550	NA
City of Royal Oak	Assistant Fire Chief	40.0	E	\$100,004	\$100,805	\$101,606	\$100,004
City of Troy	Assistant Fire Chief	40.0		\$98,000	\$102,000	\$106,000	\$102,000
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Assistant Fire Chief	40.0	NE	\$105,403	\$105,403	\$105,403	\$105,403
Waterford Township	Deputy Chief	40.0		\$92,107	\$94,291	\$96,475	NA
West Bloomfield Township	Assistant Fire Chief	40.0	NE	\$75,496	\$89,620	\$103,743	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$109,125</b>	<b>\$109,125</b>	<b>\$109,125</b>	<b>\$109,125</b>
<b><i>Public Sector Market Average</i></b>				<b>\$91,981</b>	<b>\$100,095</b>	<b>\$108,209</b>	<b>\$101,143</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>119%</b>	<b>109%</b>	<b>101%</b>	<b>108%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$109,125</b>	<b>\$109,125</b>	<b>\$109,125</b>	<b>\$109,125</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$109,125</b>	<b>\$109,125</b>	<b>\$109,125</b>	<b>\$109,125</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$91,981</b>	<b>\$100,095</b>	<b>\$108,209</b>	<b>\$101,143</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>119%</b>	<b>109%</b>	<b>101%</b>	<b>108%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-16%</b>	<b>-8%</b>	<b>-1%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Works under the direction of the Fire Chief and/or Bloomfield Township (Township) officials and is responsible for all aspects of fire department operations. The Assistant Chief represents the official policies of the organization and participates in administering the teamwork concept in a positive supportive leadership role. The Assistant Chief oversees training, budget, vehicle repairs and building maintenance.

**Minimum Qualifications**

Associates Degree in Fire Science or related field. Fire Officer III Certification. Ten (10) years firefighting experience. Three (3) years command experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

FF/AEMT Fire							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Firefighter Paramedic	53.1	NE	\$50,736	\$67,416	\$84,095	\$76,216
City of Auburn Hills	FF/AEMT	56.0	NE	\$52,824	\$62,404	\$71,985	NA
City of Birmingham	Fire fighter/AEMT	56.0	NE	\$46,666	\$59,016	\$71,366	\$59,016
City of Farmington Hills	Career Fire Fighter	56.0	E	\$48,044	\$60,047	\$72,050	NA
City of Novi	Fire Protection Officer	48.0	NE	\$58,925	\$73,758	\$88,592	\$74,684
City of Rochester Hills	Firefighter/ Paramedic	56.0	NE	\$49,611	\$63,264	\$76,916	NA
City of Royal Oak	Firefighter	53.0	NE	\$51,243	\$62,220	\$73,197	\$69,976
City of Troy	Fire Staff Technician	53.0		\$46,785	\$59,097	\$71,408	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Firefighter Medic	56.0	NE	\$48,042	\$64,056	\$80,069	\$73,521
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Firefighter	56.0	NE	\$45,599	\$59,734	\$73,868	NA
<b>Bloomfield Township</b>		<b>56.0</b>	<b>NE</b>	<b>\$46,165</b>	<b>\$62,754</b>	<b>\$79,342</b>	<b>\$73,490</b>
<b><i>Public Sector Market Average</i></b>				<b>\$49,847</b>	<b>\$63,101</b>	<b>\$76,355</b>	<b>\$70,683</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>93%</b>	<b>99%</b>	<b>104%</b>	<b>104%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>56.0</b>	<b>NE</b>	<b>\$46,165</b>	<b>\$62,754</b>	<b>\$79,342</b>	<b>\$73,490</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$46,165</b>	<b>\$62,754</b>	<b>\$79,342</b>	<b>\$73,490</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$49,847</b>	<b>\$63,101</b>	<b>\$76,355</b>	<b>\$70,683</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>93%</b>	<b>99%</b>	<b>104%</b>	<b>104%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>8%</b>	<b>1%</b>	<b>-4%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

A Bloomfield Township Firefighter is a public servant whose purpose is to assist and to protect the citizens and visitors of Bloomfield Township (Township). A firefighter has responsibilities in fire suppression, fire prevention, hazardous materials, confined space, rope rescue, trench rescue, building collapse, public education, community paramedicine, emergency life-saving, and rescue work, which involves providing protection of life and property, and performing rescue and other life-saving functions while working within the team concept. A firefighter is subject to the hazards encountered in emergency fire and rescue operations, including physical and mental stress.

**Minimum Qualifications**

State of Michigan Firefighter I and II certificate, State of Michigan Paramedic License, 60 College Semester Credit Hours.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Fire Captain Fire</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Fire Captain/Medic	40.0	NE	\$67,355	\$75,464	\$83,574	NA
City of Birmingham	Fire Captain	40.0	NE	\$82,820	\$84,572	\$86,324	\$84,572
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Fire Captain	40.0		\$85,271	\$87,438	\$89,604	\$89,603
City of Rochester Hills	Battalion Chief	40.0	NE	\$89,061	\$89,061	\$89,061	NA
City of Royal Oak	Fire Captain	40.0	NE	\$87,331	\$88,916	\$90,501	\$90,500
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Captain	40.0	NE	\$88,547	\$88,547	\$88,547	\$88,547
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Fire Captain	40.0	NE	\$89,375	\$89,375	\$89,375	\$89,375
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$89,865</b>	<b>\$91,432</b>	<b>\$92,999</b>	<b>\$91,954</b>
<b><i>Public Sector Market Average</i></b>				<b>\$84,251</b>	<b>\$86,196</b>	<b>\$88,141</b>	<b>\$88,519</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>107%</b>	<b>106%</b>	<b>106%</b>	<b>104%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$89,865</b>	<b>\$91,432</b>	<b>\$92,999</b>	<b>\$91,954</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$89,865</b>	<b>\$91,432</b>	<b>\$92,999</b>	<b>\$91,954</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$84,251</b>	<b>\$86,196</b>	<b>\$88,141</b>	<b>\$88,519</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>107%</b>	<b>106%</b>	<b>106%</b>	<b>104%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-6%</b>	<b>-6%</b>	<b>-5%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Works under the direction of the Fire Chief, Assistant Chief and/or Bloomfield Township (Township) officials. Responsible for all aspects of fire department operations. Represents the official policies of the organization and participates in administering the teamwork concept in a positive supportive leadership role while overseeing shift personnel and operations.

**Minimum Qualifications**

Two (2) years of continuous service in Lieutenant's rank. Fire Officer III certificate.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Fire Captain/EMS Coordinator</b>							
<b>Fire</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Administrative Officer (Safety Officer)	40.0	NE	\$61,672	\$70,803	\$79,934	\$72,134
City of Birmingham	Paramedic Coordinator	40.0	NE	\$74,948	\$77,439	\$79,930	\$77,439
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Fire Captain/ EMS Coordinator	40.0	NE	\$84,467	\$84,467	\$84,467	NA
City of Royal Oak	ALS Coordinator II	40.0	NE	\$87,330	\$88,915	\$90,501	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	EMS Coordinator	40.0	NE	\$88,547	\$88,547	\$88,547	\$88,547
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	EMS Captain	40.0	NE	\$89,375	\$89,375	\$89,375	\$89,375
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$91,936</b>	<b>\$94,538</b>	<b>\$97,140</b>	<b>\$97,140</b>
<b><i>Public Sector Market Average</i></b>				<b>\$81,057</b>	<b>\$83,258</b>	<b>\$85,459</b>	<b>\$81,874</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>113%</b>	<b>114%</b>	<b>114%</b>	<b>119%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$91,936</b>	<b>\$94,538</b>	<b>\$97,140</b>	<b>\$97,140</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$91,936</b>	<b>\$94,538</b>	<b>\$97,140</b>	<b>\$97,140</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$81,057</b>	<b>\$83,258</b>	<b>\$85,459</b>	<b>\$81,874</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>113%</b>	<b>114%</b>	<b>114%</b>	<b>119%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-12%</b>	<b>-12%</b>	<b>-12%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Serves as a day staff captain serving under the direction of the Fire Chief, Assistant Chief and/or the Bloomfield Township (Township) officials in an administrative day position. The responsibilities of the EMS Coordinator are determined by the Fire Chief.

**Minimum Qualifications**

Five (5) years of continuous service with Bloomfield Township Fire Department. "Class A" firefighter status. Fire Officer II Certificate or obtain within thirty (30) months of promotion.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Fire Chief Fire</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Deputy Director of Fire	40.0	E	\$102,931	\$118,370	\$133,809	\$126,230
City of Auburn Hills	Fire Chief	40.0	E	\$84,925	\$96,520	\$108,115	\$96,255
City of Birmingham	Fire Chief	40.0	E	\$91,828	\$104,646	\$117,464	\$103,267
City of Farmington Hills	Fire Chief	40.0	NE	\$114,444	\$114,444	\$114,444	NA
City of Novi	Fire Chief	40.0	E	\$88,566	\$110,708	\$132,849	\$108,722
City of Rochester Hills	Fire Chief/ Emergency Services Director	40.0	E	\$114,889	\$124,040	\$133,191	NA
City of Royal Oak	Fire Chief	40.0	E	\$82,216	\$94,227	\$106,239	\$106,239
City of Troy	Fire Chief	40.0	E	\$86,691	\$108,364	\$130,036	\$119,944
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Fire Chief	40.0	E	\$116,590	\$116,590	\$116,590	\$116,590
Waterford Township	Fire Chief	40.0		\$101,316	\$103,730	\$106,144	NA
West Bloomfield Township	Fire Chief	40.0	E	\$96,786	\$108,401	\$120,015	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>
<b><i>Public Sector Market Average</i></b>				<b>\$98,289</b>	<b>\$109,094</b>	<b>\$119,900</b>	<b>\$111,035</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>133%</b>	<b>120%</b>	<b>109%</b>	<b>118%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$98,289</b>	<b>\$109,094</b>	<b>\$119,900</b>	<b>\$111,035</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>133%</b>	<b>120%</b>	<b>109%</b>	<b>118%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-25%</b>	<b>-17%</b>	<b>-8%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Works under the direction of the Township Supervisor. Responsible for planning organizing and directing fire fighting, fire prevention, emergency medical, code enforcement, emergency preparedness and management, disaster planning and other fire-service activities while maintaining the operational budget and discipline of the Fire Department.

**Minimum Qualifications**

Associates Degree in Fire Science or related field. Fire Officer III Certification. 12 years firefighting experience. Five (5) years command experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Fire Marshal</b>							
<b>Fire</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Fire Marshal	40.0	E	\$90,149	\$90,149	\$90,149	\$90,149
City of Auburn Hills	Fire Marshal	40.0	NE	\$70,595	\$77,386	\$84,178	NA
City of Birmingham	Acting Fire Marshal	40.0	E	\$71,677	\$81,753	\$91,828	\$81,798
City of Farmington Hills	Fire Marshal	40.0	E	\$96,866	\$99,376	\$101,886	NA
City of Novi	Fire Marshal	40.0	NE	\$88,074	\$89,870	\$91,665	\$91,665
City of Rochester Hills	Assistant Chief/ Fire Marshal	40.0	NE	\$92,316	\$92,316	\$92,316	NA
City of Royal Oak	Fire Marshal	40.0	NE	\$94,317	\$96,029	\$97,741	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Fire Marshal	40.0	NE	\$98,050	\$98,050	\$98,050	\$98,050
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Fire Marshal	40.0	NE	\$89,375	\$89,375	\$89,375	\$89,375
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$95,167</b>	<b>\$97,453</b>	<b>\$99,740</b>	<b>\$99,740</b>
<b><i>Public Sector Market Average</i></b>				<b>\$87,935</b>	<b>\$90,478</b>	<b>\$93,021</b>	<b>\$90,207</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>108%</b>	<b>108%</b>	<b>107%</b>	<b>111%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$95,167</b>	<b>\$97,453</b>	<b>\$99,740</b>	<b>\$99,740</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$95,167</b>	<b>\$97,453</b>	<b>\$99,740</b>	<b>\$99,740</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$87,935</b>	<b>\$90,478</b>	<b>\$93,021</b>	<b>\$90,207</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>108%</b>	<b>108%</b>	<b>107%</b>	<b>111%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-8%</b>	<b>-7%</b>	<b>-7%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Serves as a staff advisor to the Fire Chief concerning matters of fire prevention and safety. Works under the direction of the Fire Chief and Assistant Chief. Responsibilities including management of the Fire Prevention Division, fire scene investigation and reporting, maintenance of accurate departmental records, and review of construction plans for approval. Represents the fire department at various civic and intergovernmental meetings and functions. Acts as Emergency Management Program Manager.

**Minimum Qualifications**

Two (2) years of continuous service as an officer at a Lieutenant's rank or above. Fire Officer III certificate.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Lieutenant/AEMT Fire</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Lieutenant/AEMT	56.0	NE	\$55,998	\$66,146	\$76,294	NA
City of Birmingham	Lieutenant	56.0	NE	\$75,648	\$77,789	\$79,930	\$77,789
City of Farmington Hills	Shift Lieutenant	56.0	E	\$80,947	\$82,082	\$83,216	NA
City of Novi	Fire Lieutenant	56.0	NE	\$78,932	\$80,851	\$82,770	\$82,769
City of Rochester Hills	Lieutenant/Suppression	56.0	NE	\$81,935	\$81,935	\$81,935	NA
City of Royal Oak	Fire Lieutenant	53.0	NE	\$85,439	\$86,990	\$88,540	\$88,540
City of Troy	Fire Staff Lieutenant	53.0	NE	\$75,694	\$84,594	\$93,495	\$85,083
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Fire Lieutenant	56.0	NE	\$84,072	\$84,072	\$84,072	\$84,072
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Fire Lieutenant	56.0	NE	\$81,256	\$81,256	\$81,256	\$81,256
<b>Bloomfield Township</b>		<b>56.0</b>	<b>NE</b>	<b>\$83,037</b>	<b>\$84,884</b>	<b>\$86,732</b>	<b>\$86,116</b>
<b><i>Public Sector Market Average</i></b>				<b>\$77,769</b>	<b>\$80,635</b>	<b>\$83,501</b>	<b>\$83,252</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>107%</b>	<b>105%</b>	<b>104%</b>	<b>103%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>56.0</b>	<b>NE</b>	<b>\$83,037</b>	<b>\$84,884</b>	<b>\$86,732</b>	<b>\$86,116</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$83,037</b>	<b>\$84,884</b>	<b>\$86,732</b>	<b>\$86,116</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$77,769</b>	<b>\$80,635</b>	<b>\$83,501</b>	<b>\$83,252</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>107%</b>	<b>105%</b>	<b>104%</b>	<b>103%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-6%</b>	<b>-5%</b>	<b>-4%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Works under the direction of the Fire Chief, Assistant Chief, Captain and/or Bloomfield Township (Township) officials to supervise or assist in supervising firefighting personnel on an assigned shift. Responsibilities are determined by the Fire Chief and may include but are not limited to the following: Proper maintenance of personnel records; proper care and maintenance of fire stations and equipment; performance of related work as required, including those of a firefighter.

**Minimum Qualifications**

Five (5) years of continuous service with Bloomfield Township Fire Department. "Class A" firefighter status. Fire Officer II Certificate or obtain within thirty (30) months of promotion..

APPENDIX B  
**Bloomfield Township  
Detailed Market Data (Adjusted)**

<b>Director of Information Technology Information Technology</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Information Technology Manager	40.0	E	\$89,902	\$103,389	\$116,875	\$116,875
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Director of Central Services	40.0	E	\$114,444	\$114,444	\$114,444	NA
City of Novi	Chief Information Officer	40.0	E	\$88,566	\$110,708	\$132,849	\$112,844
City of Rochester Hills	Information Systems Director	40.0	E	\$109,420	\$118,134	\$126,847	NA
City of Royal Oak	Manager of Information & Communication Tech	40.0	E	\$92,168	\$100,061	\$107,953	\$105,358
City of Troy	Information Technology Director	40.0	E	\$86,691	\$108,364	\$130,036	\$129,792
Oakland County	Director Information Technology	40.0	E	\$127,177	\$136,284	\$145,390	\$145,390
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Information Systems Director	40.0		\$78,689	\$90,493	\$102,298	NA
West Bloomfield Township	IT Director	37.5	E	\$75,495	\$89,619	\$103,743	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Public Sector Market Average</i></b>				<b>\$95,839</b>	<b>\$107,944</b>	<b>\$120,048</b>	<b>\$122,052</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>125%</b>	<b>111%</b>	<b>99%</b>	<b>98%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Information Technology Director	40.0		\$142,000	\$176,100	\$213,800	NA
ERI	Information Technology Director	40.0		\$122,626	\$157,941	\$206,533	NA
PayFactors	IT Director	40.0		\$142,500	\$160,800	\$180,600	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Published Market Average</i></b>				<b>\$135,709</b>	<b>\$164,947</b>	<b>\$200,311</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>88%</b>	<b>72%</b>	<b>60%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$115,774</b>	<b>\$136,445</b>	<b>\$160,180</b>	<b>\$122,052</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>103%</b>	<b>88%</b>	<b>75%</b>	<b>98%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-3%</b>	<b>14%</b>	<b>34%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Oversees the Township's information technology, geographic information systems (GIS) and communications functions. Leads and directs a centralized technology team that supports all departments and the varied functions they perform within the Township. Reports to the highest elected official. Serves as the lead technical liaison and facilitates effective communication with the board and stakeholders at all levels and with outside agencies and contractors. Oversees negotiation and administration of vendors and consultant contracts and service agreements.

**Minimum Qualifications**

Bachelor's Degree in computer science or a related field and ten (10) years of information technology administration experience.



APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Network Administrator Lv 3 Information Technology</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Network Administrator	40.0	E	\$70,407	\$80,968	\$91,528	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Information Technology Manager	40.0	E	\$98,457	\$98,457	\$98,457	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Information Systems Administrator II	40.0	E	\$75,186	\$81,172	\$87,158	NA
City of Royal Oak	Network Administrator III	40.0	E	\$64,346	\$67,166	\$69,986	NA
City of Troy	Network Administrator	40.0	E	\$57,633	\$72,041	\$86,448	\$86,448
Oakland County	Network Administrator II	40.0	E	\$72,057	\$84,909	\$97,760	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Network Administrator	40.0		\$60,559	\$69,643	\$78,727	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$96,722</b>	<b>\$96,722</b>	<b>\$96,722</b>	<b>\$96,722</b>
<b><i>Public Sector Market Average</i></b>				<b>\$71,235</b>	<b>\$79,193</b>	<b>\$87,152</b>	<b>\$86,448</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>136%</b>	<b>122%</b>	<b>111%</b>	<b>112%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Network Administrator III	40.0		\$76,900	\$95,200	\$114,600	NA
ERI	Network Analyst Computer - Level 2	40.0		\$75,889	\$90,218	\$108,792	NA
PayFactors	IT Network Engineer III	40.0		\$87,800	\$98,100	\$107,800	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$96,722</b>	<b>\$96,722</b>	<b>\$96,722</b>	<b>\$96,722</b>
<b><i>Published Market Average</i></b>				<b>\$80,196</b>	<b>\$94,506</b>	<b>\$110,397</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>121%</b>	<b>102%</b>	<b>88%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$96,722</b>	<b>\$96,722</b>	<b>\$96,722</b>	<b>\$96,722</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$75,716</b>	<b>\$86,850</b>	<b>\$98,775</b>	<b>\$86,448</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>128%</b>	<b>111%</b>	<b>98%</b>	<b>112%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-22%</b>	<b>-10%</b>	<b>2%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Provides for a secure, reliable, computer network and administers computer systems. Directs and supervises other IT staff in execution of project goals. Supports the server environment, software applications, databases, computers, other network attached devices and users. Plans, designs, implements, monitors, administers and troubleshoots the network infrastructure, technologies, and solutions. Assists in budget development, project specifications and purchasing. Provides on-call support for 911 dispatch center and other public safety mission critical operations.

**Minimum Qualifications**

Bachelor's Degree in computer science or a related field preferred and five (5) years of supervisory network administration experience required.

APPENDIX B  
Bloomfield Township  
Detailed Market Data (Adjusted)

<b>Building Inspector Inspection</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Building Inspector	40.0	NE	\$67,184	\$71,126	\$75,067	\$75,067
City of Auburn Hills	Building Inspector 2	40.0	NE	\$51,355	\$56,878	\$62,400	NA
City of Birmingham	Building Inspector	40.0	NE	\$54,392	\$61,620	\$68,848	\$61,620
City of Farmington Hills	Building Inspector	40.0	NE	\$57,178	\$61,310	\$65,442	NA
City of Novi	Building Inspector	40.0	NE	\$66,025	\$66,444	\$66,862	\$66,862
City of Rochester Hills	Inspector I - Building	40.0	NE	\$70,133	\$75,719	\$81,305	NA
City of Royal Oak	Inspectors- Building, Electrical, Plumbing & Me	40.0	NE	\$55,507	\$64,734	\$73,961	\$71,763
City of Troy	No Match (outsourced to SafeBuilt)			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Inspector (Building)	37.5	NE	\$71,785	\$77,891	\$83,998	\$80,333
Waterford Township	Construction Inspector II	40.0		\$47,528	\$51,719	\$55,910	NA
West Bloomfield Township	Building Inspector	40.0	NE	\$49,857	\$59,072	\$68,286	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$62,933</b>	<b>\$65,692</b>	<b>\$68,451</b>	<b>\$68,451</b>
<b><i>Public Sector Market Average</i></b>				<b>\$59,094</b>	<b>\$64,651</b>	<b>\$70,208</b>	<b>\$71,129</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>106%</b>	<b>102%</b>	<b>97%</b>	<b>96%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Building Inspector	40.0		\$41,300	\$57,700	\$74,000	NA
ERI	Inspector Construction - Level 2	40.0		\$55,061	\$65,981	\$80,029	NA
PayFactors	Construction Inspector Representative III	40.0		\$58,100	\$65,000	\$75,400	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$62,933</b>	<b>\$65,692</b>	<b>\$68,451</b>	<b>\$68,451</b>
<b><i>Published Market Average</i></b>				<b>\$51,487</b>	<b>\$62,894</b>	<b>\$76,476</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>122%</b>	<b>104%</b>	<b>90%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$62,933</b>	<b>\$65,692</b>	<b>\$68,451</b>	<b>\$68,451</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$55,291</b>	<b>\$63,772</b>	<b>\$73,342</b>	<b>\$71,129</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>114%</b>	<b>103%</b>	<b>93%</b>	<b>96%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-12%</b>	<b>-3%</b>	<b>7%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs skilled work involving the inspection and plan review of building projects for quality of workmanship and for compliance with Township regulations, codes and ordinances.

**Minimum Qualifications**

High school diploma or equivalent supplemented by specialized training in building construction or a related field and two years of directly related inspection experience. Must maintain registration as a Building Inspector and Plan Reviewer as required by the State of Michigan under Public Act 54.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Building Official Inspection</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Building Official	40.0	E	\$89,902	\$103,389	\$116,875	\$107,086
City of Auburn Hills	Building Official	40.0	E	\$65,666	\$73,444	\$81,222	\$80,663
City of Birmingham	Building Official	40.0	E	\$85,280	\$97,105	\$108,930	\$110,660
City of Farmington Hills	Building Official	40.0	NE	\$71,051	\$76,169	\$81,286	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Building Official	40.0	E	\$67,118	\$77,162	\$87,207	\$104,255
City of Troy	Building Official	40.0	E	\$68,290	\$85,363	\$102,435	\$89,250
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Superintendent of Building Division	40.0		\$69,945	\$80,438	\$90,931	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,285</b>	<b>\$77,921</b>	<b>\$81,557</b>	<b>\$81,557</b>
<b><i>Public Sector Market Average</i></b>				<b>\$73,893</b>	<b>\$84,724</b>	<b>\$95,555</b>	<b>\$98,383</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>101%</b>	<b>92%</b>	<b>85%</b>	<b>83%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Construction Inspection Services Manager	40.0		\$68,900	\$98,800	\$111,200	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	Construction/Inspection Services Manager	40.0		\$75,100	\$94,300	\$97,000	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,285</b>	<b>\$77,921</b>	<b>\$81,557</b>	<b>\$81,557</b>
<b><i>Published Market Average</i></b>				<b>\$72,000</b>	<b>\$96,550</b>	<b>\$104,100</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>103%</b>	<b>81%</b>	<b>78%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$74,285</b>	<b>\$77,921</b>	<b>\$81,557</b>	<b>\$81,557</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$72,947</b>	<b>\$90,637</b>	<b>\$99,828</b>	<b>\$98,383</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>102%</b>	<b>86%</b>	<b>82%</b>	<b>83%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-2%</b>	<b>16%</b>	<b>22%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Works under close supervision of the Planning, Building & Ordinance Director and assigns, supervises, and assists in the building activities of a group of employees involved in the plan review, inspection, code enforcement, and permitting of building and construction projects. Provides responsible assistance in the technical and supervisory work in the operation of the division as required.

**Minimum Qualifications**

Bachelor's degree in civil engineering, architecture, or related field, or ten (10) years of responsible experience in administration or management of construction and/or engineering projects with related college courses. Must be registered as a code official in the building inspector and plan review categories by the State of Michigan or be able to obtain registration within one year of appointment.

The City of Royal Oak's Building Official is paid above the pay range maximum due to performance of additional duties as Assistant Director of Community Development.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Electrical Inspector Inspection</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b>Public Sector Data Sources</b>							
Canton Township	Electrical Inspector	40.0		\$67,184	\$71,126	\$75,067	\$75,067
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Electrical Inspector	40.0	NE	\$54,392	\$61,620	\$68,848	\$61,620
City of Farmington Hills	Electrical Inspector	40.0	NE	\$57,178	\$61,310	\$65,442	NA
City of Novi	Electrical Inspector	40.0	NE	\$66,025	\$66,444	\$66,862	\$66,862
City of Rochester Hills	Inspector 1 - Electrical	40.0	NE	\$70,133	\$75,719	\$81,305	NA
City of Royal Oak	Inspectors- Building, Electrical, Plumbing & Me	40.0	NE	\$55,507	\$64,734	\$73,961	\$71,763
City of Troy	No Match (outsourced to SafeBuilt)			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Inspector (Electrical)	37.5	NE	\$71,785	\$77,891	\$83,998	\$83,998
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Electrical Inspector	40.0	NE	\$49,857	\$59,072	\$68,286	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$62,933</b>	<b>\$65,692</b>	<b>\$68,451</b>	<b>\$68,451</b>
<b>Public Sector Market Average</b>				<b>\$61,508</b>	<b>\$67,239</b>	<b>\$72,971</b>	<b>\$71,862</b>
<b>Bloomfield Township as a % of Public Sector Market Average</b>				<b>102%</b>	<b>98%</b>	<b>94%</b>	<b>95%</b>
<b>Published Data Sources</b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$62,933</b>	<b>\$65,692</b>	<b>\$68,451</b>	<b>\$68,451</b>
<b>Published Market Average</b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township as a % of Published Market Average</b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$62,933</b>	<b>\$65,692</b>	<b>\$68,451</b>	<b>\$68,451</b>
<b>Overall Comparator Market Average</b>				<b>\$61,508</b>	<b>\$67,239</b>	<b>\$72,971</b>	<b>\$71,862</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>102%</b>	<b>98%</b>	<b>94%</b>	<b>95%</b>
<b>Adjustment To Reach Market Average</b>				<b>-2%</b>	<b>2%</b>	<b>7%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs skilled work involving the inspection and plan review of electrical installations for quality of workmanship and for compliance with Township regulations, codes and ordinances. Supervises the activities of part time electrical inspector(s) and/or contractor(s) assigned to assist the Building Division.

**Minimum Qualifications**

High school diploma or equivalent supplemented by specialized training in electrical or a related field and two years of directly related inspection experience. Must maintain registration as an Electrical Inspector and Plan Reviewer as required by the State of Michigan under Public Act 54.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Ordinance Officer Inspection</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Ordinance Inspector	40.0	NE	\$62,525	\$65,218	\$67,912	\$67,912
City of Auburn Hills	Code Enforcement Officer	40.0	NE	\$43,118	\$47,757	\$52,395	NA
City of Birmingham	Code Enforcement Officer	20.0	NE	\$45,760	\$45,760	\$45,760	\$45,760
City of Farmington Hills	Code & Zoning Inspector	40.0	NE	\$53,652	\$57,536	\$61,419	NA
City of Novi	Code Compliance Officer III	40.0	NE	\$64,441	\$64,860	\$65,278	\$65,278
City of Rochester Hills	Ordinance Inspector	40.0	NE	\$63,758	\$68,837	\$73,915	NA
City of Royal Oak	Code Enforcement/ Housing Officer	40.0	NE	\$47,560	\$52,510	\$57,461	\$56,808
City of Troy	Housing & Zoning Inspector	40.0	NE	\$48,439	\$60,550	\$72,660	\$64,010
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Ordinance Enforcement Officer	37.5	NE	\$49,670	\$53,389	\$57,107	\$52,150
Waterford Township	Code Enforcement Officer	40.0		\$47,528	\$51,719	\$55,910	NA
West Bloomfield Township	Code Enforcement Officer	40.0	NE	\$49,857	\$59,072	\$68,286	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$48,402</b>	<b>\$48,402</b>	<b>\$48,402</b>	<b>\$48,402</b>
<b><i>Public Sector Market Average</i></b>				<b>\$52,392</b>	<b>\$57,019</b>	<b>\$61,646</b>	<b>\$58,653</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>92%</b>	<b>85%</b>	<b>79%</b>	<b>83%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$48,402</b>	<b>\$48,402</b>	<b>\$48,402</b>	<b>\$48,402</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$48,402</b>	<b>\$48,402</b>	<b>\$48,402</b>	<b>\$48,402</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$52,392</b>	<b>\$57,019</b>	<b>\$61,646</b>	<b>\$58,653</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>92%</b>	<b>85%</b>	<b>79%</b>	<b>83%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>8%</b>	<b>18%</b>	<b>27%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Works under close supervision of the Planning, Building & Ordinance Director and direct oversight by the Lead Code Enforcement Officer, performing field inspections and investigation of alleged violations and complaints. Responsible for the fair and equitable enforcement of zoning, signs, property maintenance, junk vehicles, and other nuisance type codes; collects data, initiates corrective actions, maintains records, prepares reports, prepares business letters, issues tickets, and appears in court when necessary.

**Minimum Qualifications**

High school diploma or equivalent with some practical experience in Code & Zoning enforcement, building or field related inspections.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Building Crew Leader Maintenance</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Crew Leader	40.0	NE	\$58,469	\$58,916	\$59,363	\$59,363
City of Auburn Hills	Crew Leader	40.0	NE	\$43,118	\$47,757	\$52,395	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Building Maintenance Supervisor	40.0	NE	\$62,051	\$66,526	\$71,000	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Crew Leader - Facilities	40.0	NE	\$63,758	\$68,837	\$73,915	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	PRM Supervisor	40.0	NE	\$68,892	\$74,056	\$79,220	\$79,220
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$66,768</b>	<b>\$67,851</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Public Sector Market Average</i></b>				<b>\$59,258</b>	<b>\$63,218</b>	<b>\$67,179</b>	<b>\$69,292</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>113%</b>	<b>107%</b>	<b>103%</b>	<b>99%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Facilities Supervisor	40.0		\$59,900	\$78,000	\$99,900	NA
ERI	Building & Grounds Supervisor - Level 1	40.0		\$56,995	\$67,553	\$81,154	NA
PayFactors	Facility Supervisor II	40.0		\$59,700	\$68,300	\$78,400	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$66,768</b>	<b>\$67,851</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Published Market Average</i></b>				<b>\$58,865</b>	<b>\$71,284</b>	<b>\$86,485</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>113%</b>	<b>95%</b>	<b>80%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$66,768</b>	<b>\$67,851</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$59,061</b>	<b>\$67,251</b>	<b>\$76,832</b>	<b>\$69,292</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>113%</b>	<b>101%</b>	<b>90%</b>	<b>99%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-12%</b>	<b>-1%</b>	<b>11%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs hands-on technical maintenance repairs. Plans, coordinates, directs, implements and supervises employees and outside contractors providing maintenance repairs, construction or alterations of all Township buildings. May be called upon to plow, shovel and salt streets, parking lots and sidewalks. Responsible for bloodborne pathogen decontaminations. Work is performed under the direct supervision of the Fleet/Building Manager.

**Minimum Qualifications**

Must maintain a valid Michigan license, CDL with A and N endorsements. Technical certification/degree in HVAC and/or electrical. Maintain FEMA certifications as required. Leadership certification desired.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Building Maintenance Technician Maintenance</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Maintenance Tech I	40.0	NE	\$67,184	\$71,126	\$75,067	NA
City of Auburn Hills	General Maintenance	40.0	NE	\$39,354	\$43,607	\$47,861	NA
City of Birmingham	Building Maintenance Specialist	40.0	NE	\$48,680	\$52,911	\$57,142	\$57,096
City of Farmington Hills	Building Maintenance Mechanic	40.0	NE	\$54,725	\$55,567	\$56,410	NA
City of Novi	Facilities Management Specialist	40.0	E	\$44,200	\$51,935	\$59,670	\$58,338
City of Rochester Hills	Facilities Maintenance Technician	40.0	NE	\$58,494	\$63,152	\$67,810	NA
City of Royal Oak	Building Maintenance Repairworker II	40.0	NE	\$53,793	\$55,667	\$57,541	NA
City of Troy	Building Maintenance Technician	40.0	NE	\$30,056	\$37,571	\$45,085	\$41,231
Oakland County	Skilled Maintenance Mechanic II	40.0	NE	\$44,646	\$51,374	\$58,101	\$58,101
Shelby Township	PRM Maintenance Person II	40.0	NE	\$47,913	\$51,503	\$55,092	\$54,293
Waterford Township	Facilities Maintenance Technician	40.0		\$45,822	\$49,858	\$53,893	NA
West Bloomfield Township	Project Maintenance Coordinator	40.0	NE	\$46,467	\$54,881	\$63,294	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$59,776</b>	<b>\$62,205</b>	<b>\$64,635</b>	<b>\$61,798</b>
<b><i>Public Sector Market Average</i></b>				<b>\$48,444</b>	<b>\$53,262</b>	<b>\$58,081</b>	<b>\$53,812</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>123%</b>	<b>117%</b>	<b>111%</b>	<b>115%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Mechanic Technician III	40.0		\$46,500	\$60,500	\$77,200	NA
ERI	HVAC Mechanic - Level 2	40.0		\$51,435	\$60,288	\$71,855	NA
PayFactors	Facility Technician III	40.0		\$48,600	\$56,100	\$64,600	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$59,776</b>	<b>\$62,205</b>	<b>\$64,635</b>	<b>\$61,798</b>
<b><i>Published Market Average</i></b>				<b>\$48,845</b>	<b>\$58,963</b>	<b>\$71,218</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>122%</b>	<b>105%</b>	<b>91%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$59,776</b>	<b>\$62,205</b>	<b>\$64,635</b>	<b>\$61,798</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$48,645</b>	<b>\$56,113</b>	<b>\$64,649</b>	<b>\$53,812</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>123%</b>	<b>111%</b>	<b>100%</b>	<b>115%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-19%</b>	<b>-10%</b>	<b>0%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs a variety of hands-on technical maintenance repair work involving construction, maintenance and repair of Township assets. Responsible for the tools, machinery, materials and equipment necessary for the proper upkeep of Township assets. Assists and directs Township contractors as assigned. May be called upon to plow, shovel and salt streets, parking lots and sidewalks. Responsible for bloodborne pathogen decontaminations.

**Minimum Qualifications**

Technical knowledge and experience in the maintenance and repair of building facilities, including heating, air conditioning, electrical and plumbing. Must maintain a valid Michigan license, CDL with A and N endorsements. Must possess technical certifications/degree in commercial HVAC, boiler systems and/or electrical at time of application.

APPENDIX B  
**Bloomfield Township  
Detailed Market Data (Adjusted)**

<b>Fleet/Facility Manager Maintenance</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Facilities Supervisor	40.0	E	\$79,559	\$91,493	\$103,426	NA
City of Auburn Hills	Manager of Roads & Fleet	40.0	NE	\$57,955	\$66,852	\$75,748	\$61,445
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Facilities Manager	40.0	E	\$61,504	\$73,805	\$86,106	\$75,770
City of Rochester Hills	Facilities Manager	40.0	E	\$88,492	\$95,539	\$102,586	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	Fleet Operations Manager	40.0	E	\$68,290	\$85,363	\$102,435	\$84,528
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Superintendent of Facilities & Operations	40.0		\$69,945	\$80,438	\$90,931	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Public Sector Market Average</i></b>				<b>\$70,958</b>	<b>\$82,248</b>	<b>\$93,539</b>	<b>\$73,914</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>105%</b>	<b>95%</b>	<b>87%</b>	<b>111%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Facilities Manager	40.0		\$73,500	\$100,500	\$131,900	NA
ERI	Facilities & Building Manager - Level 2	40.0		\$78,804	\$92,765	\$110,761	NA
PayFactors	Facilities Manager	40.0		\$80,400	\$93,300	\$108,700	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Published Market Average</i></b>				<b>\$77,568</b>	<b>\$95,522</b>	<b>\$117,120</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>96%</b>	<b>82%</b>	<b>70%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$74,263</b>	<b>\$88,885</b>	<b>\$105,329</b>	<b>\$73,914</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>100%</b>	<b>88%</b>	<b>78%</b>	<b>111%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>0%</b>	<b>14%</b>	<b>29%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs responsible supervisory and administrative work in directing the Fleet and Building Maintenance operations of the Department of Public Works. Supervises and coordinates job duties for a number of skilled and semi-skilled workers engaged in the operations of motor pool and building maintenance. Coordinates the procurement, maintenance and repair of the Bloomfield Township equipment, vehicles, buildings and facilities. May be called upon to plow, shovel and salt streets, parking lots and sidewalks. Responsible for bloodborne pathogen decontaminations. Budgeting/procurement/materials management as it relates to the Building Maintenance and Motor Pool Divisions.

**Minimum Qualifications**

Bachelor's degree in public administration or related field and/or a minimum four (4) years of responsible experience in management. Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA certifications as required. Underground Storage Tank License. Leadership certification desired.



APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Grounds Foreman Maintenance</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Operations Leader	40.0	NE	\$70,133	\$75,719	\$81,305	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	Division Supervisor	40.0	NE	\$57,633	\$72,041	\$86,448	\$77,013
Oakland County	Grounds Maintenance Supervisor	40.0	NE	\$48,481	\$55,795	\$63,108	NA
Shelby Township	PRM Supervisor	40.0	NE	\$68,892	\$74,056	\$79,220	\$79,220
Waterford Township	Foreperson of Grounds	40.0		\$51,106	\$55,609	\$60,112	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Public Sector Market Average</i></b>				<b>\$59,249</b>	<b>\$66,644</b>	<b>\$74,039</b>	<b>\$78,117</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>125%</b>	<b>117%</b>	<b>111%</b>	<b>105%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Groundskeeping Team Lead II	40.0		\$55,400	\$73,700	\$92,900	NA
ERI	Grounds Maintenance Foreman - Level 3	40.0		\$52,226	\$61,690	\$74,153	NA
PayFactors	Property Maintenance Supervisor II	40.0		\$46,000	\$52,400	\$60,700	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Published Market Average</i></b>				<b>\$51,209</b>	<b>\$62,597</b>	<b>\$75,918</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>145%</b>	<b>125%</b>	<b>108%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$55,229</b>	<b>\$64,620</b>	<b>\$74,978</b>	<b>\$78,117</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>135%</b>	<b>121%</b>	<b>109%</b>	<b>105%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-26%</b>	<b>-17%</b>	<b>-8%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Assigns, supervises and assists in planning the activities of a group of employees involved in the maintenance repair and construction or alterations of all Township grounds, safety paths, roadsides and state highways and performs related work as required. Budgeting/procurement/materials management as it relates to the Grounds Division. Plow, shovel and salt streets, parking lots and sidewalks. Assists and directs Township contractors. Work is performed under the general supervision of the Public Works Superintendent.

**Minimum Qualifications**

Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA certifications as required. Maintain a State of Michigan pesticide applicators License. Certified Arborist. Leadership certification desired. Minimum of two (2) years of college education preferred.

APPENDIX B  
Bloomfield Township  
Detailed Market Data (Adjusted)

<b>Master Mechanic Maintenance</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Mechanic I	40.0	NE	\$65,146	\$66,404	\$67,662	\$67,662
City of Auburn Hills	Master Mechanic	40.0	NE	\$43,118	\$47,757	\$52,395	NA
City of Birmingham	Senior Fleet Mechanic	40.0	NE	\$50,388	\$55,195	\$60,003	\$55,195
City of Farmington Hills	Automotive Mechanic III	40.0		\$57,637	\$59,987	\$62,338	NA
City of Novi	Lead Mechanic	40.0	NE	\$60,159	\$60,569	\$60,979	NA
City of Rochester Hills	Mechanic III	40.0	NE	\$63,758	\$68,837	\$73,915	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	MSE-G Trade Specialist II	40.0	NE	\$50,565	\$55,182	\$59,800	\$59,800
Oakland County	Sr. Auto Mechanic	40.0	NE	\$48,481	\$55,795	\$63,108	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Auto Mechanic Foreperson	40.0		\$51,106	\$55,609	\$60,112	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$64,883</b>	<b>\$66,908</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Public Sector Market Average</i></b>				<b>\$54,484</b>	<b>\$58,370</b>	<b>\$62,257</b>	<b>\$60,886</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>119%</b>	<b>115%</b>	<b>111%</b>	<b>113%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Automotive Mechanic III	40.0		\$48,600	\$60,400	\$75,500	NA
ERI	Mechanic Head - Level 3	40.0		\$62,860	\$74,588	\$89,581	NA
PayFactors	Automotive Mechanic Supervisor II	40.0		\$56,000	\$67,700	\$82,100	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$64,883</b>	<b>\$66,908</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Published Market Average</i></b>				<b>\$55,820</b>	<b>\$67,563</b>	<b>\$82,394</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>116%</b>	<b>99%</b>	<b>84%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$64,883</b>	<b>\$66,908</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$55,152</b>	<b>\$62,967</b>	<b>\$72,325</b>	<b>\$60,886</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>118%</b>	<b>106%</b>	<b>95%</b>	<b>113%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-15%</b>	<b>-6%</b>	<b>5%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs highly skilled and complex mechanical repairs. Performs the duties of a mechanic involved in inspecting, repairing, fabricating, rebuilding and maintaining Road, Police, Fire, Building, Water & Sewer, light and heavy duty equipment. Supervision is exercised over Auto Mechanics, Laborers, seasonal, part time employees or others, including outside contractors assigned to assist the Motor Pool Division. May also be asked to assume Crew Leader responsibilities in his/her absence, as directed by the F/F Manager, Superintendent or Director.

**Minimum Qualifications**

Must be fully certified by the State of Michigan as a "Master Heavy & Light Equipment Mechanic".

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

**Deputy Director of Planning, Building & Ordinance  
 Planning**

Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Community Development Deputy Director	40.0	E	\$73,805	\$88,566	\$103,327	\$96,920
City of Rochester Hills	Planning Manager	40.0	E	\$94,686	\$102,227	\$109,768	NA
City of Royal Oak	Deputy Director of Planning	40.0	E	\$71,505	\$81,083	\$90,661	\$73,891
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Superintendent of Planning & Zoning	40.0		\$69,945	\$80,438	\$90,931	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Public Sector Market Average</i></b>				<b>\$77,485</b>	<b>\$88,079</b>	<b>\$98,672</b>	<b>\$85,405</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>99%</b>	<b>87%</b>	<b>78%</b>	<b>90%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$77,485</b>	<b>\$88,079</b>	<b>\$98,672</b>	<b>\$85,405</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>99%</b>	<b>87%</b>	<b>78%</b>	<b>90%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>1%</b>	<b>15%</b>	<b>29%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Works under close supervision of the Planning, Building & Ordinance Director and performs a wide variety of highly responsible administrative duties requiring a specialized knowledge of Township ordinances and Department policies, procedures, and operations. Maintains confidentiality and exercises judgment within departmental guidelines. Manages the processing of appeals to the Zoning Board of Appeals, site plan and design reviews to the Design Review Board and Planning Commission, and applications to the Wetlands Board.

**Minimum Qualifications**

Master's degree in Urban Planning or closely related field and a minimum of seven (7) years progressively responsible experience in urban planning, including four (4) years' experience in a supervisory capacity is also required, or an equivalent combination of education and experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Director of Planning, Building &amp; Ordinance Planning</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Director of Community Development	40.0	E	\$72,772	\$86,834	\$100,896	\$96,474
City of Birmingham	Director of Planning	40.0	E	\$85,280	\$97,105	\$108,930	\$112,145
City of Farmington Hills	Director of Planning and Community Planning	40.0	E	\$114,444	\$114,444	\$114,444	NA
City of Novi	Community Development Director	40.0	E	\$88,566	\$110,708	\$132,849	\$112,929
City of Rochester Hills	Building/ Ordinance/ Facilities Director	40.0	E	\$109,420	\$118,134	\$126,847	NA
City of Royal Oak	Director of Planning	40.0	E	\$92,076	\$97,600	\$103,124	\$92,076
City of Troy	Community Development Director	40.0	E	\$86,691	\$108,364	\$130,036	\$120,524
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Building Director	37.5	NE	\$85,479	\$91,888	\$98,296	\$99,351
Waterford Township	Director of Development Services	40.0		\$78,689	\$90,493	\$102,298	NA
West Bloomfield Township	Director of Development Services & Planning	37.5	E	\$96,786	\$108,401	\$120,016	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Public Sector Market Average</i></b>				<b>\$91,020</b>	<b>\$102,397</b>	<b>\$113,774</b>	<b>\$105,583</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>131%</b>	<b>117%</b>	<b>105%</b>	<b>113%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$91,020</b>	<b>\$102,397</b>	<b>\$113,774</b>	<b>\$105,583</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>131%</b>	<b>117%</b>	<b>105%</b>	<b>113%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-24%</b>	<b>-14%</b>	<b>-5%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for overall direction and management of all planning, building and ordinance functions for the Township, otherwise known as a Community Development Director, and reports directly to the Township Supervisor.

**Minimum Qualifications**

Master's Degree in Urban Planning or closely related field and a minimum of ten (10) years of managerial work experience in planning, economic development and community development.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Detective Police</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Detective	40.0		\$47,239	\$62,768	\$78,297	\$73,066
City of Auburn Hills	Detective	40.0	NE	\$82,846	\$82,846	\$82,846	\$82,846
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Detective	40.0	NE	\$80,107	\$80,107	\$80,107	\$80,107
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Detective	40.0	NE	\$71,968	\$73,675	\$75,381	\$75,381
City of Troy	No Match			NA	NA	NA	NA
Oakland County	Detective Sergeant Specialist	40.0	NE	\$88,916	\$91,072	\$93,227	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Detective	40.0	NE	\$47,323	\$61,517	\$75,710	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$83,258</b>	<b>\$83,258</b>	<b>\$83,258</b>	<b>\$83,258</b>
<b><i>Public Sector Market Average</i></b>				<b>\$69,733</b>	<b>\$75,331</b>	<b>\$80,928</b>	<b>\$77,850</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>119%</b>	<b>111%</b>	<b>103%</b>	<b>107%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$83,258</b>	<b>\$83,258</b>	<b>\$83,258</b>	<b>\$83,258</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$83,258</b>	<b>\$83,258</b>	<b>\$83,258</b>	<b>\$83,258</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$69,733</b>	<b>\$75,331</b>	<b>\$80,928</b>	<b>\$77,850</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>119%</b>	<b>111%</b>	<b>103%</b>	<b>107%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-16%</b>	<b>-10%</b>	<b>-3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs preliminary and continuing criminal and civil investigations involving adult, youth and status offenses as well as cases of child abuse and neglect. Counsels youths and recommends counseling. Interviews suspects, witnesses, and complainants. Apprehends and arrests offenders, recovers stolen property, prepares cases for court, testifies in court, provides for welfare of prisoners and youths taken into custody. Conducts inspections, surveillance, and participates in crime prevention activities.

**Minimum Qualifications**

Four (4) years seniority as a sworn officer and completion of a Detective examination.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

Lieutenant Police							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Lieutenant	40.0		\$94,035	\$95,142	\$96,248	NA
City of Auburn Hills	Lieutenant	40.0	NE	\$94,910	\$94,910	\$94,910	\$94,910
City of Birmingham	Police Lieutenant	40.0	NE	\$84,034	\$86,082	\$88,131	\$86,082
City of Farmington Hills	Police Lieutenant	40.0	NE	\$96,975	\$96,975	\$96,975	NA
City of Novi	Lieutenant	40.0	NE	\$99,260	\$99,260	\$99,260	\$99,260
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Lieutenant	40.0	NE	\$85,661	\$87,637	\$89,613	\$89,612
City of Troy	Police Lieutenant	40.0	NE	\$97,612	\$97,612	\$97,612	\$97,612
Oakland County	Lieutenant	40.0	NE	\$90,456	\$93,228	\$96,000	\$96,000
Shelby Township	Lieutenant	40.0	NE	\$92,753	\$92,753	\$92,753	\$92,753
Waterford Township	Lieutenant	40.0		\$46,032	\$64,663	\$83,294	NA
West Bloomfield Township	Lieutenant	40.0	NE	\$95,773	\$95,773	\$95,773	\$95,773
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$96,363</b>	<b>\$96,363</b>	<b>\$96,363</b>	<b>\$96,363</b>
<b><i>Public Sector Market Average</i></b>				<b>\$88,864</b>	<b>\$91,276</b>	<b>\$93,688</b>	<b>\$94,000</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>108%</b>	<b>106%</b>	<b>103%</b>	<b>103%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$96,363</b>	<b>\$96,363</b>	<b>\$96,363</b>	<b>\$96,363</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$96,363</b>	<b>\$96,363</b>	<b>\$96,363</b>	<b>\$96,363</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$88,864</b>	<b>\$91,276</b>	<b>\$93,688</b>	<b>\$94,000</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>108%</b>	<b>106%</b>	<b>103%</b>	<b>103%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-8%</b>	<b>-5%</b>	<b>-3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Under the supervision of the Patrol Division Captain, the Patrol Lieutenant is responsible for supervision of patrol sergeants, police officers, and civilian employees who carry out day-to-day operations of the Police Department. The Patrol Lieutenant ensures appropriate training of subordinates; the inspection of personnel, equipment, and facilities to ensure compliance with the Department's Policies & Procedures.

**Minimum Qualifications**

1 year seniority as a Sergeant with Bloomfield Township and completion of promotional process.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

		Patrol Police					
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Patrol	40.0		\$47,239	\$62,768	\$78,297	\$73,066
City of Auburn Hills	Patrol	40.0	NE	\$51,293	\$64,033	\$76,773	NA
City of Birmingham	Police Officer	40.0	NE	\$45,802	\$59,442	\$73,083	\$59,442
City of Farmington Hills	Police Officer - Patrol	40.0	NE	\$51,629	\$62,981	\$74,332	NA
City of Novi	Patrol	40.0	NE	\$55,027	\$67,567	\$80,107	\$80,107
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Police Officer	40.0	NE	\$56,358	\$62,819	\$69,279	\$66,772
City of Troy	Police Officer	40.0	NE	\$46,865	\$61,730	\$76,594	\$76,594
Oakland County	Deputy II	40.0	NE	\$54,920	\$64,827	\$74,733	NA
Shelby Township	Patrol Officer	40.0	NE	\$43,645	\$58,193	\$72,741	\$66,041
Waterford Township	Patrol	40.0		\$40,782	\$53,314	\$65,845	NA
West Bloomfield Township	Police Officer	40.0	NE	\$47,323	\$61,517	\$75,710	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,647</b>	<b>\$63,281</b>	<b>\$78,915</b>	<b>\$76,834</b>
<b><i>Public Sector Market Average</i></b>				<b>\$49,171</b>	<b>\$61,744</b>	<b>\$74,318</b>	<b>\$70,337</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>97%</b>	<b>102%</b>	<b>106%</b>	<b>109%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,647</b>	<b>\$63,281</b>	<b>\$78,915</b>	<b>\$76,834</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$47,647</b>	<b>\$63,281</b>	<b>\$78,915</b>	<b>\$76,834</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$49,171</b>	<b>\$61,744</b>	<b>\$74,318</b>	<b>\$70,337</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>97%</b>	<b>102%</b>	<b>106%</b>	<b>109%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>3%</b>	<b>-2%</b>	<b>-6%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Enforces laws and patrols authorized areas in a professional, responsive, and efficient manner. In partnership with the community, a Police Officer is responsible for maintaining order in Bloomfield Township, protecting life and property, performing investigations, preventing crime, preserving the peace, regulating traffic, rendering aid, providing information to citizens, and performing related work as required. Provides all services while maintaining a tradition of integrity and honor.

**Minimum Qualifications**

Bachelor's degree and successful completion of the MCOLES pre-employment battery of tests.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Police Captain</b>							
<b>Police</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Police Commander	40.0	E	\$88,571	\$91,876	\$95,181	\$91,876
City of Farmington Hills	Police Commander	40.0		\$107,535	\$107,535	\$107,535	NA
City of Novi	No Match		NE	NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	Police Captain	40.0	E	\$108,785	\$108,785	\$108,785	\$108,785
Oakland County	Captain	40.0	E	\$98,986	\$102,293	\$105,599	\$105,599
Shelby Township	Captain	40.0	NE	\$103,295	\$103,295	\$103,295	\$103,295
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$113,039</b>	<b>\$113,039</b>	<b>\$113,039</b>	<b>\$113,039</b>
<b><i>Public Sector Market Average</i></b>				<b>\$101,434</b>	<b>\$102,757</b>	<b>\$104,079</b>	<b>\$102,389</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>111%</b>	<b>110%</b>	<b>109%</b>	<b>110%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$113,039</b>	<b>\$113,039</b>	<b>\$113,039</b>	<b>\$113,039</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$113,039</b>	<b>\$113,039</b>	<b>\$113,039</b>	<b>\$113,039</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$101,434</b>	<b>\$102,757</b>	<b>\$104,079</b>	<b>\$102,389</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>111%</b>	<b>110%</b>	<b>109%</b>	<b>110%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-10%</b>	<b>-9%</b>	<b>-8%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Assures the delivery of quality law enforcement services to the residents of Bloomfield Township through effective management of the Patrol Division. Assures dissemination and compliance with Departmental orders, policies and procedures by all Divisional personnel. Provides for the security and good order of the Departmental premises, furnishings and equipment assigned to the Division. Determines and assigns proper deployment of Divisional staffing based upon the needs of the Department and the community.

**Minimum Qualifications**

One (1) year seniority as a Lieutenant at Bloomfield Township and completion of Captain promotional process.



APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Police Chief</b>							
<b>Police</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Deputy Director of Police	40.0	E	\$102,931	\$118,370	\$133,809	\$126,230
City of Auburn Hills	Police Chief	40.0	E	\$84,925	\$96,520	\$108,115	\$101,037
City of Birmingham	Police Chief	40.0	E	\$91,828	\$104,646	\$117,464	\$117,464
City of Farmington Hills	Police Chief	40.0	E	\$119,736	\$119,736	\$119,736	NA
City of Novi	Director of Public Safety	40.0	E	\$106,279	\$132,849	\$159,419	\$137,815
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Police Chief	40.0	E	\$88,575	\$100,711	\$112,848	\$132,417
City of Troy	Police Chief	40.0	E	\$89,356	\$111,694	\$134,032	\$134,032
Oakland County	Sheriff	40.0	E	\$157,893	\$157,893	\$157,893	\$157,893
Shelby Township	Chief of Police	40.0	E	\$127,000	\$127,000	\$127,000	\$127,000
Waterford Township	Police Chief	40.0		\$106,163	\$106,163	\$106,163	\$106,163
West Bloomfield Township	Police Chief	40.0	E	\$96,786	\$108,401	\$120,015	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>
<b><i>Public Sector Market Average</i></b>				<b>\$106,497</b>	<b>\$116,726</b>	<b>\$126,954</b>	<b>\$126,672</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>123%</b>	<b>112%</b>	<b>103%</b>	<b>103%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>	<b>\$131,004</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$106,497</b>	<b>\$116,726</b>	<b>\$126,954</b>	<b>\$126,672</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>123%</b>	<b>112%</b>	<b>103%</b>	<b>103%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-19%</b>	<b>-11%</b>	<b>-3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Plans and administers all Police services for Bloomfield Township, which includes patrol, investigation, and administrative functions.

**Minimum Qualifications**

Bachelor's Degree and three (3) years as a Police Lieutenant or equivalent.

The City of Royal Oak's Police Chief is paid above the pay range maximum due to performance of additional duties as Assistant City Manager.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Records Clerk</b>							
<b>Police</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Police Records Technician Clerk	40.0	NE	\$36,691	\$40,633	\$44,574	NA
City of Birmingham	Clerk Typist B	40.0	NE	\$36,234	\$42,494	\$48,755	\$42,494
City of Farmington Hills	Records Division Coordinator	40.0	NE	\$43,641	\$46,806	\$49,970	NA
City of Novi	Police Records Clerk IV	37.5	NE	\$47,965	\$48,388	\$48,812	\$48,811
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Police Records Clerk II	40.0	NE	\$39,255	\$40,915	\$42,575	NA
City of Troy	Records Clerk	40.0	NE	\$36,880	\$42,065	\$47,249	\$47,249
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Police Records Clerk	37.5	NE	\$38,806	\$41,721	\$44,636	\$39,454
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	Records Clerk	40.0	NE	\$38,355	\$45,094	\$51,833	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$33,165</b>	<b>\$40,075</b>	<b>\$46,984</b>	<b>\$46,984</b>
<b><i>Public Sector Market Average</i></b>				<b>\$39,728</b>	<b>\$43,514</b>	<b>\$47,301</b>	<b>\$44,502</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>83%</b>	<b>92%</b>	<b>99%</b>	<b>106%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Police Records Clerk	40.0		\$31,900	\$37,000	\$46,800	NA
ERI	Documentation Clerk - Level 2	40.0		\$30,819	\$35,439	\$41,293	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$33,165</b>	<b>\$40,075</b>	<b>\$46,984</b>	<b>\$46,984</b>
<b><i>Published Market Average</i></b>				<b>\$31,360</b>	<b>\$36,220</b>	<b>\$44,046</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>106%</b>	<b>111%</b>	<b>107%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$33,165</b>	<b>\$40,075</b>	<b>\$46,984</b>	<b>\$46,984</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$35,544</b>	<b>\$39,867</b>	<b>\$45,673</b>	<b>\$44,502</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>93%</b>	<b>101%</b>	<b>103%</b>	<b>106%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>7%</b>	<b>-1%</b>	<b>-3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for assuring the proper response to all inquiries for assistance from members of the general public as well as employees of Bloomfield Township, and the processing and maintenance functions for police records. Maintains confidentiality and exercises judgment within the department guidelines.

**Minimum Qualifications**

High School diploma or equivalent and one (1) year clerical or records management experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

Sergeant Police							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Sergeant	40.0		\$83,820	\$85,599	\$87,377	\$85,314
City of Auburn Hills	Sergeant	40.0	NE	\$89,544	\$89,544	\$89,544	\$89,544
City of Birmingham	Sergeant	40.0	NE	\$70,121	\$72,687	\$75,252	\$72,687
City of Farmington Hills	Police Sergeant	40.0	NE	\$88,963	\$88,963	\$88,963	NA
City of Novi	Sergeant	40.0	NE	\$92,138	\$92,138	\$92,138	\$92,138
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Sergeant	40.0	NE	\$78,730	\$80,540	\$82,350	\$80,512
City of Troy	Police Sergeant	40.0	NE	\$83,538	\$86,483	\$89,428	\$89,428
Oakland County	Sergeant	40.0	NE	\$83,721	\$85,497	\$87,272	\$87,272
Shelby Township	Sergeant	40.0	NE	\$84,474	\$85,741	\$87,007	\$86,796
Waterford Township	Sergeant	40.0		\$43,840	\$59,781	\$75,722	NA
West Bloomfield Township	Sergeant	40.0	NE	\$87,066	\$87,066	\$87,066	\$87,066
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$90,420</b>	<b>\$90,420</b>	<b>\$90,420</b>	<b>\$90,420</b>
<b><i>Public Sector Market Average</i></b>				<b>\$80,541</b>	<b>\$83,094</b>	<b>\$85,647</b>	<b>\$85,640</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>112%</b>	<b>109%</b>	<b>106%</b>	<b>106%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$90,420</b>	<b>\$90,420</b>	<b>\$90,420</b>	<b>\$90,420</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$90,420</b>	<b>\$90,420</b>	<b>\$90,420</b>	<b>\$90,420</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$80,541</b>	<b>\$83,094</b>	<b>\$85,647</b>	<b>\$85,640</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>112%</b>	<b>109%</b>	<b>106%</b>	<b>106%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-11%</b>	<b>-8%</b>	<b>-5%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Under the supervision of the Patrol Lieutenant, the Patrol Sergeant is responsible for the supervision of police officers and civilian employees who carry out day-to-day operations of the Police Department. The Patrol Sergeant ensures appropriate training of subordinates; the inspection of personnel, equipment, and facilities to ensure compliance with the Department's Policies & Procedures. The Patrol Sergeant monitors road patrol activities to ensure they are conducted in a professional, responsive, and efficient manner.

**Minimum Qualifications**

Five (5) years seniority as Patrol Officer with 4 of the 5 years at Bloomfield Township and completion of the Sergeant promotional process.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Director of Public Works Roads</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Municipal Services Director	40.0	E	\$110,132	\$126,655	\$143,177	\$123,756
City of Auburn Hills	Public Works Director	40.0	E	\$72,772	\$86,834	\$100,896	\$97,670
City of Birmingham	Director of Public Services	40.0	E	\$85,280	\$97,105	\$108,930	\$108,930
City of Farmington Hills	Director of Public Services	40.0	E	\$114,444	\$114,444	\$114,444	NA
City of Novi	Director of Public Works	40.0	E	\$106,279	\$132,849	\$159,419	\$120,821
City of Rochester Hills	Director of Public Services	40.0	E	\$114,889	\$124,040	\$133,191	NA
City of Royal Oak	Director of Recreation and Public Services	40.0	E	\$90,242	\$104,776	\$119,310	\$94,999
City of Troy	Public Works Director	40.0	E	\$89,356	\$111,694	\$134,032	\$117,763
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	Director of Public Works	37.5	NE	\$96,480	\$104,533	\$112,586	\$112,586
Waterford Township	DPW Director	40.0		\$86,556	\$99,540	\$112,524	NA
West Bloomfield Township	Director of Water Utilities	40.0	E	\$96,786	\$108,401	\$120,015	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Public Sector Market Average</i></b>				<b>\$96,656</b>	<b>\$110,079</b>	<b>\$123,502</b>	<b>\$110,932</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>124%</b>	<b>108%</b>	<b>97%</b>	<b>108%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>	<b>\$119,427</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$96,656</b>	<b>\$110,079</b>	<b>\$123,502</b>	<b>\$110,932</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>124%</b>	<b>108%</b>	<b>97%</b>	<b>108%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-19%</b>	<b>-8%</b>	<b>3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Directs the operations of the Department of Public Works to include the Divisions of Water and Sewer, Roads, Grounds, Building Maintenance, and Motor Pool. Develops short and long range plans to meet Department needs; sets organizational policies, procedures, practices, services and budget. Directs and oversees management and implementation of departmental plans and objectives. Operator in charge of Water & Sewer System; responsible for the Department's maintenance of its linear infrastructure. Serves on committees; represents the Department to other departments, agencies, community groups and/or the public; participates in meetings and conferences; attends and presents at Township Board

**Minimum Qualifications**

Bachelor's degree in a related field and at least five (5) years of progressively responsible leadership experience in Public Works activities, including supervisory/management experience. Must maintain a valid Michigan license, CDL with A and N endorsements. Michigan S1 water distribution license. Maintain FEMA certifications as required, minimum required - 300 and 400 level.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Public Works Superintendent Roads</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Public Works Superintendent	40.0		\$79,559	\$91,493	\$103,426	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	DPW Superintendent	40.0	E	\$110,364	\$110,364	\$110,364	NA
City of Novi	Field Operations Senior Manager	40.0	E	\$73,805	\$88,566	\$103,327	\$90,994
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Superintendent of Administration - DPW / Budg	40.0		\$69,945	\$80,438	\$90,931	NA
West Bloomfield Township	Water Utilities Superintendent	40.0	NE	\$58,240	\$69,274	\$80,308	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>
<b><i>Public Sector Market Average</i></b>				<b>\$78,383</b>	<b>\$88,027</b>	<b>\$97,671</b>	<b>\$90,994</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>118%</b>	<b>105%</b>	<b>95%</b>	<b>102%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$78,383</b>	<b>\$88,027</b>	<b>\$97,671</b>	<b>\$90,994</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>118%</b>	<b>105%</b>	<b>95%</b>	<b>102%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-15%</b>	<b>-5%</b>	<b>5%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs responsible leadership, management, supervisory and administrative work in directing the operations of the Department of Public Works. Assigns and supervises a number of skilled, semi-skilled and unskilled workers engaged in the operations of roads, motor pool, forestry, grounds, building maintenance, water & sewer and administration. Plans, develops and implements Public Works safety programs and procedures and ongoing safety training of Public Works staff. Coordinates and implements the DOT Drug and Alcohol Testing Program. Presents at Township Board meetings. Participates in oversight of operational contracts related to the Water & Sewer system as well as MDOT and County Road

**Minimum Qualifications**

Bachelor's degree in a related field and/or at least five (5) years of progressively responsible leadership experience in Public Works activities, including supervisory/management experience. Must maintain a valid Michigan license, CDL with A and N endorsements. Michigan S1 water distribution license (within 4 years of appointment). Maintain FEMA certifications as required.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Operator I Roads</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	SSW Technician	40.0	NE	\$48,229	\$52,365	\$56,501	\$52,365
City of Farmington Hills	Equipment Operator III	40.0	NE	\$58,385	\$59,446	\$60,507	NA
City of Novi	Heavy Equipment Operator	37.5	NE	\$56,123	\$56,569	\$57,014	\$57,014
City of Rochester Hills	Heavy Equipment Operator	40.0	NE	\$58,494	\$63,152	\$67,810	NA
City of Royal Oak	Equipment Operator II	40.0	NE	\$53,373	\$55,026	\$56,680	\$56,680
City of Troy	MSE-F Equipment Operator II	40.0	NE	\$48,568	\$53,258	\$57,949	\$57,803
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$59,776</b>	<b>\$62,205</b>	<b>\$64,635</b>	<b>\$63,689</b>
<b><i>Public Sector Market Average</i></b>				<b>\$53,862</b>	<b>\$56,636</b>	<b>\$59,410</b>	<b>\$55,966</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>111%</b>	<b>110%</b>	<b>109%</b>	<b>114%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Heavy Equipment Operator	40.0		\$48,700	\$71,000	\$89,200	NA
ERI	Heavy Equipment Operator - Level 3	40.0		\$55,677	\$67,683	\$83,203	NA
PayFactors	Equipment Operator III	40.0		\$42,800	\$65,100	\$81,400	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$59,776</b>	<b>\$62,205</b>	<b>\$64,635</b>	<b>\$63,689</b>
<b><i>Published Market Average</i></b>				<b>\$49,059</b>	<b>\$67,928</b>	<b>\$84,601</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>122%</b>	<b>92%</b>	<b>76%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$59,776</b>	<b>\$62,205</b>	<b>\$64,635</b>	<b>\$63,689</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$51,460</b>	<b>\$62,282</b>	<b>\$72,006</b>	<b>\$55,966</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>116%</b>	<b>100%</b>	<b>90%</b>	<b>114%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-14%</b>	<b>0%</b>	<b>11%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for the various repair, maintenance and construction operations of Township roads including, but not limited to, snow and ice control, paving, grading, sweeping, mowing and general road repairs. Equipment Operator I may be required to operate the following tools and equipment (not an all-inclusive list): Grader, bulldozer, backhoe, grad-all, street sweeper, paver and all other equipment listed in Operator Equipment Classes II and III which includes: All dump trucks, front loaders, tractors, prime trailer, chloride truck, mowers, air compressor, hydro seeder, rollers, flatbed trailer, and all hand held power tools. Responsible for the operation, preservation, cleaning, minor field adjustments and repairs of equipment

**Minimum Qualifications**

Must maintain a valid Michigan license, CDL with A and N endorsements.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Operator II Roads</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	SSW Operator	40.0	NE	\$42,624	\$48,854	\$55,084	\$48,854
City of Farmington Hills	Equipment Operator II	40.0	NE	\$54,724	\$55,567	\$56,409	NA
City of Novi	Light Equipment Operator	37.5	NE	\$48,636	\$49,080	\$49,524	\$53,108
City of Rochester Hills	Light Equipment Operator	40.0	NE	\$50,151	\$54,145	\$58,138	NA
City of Royal Oak	Equipment Operator I	40.0	NE	\$52,086	\$54,033	\$55,980	\$54,229
City of Troy	MSE-C Equipment Operator I	40.0	NE	\$46,467	\$50,908	\$55,349	\$55,224
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$53,841</b>	<b>\$55,864</b>	<b>\$57,887</b>	<b>\$57,381</b>
<b><i>Public Sector Market Average</i></b>				<b>\$49,115</b>	<b>\$52,098</b>	<b>\$55,081</b>	<b>\$52,854</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>110%</b>	<b>107%</b>	<b>105%</b>	<b>109%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	Heavy Equipment Operator - Level 2	40.0		\$48,192	\$58,469	\$71,899	NA
PayFactors	Equipment Operator II	40.0		\$36,900	\$52,700	\$70,200	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$53,841</b>	<b>\$55,864</b>	<b>\$57,887</b>	<b>\$57,381</b>
<b><i>Published Market Average</i></b>				<b>\$42,546</b>	<b>\$55,584</b>	<b>\$71,049</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>127%</b>	<b>101%</b>	<b>81%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$53,841</b>	<b>\$55,864</b>	<b>\$57,887</b>	<b>\$57,381</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$45,830</b>	<b>\$53,841</b>	<b>\$63,065</b>	<b>\$52,854</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>117%</b>	<b>104%</b>	<b>92%</b>	<b>109%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-15%</b>	<b>-4%</b>	<b>9%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for the various repair, maintenance and construction operations of Township roads including, but not limited to, snow and ice control, paving, grading, sweeping, mowing and general road repairs. Equipment Operator II may be required to operate the following tools and equipment (not an all-inclusive list): All dump trucks, front loaders, tractors, prime trailer, chloride truck, mowers, air compressor, hydro seeder, rollers, flatbed trailer, and all hand held power tools.

**Minimum Qualifications**

Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA certifications as required.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Road Crew Leader Roads</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Road Crew Leader	40.0	NE	\$43,118	\$47,757	\$52,395	NA
City of Birmingham	SSW Specialist	40.0	NE	\$48,680	\$52,911	\$57,142	\$52,911
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Crew Leader - Operations	40.0	NE	\$63,758	\$68,837	\$73,915	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	MSE-G Leader	40.0	NE	\$50,565	\$55,182	\$59,800	\$59,800
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$66,768</b>	<b>\$67,851</b>	<b>\$68,933</b>	<b>\$67,851</b>
<b><i>Public Sector Market Average</i></b>				<b>\$51,530</b>	<b>\$56,172</b>	<b>\$60,813</b>	<b>\$56,355</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>130%</b>	<b>121%</b>	<b>113%</b>	<b>120%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$66,768</b>	<b>\$67,851</b>	<b>\$68,933</b>	<b>\$67,851</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$66,768</b>	<b>\$67,851</b>	<b>\$68,933</b>	<b>\$67,851</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$51,530</b>	<b>\$56,172</b>	<b>\$60,813</b>	<b>\$56,355</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>130%</b>	<b>121%</b>	<b>113%</b>	<b>120%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-23%</b>	<b>-17%</b>	<b>-12%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for assigning work and supervising a small and limited group of employees in the various repair, maintenance and construction operations of Township roads including, but not limited to, snow and ice control, paving, grading, sweeping, mowing and general road repairs. Also responsible for the operation, preservation, cleaning, minor field adjustments and repairs of equipment assigned. Performs heavy manual labor, performs skilled and semi-skilled work and works special hours as required. Supervision is exercised over Operators I, II, III, Laborers, part time and seasonal employees or others, including outside contractors, assigned to assist the Road Division.

**Minimum Qualifications**

Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA Certifications as required. Leadership certification desired.



APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Road Foreman Roads</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	Assistant SSW Foreman	40.0	NE	\$50,388	\$55,195	\$60,003	\$55,195
City of Farmington Hills	DPW Maintenance Supervisor	40.0	NE	\$63,187	\$67,601	\$72,014	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Public Works Supervisor (Highway & Parks)	40.0	NE	\$66,781	\$71,058	\$75,335	\$66,781
City of Troy	Division Supervisor - Streets	40.0	NE	\$57,633	\$72,041	\$86,448	\$78,554
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Public Sector Market Average</i></b>				<b>\$59,497</b>	<b>\$66,474</b>	<b>\$73,450</b>	<b>\$66,843</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>125%</b>	<b>117%</b>	<b>111%</b>	<b>122%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Construction Foreman	40.0		\$62,800	\$79,500	\$96,600	NA
ERI	Construction Foreman - Level 2	40.0		\$63,943	\$76,618	\$92,671	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Published Market Average</i></b>				<b>\$63,371</b>	<b>\$78,059</b>	<b>\$94,635</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>117%</b>	<b>100%</b>	<b>86%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$61,434</b>	<b>\$72,266</b>	<b>\$84,043</b>	<b>\$66,843</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>121%</b>	<b>108%</b>	<b>97%</b>	<b>122%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-17%</b>	<b>-7%</b>	<b>3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible to assign, supervise and assist in planning the activities of a group of employees involved in the various repair, maintenance and construction operations of Township roads. Work special hours as required, including 24 hour on-call status. Considerable knowledge in the areas of ice and snow control, road repairs, paving, grading, sweeping, mowing and general repair and maintenance of assigned Township roads as well as leadership and management of those employees assigned. Can discipline and make disciplinary recommendations. Work is performed under the general supervision of the Public Works Superintendent.

**Minimum Qualifications**

Must maintain a valid Michigan license, CDL with A and N endorsements. Maintain FEMA Certifications as required. Leadership certification desired. Minimum of two (2) years of college education preferred.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Adult Day Services Program Assistant Senior Services</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Senior Adult Specialist	40.0	NE	\$48,529	\$52,043	\$55,556	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Senior Citizen Aide	40.0		\$34,029	\$37,024	\$40,019	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>
<b><i>Public Sector Market Average</i></b>				<b>\$41,279</b>	<b>\$44,533</b>	<b>\$47,788</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>60%</b>	<b>56%</b>	<b>52%</b>	<b>NA</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$41,279</b>	<b>\$44,533</b>	<b>\$47,788</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>60%</b>	<b>56%</b>	<b>52%</b>	<b>NA</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>65%</b>	<b>78%</b>	<b>91%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Integral member of adult day service (ADS) team providing therapeutic activities and direct personal care to senior adults who have cognitive, memory, and/or physical impairments. Assists in planning and implementation of program activities. Provides one to one support to members as needed and contributes documentation for client care plans.

**Minimum Qualifications**

Over one (1) year of related experience with seniors who have cognitive, memory, and/or physical impairments preferred. Competence in writing and computer skills sufficient to prepare required documentation. Driving record must meet safe driving standards and a chauffeur's license must be obtained within 60 days of hire.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Bus Driver Senior Services</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Bus Driver	40.0	NE	\$24,960	\$27,040	\$29,120	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Senior Bus Driver	40.0	NE	\$24,960	\$26,520	\$28,080	NA
City of Novi	Transportation Driver	40.0	NE	\$22,880	\$22,880	\$22,880	\$22,880
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Van Driver	40.0	NE	\$29,120	\$36,764	\$44,408	NA
City of Troy	Transportation Driver	40.0	NE	\$24,960	\$33,280	\$41,600	\$29,037
Oakland County	Bus Driver	40.0		\$31,221	\$31,221	\$31,221	\$31,221
Shelby Township	Senior Bus Driver	40.0	NE	\$29,141	\$29,141	\$29,141	\$29,141
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>
<b><i>Public Sector Market Average</i></b>				<b>\$26,749</b>	<b>\$29,549</b>	<b>\$32,350</b>	<b>\$28,070</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>93%</b>	<b>84%</b>	<b>77%</b>	<b>89%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	Bus Driver - Level 1	40.0		\$35,503	\$41,306	\$48,356	NA
PayFactors	Bus Driver	40.0		\$27,700	\$30,100	\$31,700	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>
<b><i>Published Market Average</i></b>				<b>\$31,602</b>	<b>\$35,703</b>	<b>\$40,028</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>79%</b>	<b>70%</b>	<b>62%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>	<b>\$24,960</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$29,175</b>	<b>\$32,626</b>	<b>\$36,189</b>	<b>\$28,070</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>86%</b>	<b>77%</b>	<b>69%</b>	<b>89%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>17%</b>	<b>31%</b>	<b>45%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Drives the Bloomfield Township Senior Services bus for day trip and center transportation programs following routes provided. Positive communication with staff and clients and compliance with policies and procedures. Performs vehicle cleaning Work is performed under the direct supervision of the Deputy Director of Senior Services, or designee.

**Minimum Qualifications**

Must possess a valid Michigan or Commercial Driver's License with the appropriate bus endorsements. Driving record must meet safe driving standards and proof provided as requested.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Director of Senior Services</b>							
<b>Senior Services</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Deputy Leisure Services Director	40.0		\$89,902	\$103,389	\$116,875	NA
City of Auburn Hills	Sr. Services Director	40.0	E	\$51,146	\$58,942	\$66,738	\$66,308
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Director of Parks, Recreation, Cultural Services	40.0	E	\$88,566	\$110,708	\$132,849	\$101,440
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	Recreation Director	40.0	E	\$84,431	\$105,540	\$126,648	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Parks & Recreation Director	40.0		\$78,689	\$90,493	\$102,298	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$101,355</b>	<b>\$101,355</b>	<b>\$101,355</b>	<b>\$101,355</b>
<b><i>Public Sector Market Average</i></b>				<b>\$78,547</b>	<b>\$93,814</b>	<b>\$109,082</b>	<b>\$83,874</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>129%</b>	<b>108%</b>	<b>93%</b>	<b>121%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Senior Day Program Director	40.0		\$72,600	\$100,200	\$127,300	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$101,355</b>	<b>\$101,355</b>	<b>\$101,355</b>	<b>\$101,355</b>
<b><i>Published Market Average</i></b>				<b>\$72,600</b>	<b>\$100,200</b>	<b>\$127,300</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>140%</b>	<b>101%</b>	<b>80%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$101,355</b>	<b>\$101,355</b>	<b>\$101,355</b>	<b>\$101,355</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$75,573</b>	<b>\$97,007</b>	<b>\$118,191</b>	<b>\$83,874</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>134%</b>	<b>104%</b>	<b>86%</b>	<b>121%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-25%</b>	<b>-4%</b>	<b>17%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Oversees and plans all functions for the Township's Senior Services programs, including adult day service, fitness, nutrition, outreach, recreation, and transportation. Responsible for all HR functions; recruitment, hiring, training, supervision and discipline. Responsible for budget development, business and community partnerships, fundraising, grant writing and reporting. Contributes to DH strategic projects, general Twp. policy development and the EOC.

**Minimum Qualifications**

Bachelor's Degree and seven (7) years of program management, team leadership and social service experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Fitness Coordinator Senior Services</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,895</b>	<b>\$47,895</b>	<b>\$47,895</b>	<b>\$47,895</b>
<b><i>Public Sector Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Personal Fitness Trainer	40.0		\$30,900	\$62,500	\$89,800	NA
ERI	Athletic Trainer - Level 1	40.0		\$41,032	\$47,656	\$56,329	NA
PayFactors	Group Fitness Instructor	40.0		\$37,200	\$42,300	\$48,000	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,895</b>	<b>\$47,895</b>	<b>\$47,895</b>	<b>\$47,895</b>
<b><i>Published Market Average</i></b>				<b>\$36,377</b>	<b>\$50,819</b>	<b>\$64,710</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>132%</b>	<b>94%</b>	<b>74%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$47,895</b>	<b>\$47,895</b>	<b>\$47,895</b>	<b>\$47,895</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$36,377</b>	<b>\$50,819</b>	<b>\$64,710</b>	<b>NA</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>132%</b>	<b>94%</b>	<b>74%</b>	<b>NA</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-24%</b>	<b>6%</b>	<b>35%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for fitness program development, leadership and oversight in a 50+ Senior Center, including instructor management, marketing, teaching group classes and personal training, and direct customer service. Reports directly to Senior Center Director.

**Minimum Qualifications**

Bachelors degree preferred. Recreation or fitness coordination experience required. Experience with personal training or group instruction preferred. Certification with ACE, AFAA or ACSM preferred.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Nutrition Coordinator Senior Services</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	Nutrition Services Coordinator	40.0	NE	\$40,727	\$43,681	\$46,635	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	Nutrition Technician	40.0	NE	\$36,477	\$41,991	\$47,505	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$37,440</b>	<b>\$37,440</b>	<b>\$37,440</b>	<b>\$37,440</b>
<b><i>Public Sector Market Average</i></b>				<b>\$38,602</b>	<b>\$42,836</b>	<b>\$47,070</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>97%</b>	<b>87%</b>	<b>80%</b>	<b>NA</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Nutritionist	40.0		\$53,000	\$64,000	\$76,700	NA
ERI	Nutritionist - Level 1	40.0		\$36,966	\$42,868	\$50,039	NA
PayFactors	Dietitian Technician	40.0		\$31,100	\$36,700	\$43,000	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$37,440</b>	<b>\$37,440</b>	<b>\$37,440</b>	<b>\$37,440</b>
<b><i>Published Market Average</i></b>				<b>\$40,355</b>	<b>\$47,856</b>	<b>\$56,580</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>93%</b>	<b>78%</b>	<b>66%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$37,440</b>	<b>\$37,440</b>	<b>\$37,440</b>	<b>\$37,440</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$39,479</b>	<b>\$45,346</b>	<b>\$51,825</b>	<b>NA</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>95%</b>	<b>83%</b>	<b>72%</b>	<b>NA</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>5%</b>	<b>21%</b>	<b>38%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Responsible for management of senior center nutrition programs including home delivered meals ("meals on wheels") and liquid nutrition. Responsibilities include client communication and program documentation.

**Minimum Qualifications**

Bachelor Degree in social work, gerontology or related area required. Senior Services or human services experience preferred.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Recreation Coordinator Senior Services</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Recreation Specialist	40.0	E	\$53,713	\$61,770	\$69,826	\$63,979
City of Auburn Hills	Recreation Coordinator	40.0	NE	\$44,518	\$49,469	\$54,419	\$49,870
City of Birmingham	Recreation Coordinator	40.0		\$44,096	\$52,728	\$61,360	NA
City of Farmington Hills	Recreation/Sr. Adult Programmer	40.0	NE	\$40,729	\$43,682	\$46,634	NA
City of Novi	Recreation Coordinator	40.0		\$44,200	\$51,935	\$59,670	\$52,153
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$42,640</b>	<b>\$42,640</b>	<b>\$42,640</b>	<b>\$42,640</b>
<b><i>Public Sector Market Average</i></b>				<b>\$45,451</b>	<b>\$51,917</b>	<b>\$58,382</b>	<b>\$55,334</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>94%</b>	<b>82%</b>	<b>73%</b>	<b>77%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Exercise Specialist	40.0		\$39,000	\$48,100	\$58,600	NA
ERI	Recreation Specialist - Level 2	40.0		\$31,827	\$37,782	\$45,253	NA
PayFactors	Recreation Specialist	40.0		\$40,900	\$48,800	\$60,200	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$42,640</b>	<b>\$42,640</b>	<b>\$42,640</b>	<b>\$42,640</b>
<b><i>Published Market Average</i></b>				<b>\$37,242</b>	<b>\$44,894</b>	<b>\$54,684</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>114%</b>	<b>95%</b>	<b>78%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$42,640</b>	<b>\$42,640</b>	<b>\$42,640</b>	<b>\$42,640</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$41,347</b>	<b>\$48,405</b>	<b>\$56,533</b>	<b>\$55,334</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>103%</b>	<b>88%</b>	<b>75%</b>	<b>77%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-3%</b>	<b>14%</b>	<b>33%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Coordinates and plans recreational, social and educational programs and supports customer service operations within the department.

**Minimum Qualifications**

Associate's Degree and two (2) years of recreation, activities or social service experience.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Communications Supervisor Telecommunications</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Communications Systems Administrator	40.0	E	\$75,186	\$81,172	\$87,158	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	Radio Communications Supervisor	40.0	E	\$65,505	\$75,828	\$86,151	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$78,942</b>	<b>\$81,422</b>	<b>\$83,902</b>	<b>\$83,902</b>
<b><i>Public Sector Market Average</i></b>				<b>\$70,346</b>	<b>\$78,500</b>	<b>\$86,655</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>112%</b>	<b>104%</b>	<b>97%</b>	<b>NA</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Telecommunications Supervisor I	40.0		\$55,500	\$81,800	\$100,300	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	IT Telecommunications Supervisor I	40.0		\$63,500	\$75,400	\$88,600	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$78,942</b>	<b>\$81,422</b>	<b>\$83,902</b>	<b>\$83,902</b>
<b><i>Published Market Average</i></b>				<b>\$59,500</b>	<b>\$78,600</b>	<b>\$94,450</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>133%</b>	<b>104%</b>	<b>89%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$78,942</b>	<b>\$81,422</b>	<b>\$83,902</b>	<b>\$83,902</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$64,923</b>	<b>\$78,550</b>	<b>\$90,552</b>	<b>NA</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>122%</b>	<b>104%</b>	<b>93%</b>	<b>NA</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-18%</b>	<b>-4%</b>	<b>8%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Plans, coordinates, directs, implements and supervises detailed technical services on all communications and electronic systems. The technical services include but are not limited to the installation and maintenance of base stations, 911 Dispatch Center, security system, CAD system, mobile and portable transmitting and receiving units, public address and intercom systems, emergency vehicle lighting, sirens, radar and related medical electronic equipment and in general, all types of communications and electronic devices and phone system. Supervision is exercised over subordinate employees of the Communications Department and over outside contractors performing Township contracts.

**Minimum Qualifications**

Graduation from an accredited trade school or college specializing in electronics and communications technology. Possession of a Federal Communications Commission license of general radio telephone class. Minimum of five (5) years experience in the technical communications field, of which at least two years have been at the supervisory/administrative level.



APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Communications Technician Telecommunications</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Technical Support Specialist I	40.0	E	\$53,713	\$61,770	\$69,826	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	Communications Maintenance Technician	40.0		\$50,800	\$52,819	\$54,838	NA
City of Troy	Technology Specialist	40.0		\$48,439	\$60,550	\$72,660	NA
Oakland County	Electronics Technician III	40.0	NE	\$50,420	\$58,026	\$65,632	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$64,883</b>	<b>\$66,908</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Public Sector Market Average</i></b>				<b>\$50,843</b>	<b>\$58,291</b>	<b>\$65,739</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>128%</b>	<b>115%</b>	<b>105%</b>	<b>NA</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	Telecom Equipment Installation Technician II	40.0		\$53,900	\$69,700	\$89,600	NA
ERI	Telecommunications Technician - Level 2	40.0		\$54,569	\$64,277	\$76,841	NA
PayFactors	IT Telecommunications Technician II	40.0		\$53,500	\$62,300	\$72,300	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$64,883</b>	<b>\$66,908</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Published Market Average</i></b>				<b>\$53,990</b>	<b>\$65,426</b>	<b>\$79,580</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>120%</b>	<b>102%</b>	<b>87%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$64,883</b>	<b>\$66,908</b>	<b>\$68,933</b>	<b>\$68,933</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$52,416</b>	<b>\$61,858</b>	<b>\$72,660</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>124%</b>	<b>108%</b>	<b>95%</b>	<b>NA</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-19%</b>	<b>-8%</b>	<b>5%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs detailed technical service on all receiving and transmitting units as assigned, which includes installation, maintenance and repair of mobile and portable radios, base stations, intercoms, auto electrical items such as emergency vehicle lighting, sirens and radar as well as all other types of electronic equipment. Duties will also include the ability to diagnose and repair technical problems within the Township telephone systems. Supervision is exercised over Communication Coordinator, Communication Trainee, Laborers, seasonal, temporary and part time employees or others, including outside contractors, assigned to assist the Motor Pool Division as directed.

**Minimum Qualifications**

Experience in the installation, repair and maintenance of communication equipment.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Deputy Treasurer Treasury</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Assistant Treasurer	40.0	E	\$89,902	\$103,389	\$116,875	\$116,875
City of Auburn Hills	Deputy Finance Director/Deputy Treasurer	40.0	E	\$68,403	\$80,991	\$93,579	\$70,047
City of Birmingham	Deputy Treasurer	40.0	NE	\$53,378	\$60,851	\$68,324	\$71,033
City of Farmington Hills	Deputy Treasurer	40.0	E	\$83,000	\$83,000	\$83,000	NA
City of Novi	Assistant Treasurer	40.0	E	\$73,805	\$88,566	\$103,327	\$79,121
City of Rochester Hills	Deputy Treasurer	40.0	E	\$94,686	\$102,227	\$109,768	NA
City of Royal Oak	Deputy City Treasurer (Vacant)	40.0	E	\$51,439	\$60,860	\$70,281	NA
City of Troy	Deputy Treasurer	40.0	E	\$57,633	\$72,041	\$86,448	\$63,038
Oakland County	No Match			NA	NA	NA	NA
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	Deputy Treasurer	40.0		\$60,559	\$69,643	\$78,727	NA
West Bloomfield Township	Deputy Treasurer	37.5	NE	\$58,817	\$69,959	\$81,101	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Public Sector Market Average</i></b>				<b>\$69,162</b>	<b>\$79,153</b>	<b>\$89,143</b>	<b>\$80,023</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>111%</b>	<b>97%</b>	<b>86%</b>	<b>96%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>	<b>\$76,652</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$69,162</b>	<b>\$79,153</b>	<b>\$89,143</b>	<b>\$80,023</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>111%</b>	<b>97%</b>	<b>86%</b>	<b>96%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-10%</b>	<b>3%</b>	<b>16%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Assists the Treasurer in all statutory operations of the Treasury Department and other duties in their absence. Supervises the duties and daily routine of the Treasury Assistants. Responsible for seasonal tax preparation of real and personal property tax, collection of all L-4029's and updating the tax base system, maintaining the Township tax roll, and the tax settlement with Oakland County. Processes and creates special assessment districts and billings (including roads, lake and light districts and code enforcement). Processes monthly water billing and penalties. Maintains Water/Sewer liens and payment plans. Assists with processing of all payments and telephone calls; troubleshooting as necessary.

**Minimum Qualifications**

Bachelors degree in Accounting and Business Administration. Acquire and maintain Treasury Certifications by being a member and attending conferences of APTUS&C (Association of Public Treasurers of the United States & Canada) and MMTA (Michigan Municipal Treasurers Association; earning and maintaining the certifications of CPFA (Certified Public Finance Administrator), CPFIM (Certified Public Funds Investment Manager) and the MiCPT (Michigan Certified Professional Treasurer).

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Treasurer's Assistant Treasury</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	Cashier II	40.0	NE	\$36,691	\$40,633	\$44,574	NA
City of Birmingham	Treasurer's Assistant	40.0	NE	\$44,096	\$52,728	\$61,360	\$52,728
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Account Clerk II	37.5	NE	\$46,180	\$46,613	\$47,046	\$47,045
City of Rochester Hills	Treasury Technician	40.0	NE	\$54,161	\$58,474	\$62,787	NA
City of Royal Oak	Cashier III	40.0	NE	\$42,433	\$44,089	\$45,745	NA
City of Troy	Account Clerk II	40.0	NE	\$37,258	\$42,480	\$47,702	\$43,154
Oakland County	Account Clerk II	40.0	NE	\$36,477	\$41,991	\$47,505	\$47,505
Shelby Township	No Match			NA	NA	NA	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$44,505</b>
<b><i>Public Sector Market Average</i></b>				<b>\$42,471</b>	<b>\$46,715</b>	<b>\$50,960</b>	<b>\$47,608</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>81%</b>	<b>87%</b>	<b>93%</b>	<b>93%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	A/R Clerk II	40.0		\$32,800	\$42,700	\$51,000	NA
ERI	A/R Assistant - Level 2	40.0		\$32,182	\$36,100	\$41,013	NA
PayFactors	Accounts Receivable Clerk	40.0		\$38,200	\$43,500	\$49,100	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$44,505</b>
<b><i>Published Market Average</i></b>				<b>\$34,394</b>	<b>\$40,767</b>	<b>\$47,038</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>100%</b>	<b>100%</b>	<b>101%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$34,287</b>	<b>\$40,848</b>	<b>\$47,409</b>	<b>\$44,505</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$38,432</b>	<b>\$43,741</b>	<b>\$48,999</b>	<b>\$47,608</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>89%</b>	<b>93%</b>	<b>97%</b>	<b>93%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>12%</b>	<b>7%</b>	<b>3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs clerical work generated with daily office operations in the Treasurer's Office. Daily receipt and journalizing of all township payments, prepare and balance daily bank deposits including electronic payments. Create and mail tax receipts and other treasury notices. Assists the general public by answering questions at the counter and phone calls related to operations of the Treasurer's Office, water billing and other items as requested. Maintain LAMS (Land and Address Management System) for Oakland County and file all documents specific to the township. Transport mail to/from USPS and process all township payments.

**Minimum Qualifications**

High School diploma or equivalent with one year of administrative or treasury experience. Attend MMTA's (Michigan Municipal Treasurers Association) Institute earning a MiCPT (Michigan Certified Professional Treasurer).

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Manager of Public Works Water &amp; Sewer</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Public Works Manager	40.0		\$89,902	\$103,389	\$116,875	\$92,562
City of Auburn Hills	Deputy Director of Public Works	40.0	E	\$68,403	\$80,991	\$93,579	\$83,640
City of Birmingham	Public Services Manager	40.0	NE	\$66,658	\$75,969	\$85,280	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Public Works Deputy Director	40.0	E	\$73,805	\$88,566	\$103,327	\$83,000
City of Rochester Hills	City Engineer/Deputy Public Service Director	40.0	E	\$102,261	\$110,405	\$118,548	NA
City of Royal Oak	No Match			NA	NA	NA	NA
City of Troy	No Match			NA	NA	NA	NA
Oakland County	Chief WRC Administrative Services	40.0	E	\$77,796	\$89,508	\$101,220	NA
Shelby Township	Assistant DPW Director	37.5	NE	\$74,995	\$80,749	\$86,502	NA
Waterford Township	No Match			NA	NA	NA	NA
West Bloomfield Township	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>
<b><i>Public Sector Market Average</i></b>				<b>\$79,117</b>	<b>\$89,939</b>	<b>\$100,762</b>	<b>\$86,401</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>117%</b>	<b>103%</b>	<b>92%</b>	<b>107%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>E</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>	<b>\$92,699</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$79,117</b>	<b>\$89,939</b>	<b>\$100,762</b>	<b>\$86,401</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>117%</b>	<b>103%</b>	<b>92%</b>	<b>107%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-15%</b>	<b>-3%</b>	<b>9%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Plans, organizes, directs and administers a variety of administrative and support operations, functions and projects of the Department of Public Works. Oversees clerical/customer service staff and water & sewer billing operations. Assists with the management of Department contracts; serves as primary administrator providing oversight of Township's Solid Waste contract. Manages Township drop-off events, including hazardous wastes, electronic recycling, paper shredding and medication disposal. Participates in the development and administration of Department budgets. Forecasts funding requirements.

**Minimum Qualifications**

Bachelor's degree in environmental sciences, engineering, public administration, business administration/management or related field and a minimum three (3) years of responsible experience in the management of public works related programs, projects or related work in administration or operational fields.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Water &amp; Sewer Foreman</b>							
<b>Water &amp; Sewer</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Public Works Supervisor Water/Sewer	40.0		\$65,802	\$75,672	\$85,542	\$76,127
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	SSW Foreman	40.0	E	\$57,526	\$65,532	\$73,538	\$65,532
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	No Match			NA	NA	NA	NA
City of Royal Oak	DPS Supervisor Water	40.0	NE	\$66,781	\$71,058	\$75,335	NA
City of Troy	Division Supervisor - Water	40.0	NE	\$57,633	\$72,041	\$86,448	\$80,125
Oakland County	Water Maintenance Supervisor II	40.0	NE	\$62,222	\$71,917	\$81,611	NA
Shelby Township	DPW Supervisor	40.0	NE	\$69,684	\$74,913	\$80,141	\$80,141
Waterford Township	Water Service Foreperson	40.0		\$51,106	\$55,609	\$60,112	NA
West Bloomfield Township	Field Supervisor	40.0	NE	\$54,059	\$64,178	\$74,297	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Public Sector Market Average</i></b>				<b>\$60,602</b>	<b>\$68,865</b>	<b>\$77,128</b>	<b>\$75,481</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>123%</b>	<b>113%</b>	<b>106%</b>	<b>108%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	Water Supervisor - Level 1	40.0		\$63,880	\$75,740	\$90,757	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Published Market Average</i></b>				<b>\$63,880</b>	<b>\$75,740</b>	<b>\$90,757</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>116%</b>	<b>103%</b>	<b>90%</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$74,298</b>	<b>\$78,064</b>	<b>\$81,830</b>	<b>\$81,830</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$62,241</b>	<b>\$72,302</b>	<b>\$83,943</b>	<b>\$75,481</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>119%</b>	<b>108%</b>	<b>97%</b>	<b>108%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-16%</b>	<b>-7%</b>	<b>3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Assigns, supervises, and assists in planning the activities of a group of employees involved in the repair, maintenance, operation and construction of the Township water distribution and sewer systems, and performs related work as required. Supervises Crew Leaders, Maintenance Workers I, II & III, Laborers, part-time employees and all others, including outside contractors, assigned to give assistance to the Water & Sewer Division. Work is performed under the general supervision of the Public Works Superintendent.

**Minimum Qualifications**

Minimum of two years of college education preferred. Preferable five (5) years of experience in the operation and maintenance of water distribution and sewer systems. Must maintain a valid Michigan license, CDL with A and N endorsements. S-2 Water Distribution Certificate, issued by the MDEQ, within three (3) years of appointment, S-1 preferred. Maintain FEMA certifications as required. Leadership certification desired.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Water Maintenance I Water &amp; Sewer</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	Sanitary Sewer Tech	40.0	NE	\$62,525	\$65,218	\$67,912	\$67,912
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	No Match			NA	NA	NA	NA
City of Rochester Hills	Water & Sewer Technician II	40.0	NE	\$58,494	\$63,152	\$67,810	NA
City of Royal Oak	Water Maintenance Worker II	40.0	NE	\$52,086	\$54,033	\$55,980	\$55,980
City of Troy	MSE-F Service Tech II	40.0	NE	\$48,984	\$53,466	\$57,949	\$57,678
Oakland County	Pump Maintenance Mechanic II	40.0	NE	\$45,826	\$52,742	\$59,657	\$59,657
Shelby Township	DPW Maintenance Person II	40.0	NE	\$47,271	\$51,096	\$54,920	\$54,293
Waterford Township	Water Supply Operator I	40.0		\$44,075	\$47,954	\$51,834	NA
West Bloomfield Township	Water Utilities Crew Leader	40.0	NE	\$52,395	\$55,349	\$58,302	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$56,328</b>	<b>\$58,617</b>	<b>\$60,907</b>	<b>\$60,907</b>
<b><i>Public Sector Market Average</i></b>				<b>\$51,457</b>	<b>\$55,376</b>	<b>\$59,295</b>	<b>\$59,104</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>109%</b>	<b>106%</b>	<b>103%</b>	<b>103%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$56,328</b>	<b>\$58,617</b>	<b>\$60,907</b>	<b>\$60,907</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$56,328</b>	<b>\$58,617</b>	<b>\$60,907</b>	<b>\$60,907</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$51,457</b>	<b>\$55,376</b>	<b>\$59,295</b>	<b>\$59,104</b>
<b>Bloomfield Township as a % of Overall Market Average</b>				<b>109%</b>	<b>106%</b>	<b>103%</b>	<b>103%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-9%</b>	<b>-6%</b>	<b>-3%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Perform skilled and semi-skilled work associated with the repair, construction, maintenance and operation of the Township's water distribution and sewer systems. Supervision is exercised over Maintenance Workers II, III, Laborers, part time and seasonal employees or others, including outside contractors, assigned to assist the Water & Sewer Division. May also supervise over other Maintenance Worker I's and/or be asked to assume Crew Leader's responsibilities in his/her absence, as directed by the Foreman, Superintendent or Director.

**Minimum Qualifications**

Must maintain a S-4 water distribution certificate issued by the Michigan Department of Environmental Quality (MDEQ). Maintain FEMA certifications as required.

APPENDIX B  
**Bloomfield Township**  
**Detailed Market Data (Adjusted)**

<b>Water Maintenance II Water &amp; Sewer</b>							
Respondent	Matching Job Title	Workweek	FLSA	Minimum	Midpoint	Maximum	Average Salary
<b><i>Public Sector Data Sources</i></b>							
Canton Township	No Match			NA	NA	NA	NA
City of Auburn Hills	No Match			NA	NA	NA	NA
City of Birmingham	No Match			NA	NA	NA	NA
City of Farmington Hills	No Match			NA	NA	NA	NA
City of Novi	Water and Sewer Maintenance	37.5	NE	\$56,123	\$56,569	\$57,014	\$57,014
City of Rochester Hills	Water & Sewer Technician I	40.0	NE	\$54,161	\$58,474	\$62,787	NA
City of Royal Oak	Water Maintenance Worker I	40.0	NE	\$43,367	\$45,474	\$47,581	NA
City of Troy	MSE-D Service Tech I (Water)	40.0	NE	\$47,320	\$51,709	\$56,098	NA
Oakland County	Pump Maintenance Mechanic I	40.0	NE	\$41,705	\$48,004	\$54,302	\$52,652
Shelby Township	Maintenance Trainee / Maintenance Person I	40.0	NE	\$44,357	\$47,892	\$51,427	\$51,005
Waterford Township	Water Supply Operator II	40.0		\$42,162	\$45,874	\$49,587	NA
West Bloomfield Township	Water Utilities Maintenance Worker	40.0	NE	\$37,232	\$44,543	\$51,854	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,652</b>	<b>\$51,100</b>	<b>\$54,548</b>	<b>\$53,277</b>
<b><i>Public Sector Market Average</i></b>				<b>\$45,803</b>	<b>\$49,817</b>	<b>\$53,831</b>	<b>\$53,557</b>
<b><i>Bloomfield Township as a % of Public Sector Market Average</i></b>				<b>104%</b>	<b>103%</b>	<b>101%</b>	<b>99%</b>
<b><i>Published Data Sources</i></b>							
CompAnalyst	No Match			NA	NA	NA	NA
ERI	No Match			NA	NA	NA	NA
PayFactors	No Match			NA	NA	NA	NA
<b>Bloomfield Township</b>		<b>40.0</b>	<b>NE</b>	<b>\$47,652</b>	<b>\$51,100</b>	<b>\$54,548</b>	<b>\$53,277</b>
<b><i>Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b><i>Bloomfield Township as a % of Published Market Average</i></b>				<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>				<b>\$47,652</b>	<b>\$51,100</b>	<b>\$54,548</b>	<b>\$53,277</b>
<b><i>Overall Comparator Market Average</i></b>				<b>\$45,803</b>	<b>\$49,817</b>	<b>\$53,831</b>	<b>\$53,557</b>
<b><i>Bloomfield Township as a % of Overall Market Average</i></b>				<b>104%</b>	<b>103%</b>	<b>101%</b>	<b>99%</b>
<b><i>Adjustment To Reach Market Average</i></b>				<b>-4%</b>	<b>-3%</b>	<b>-1%</b>	

NA = Data Not Available

All data is adjusted based on differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

**Benchmark Summary**

Performs a variety of manual labor work associated with the repair, construction, maintenance and operation of the Township's water distribution and sewer systems. Supervision is exercised over Maintenance Worker III, and seasonal, temporary and part-time employees or others, including outside contractors, assigned to assist the Water & Sewer Department. May also supervise over other Maintenance Workers II as directed by the Foreman or Superintendent.

**Minimum Qualifications**

Complete and pass the written examination for the S-4 water distribution certificate when eligible as specified by the Michigan Department of Environmental Quality (MDEQ). Maintain FEMA certifications as required.

# Appendix C – Pay Policies, Paid Leave, Health Benefits, and Retirement Tables

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Supplemental Pay	C-8
Non-Monetary Perquisites	C-15
Paid Time Off Benefits	C-19
Health Benefits	C-28
Additional Benefits	C-42
Retirement Benefits	C-48



# Bloomfield Township Total Compensation Survey

## COMPENSATION PRACTICES

### 1a - PAY SCHEDULE DESIGN

Survey Participant	Grade and Step	Grades, No Steps	No Ranges	Notes
Canton Township	x			
City of Auburn Hills	x	x	x	
City of Birmingham	x	x	x	
City of Farmington Hills				
City of Novi	x	x		
City of Rochester Hills	x			
City of Royal Oak	x			
City of Troy	x	x		
Oakland County	x			
Shelby Township	x			
Waterford Township	x			
West Bloomfield Township	x			
<b>Bloomfield Township</b>	<b>X</b>	<b>X</b>	<b>X</b>	The majority of Bloomfield's job titles have no pay range. Police/Fire/Dispatch have pay ranges per their CBA.

# Bloomfield Township Total Compensation Survey

## COMPENSATION PRACTICES

### 1b - FY2019-21 BASE PAY INCREASES (%)

Survey Participant	FY2019	FY2020	FY2021	Comments
Canton Township	2.00%	3.00%	NR	
City of Auburn Hills	NR	2.00%	NR	
City of Birmingham	2.00%	2.00%	2.00%	
City of Farmington Hills	2.00%	2.00%	2.00%	
City of Novi	2.50%	2.50%	2.50%	
City of Rochester Hills	2.50%	2.50%	2.50%	
City of Royal Oak	2.50%	NR	NR	
City of Troy	2.50%	NR	NR	
Oakland County	2.00%	2.00%	NR	
Shelby Township	2.00%	2.50%	NR	
Waterford Township	2.00%	NR	NR	
West Bloomfield Township	2.25%	2.25%	3.00%	
<b>Participant Average</b>	<b>2.20%</b>	<b>2.31%</b>	<b>2.40%</b>	
<b>Bloomfield Township</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	Since 2014 we've applied a flat 2% COLA to all FT employees. Beyond that, they would only get additional increases if they move up a grade or get promoted.

NR=No Response

# Bloomfield Township Total Compensation Survey

## COMPENSATION PRACTICES

### 1c - PAY SCHEDULE ADJUSTMENTS

Survey Participant	Market Data	Budget Process	CBA	Notes
Canton Township		x	x	
City of Auburn Hills			x	
City of Birmingham	x		x	
City of Farmington Hills				
City of Novi	x	x	x	
City of Rochester Hills	x	x	x	
City of Royal Oak	x		x	
City of Troy	x	x	x	
Oakland County	x	x	x	
Shelby Township	x	x	x	
Waterford Township			x	
West Bloomfield Township			x	
<b>Bloomfield Township</b>		<b>x</b>	<b>x</b>	

# Bloomfield Township Total Compensation Survey

## COMPENSATION PRACTICES

### 1d - PAY INCREASE GUARANTEES

Survey Participant	Minimum Guaranteed Pay Increase- Promotions	Vacancy Requirement for Promotions	Minimum Guaranteed Pay Increase - Reclassification to Higher Grade	Additional Policy Information
Canton Township	NR	Yes	NR	NA
City of Auburn Hills	No	No	No	NA
City of Birmingham	No	No	No	NA
City of Farmington Hills	Yes	Yes	Yes	NA
City of Novi	No	No	Yes	NA
City of Rochester Hills	Yes	No	No	NA
City of Royal Oak	No	Yes	No	NA
City of Troy	Yes	Yes	No	NA
Oakland County	Yes	No	Yes	NA
Shelby Township	No	No	No	NA
Waterford Township	NR	NR	NR	NA
West Bloomfield Township	Yes	Yes	Yes	NA
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Yes</b>	<b>No</b>	<b>CBA's delineate increase for bargained roles.</b>

# Bloomfield Township Total Compensation Survey

## COMPENSATION PRACTICES

### 1e - AUTOMATIC PAY INCREASES UPON ACHIEVEMENT OF MILESTONES

Survey Participant	Do you provide automatic increases or an automatic title/pay grade/pay increase upon achievement of certain milestones, e.g., education or certification?	Additional Policy Information
Canton Township	No	NR
City of Auburn Hills	No	NR
City of Birmingham	Yes	NR
City of Farmington Hills	Yes	NR
City of Novi	No	NR
City of Rochester Hills	No	NR
City of Royal Oak	No	NR
City of Troy	No	NR
Oakland County	No	NR
Shelby Township	No	NR
Waterford Township	NR	NR
West Bloomfield Township	Yes	Water Utility Employees receive pay for earning licenses: Class 4-lump sum \$125; Class 3-\$0.50 per hour; Class 2-\$0.75 per hour; Class 1-\$1.00 per hour
<b>Bloomfield Township</b>	<b>No</b>	<b>NA</b>

# Bloomfield Township Total Compensation Survey

## COMPENSATION PRACTICES

### 1f - HIRING RATES

Survey Participant	Can new starting employees receive an above pay range minimum salary that is commensurate with their years of related experience?	Additional Policy Information
Canton Township	Yes	NR
City of Auburn Hills	Yes	NR
City of Birmingham	No	NR
City of Farmington Hills	Yes	The City shall make the determination of a new hire's salary within the established salary range for the classification to which he or she is assigned at a level not to exceed the three year step.
City of Novi	Yes	NR
City of Rochester Hills	Yes	Depends upon union status of position and salary negotiation
City of Royal Oak	No	NR
City of Troy	Yes	Not a policy, but a frequent practice on case by case basis for non-union employees; one union has a provision for this; not an option for any other unions
Oakland County	Yes	Hiring above the 1 year step of the range requires prior approval.
Shelby Township	No	NR
Waterford Township	NR	NR
West Bloomfield Township	Yes	Police/Fire/Dispatch are at the start of the payscale. General Office/Water Utilities depend on qualifications and experience.
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Not written and varies by department and position</b>

# Bloomfield Township Total Compensation Survey

## SUPPLEMENTAL PAY

### 2a - Commuter Benefits

Survey Participant	Offered?	Additional Policy Information
Canton Township	No	NA
City of Auburn Hills	No	NA
City of Birmingham	No	NA
City of Farmington Hills	No	NA
City of Novi	No	NA
City of Rochester Hills	No	NA
City of Royal Oak	No	NA
City of Troy	No	NA
Oakland County	No	NA
Shelby Township	No	NA
Waterford Township	NR	NA
West Bloomfield Township	No	NA
<b>Bloomfield Township</b>	<b>No</b>	<b>NA</b>

# Bloomfield Township Total Compensation Survey

## SUPPLEMENTAL PAY

### 2b - Bilingual Pay

Survey Participant	Offered?	Additional Policy Information
Canton Township	No	NA
City of Auburn Hills	No	NA
City of Birmingham	No	NA
City of Farmington Hills	No	NA
City of Novi	No	NA
City of Rochester Hills	No	NA
City of Royal Oak	No	NA
City of Troy	No	NA
Oakland County	No	NA
Shelby Township	No	NA
Waterford Township	NR	NA
West Bloomfield Township	No	NA
<b>Bloomfield Township</b>	<b>No</b>	<b>NA</b>



# Bloomfield Township Total Compensation Survey

## SUPPLEMENTAL PAY

### 2c -Tuition Assistance

Survey Participant	Offered?	Additional Policy Information
Canton Township	Yes	\$1,000
City of Auburn Hills	Yes	Varies by union
City of Birmingham	Yes	\$1,500
City of Farmington Hills	Yes	Varies by union
City of Novi	Yes	Varies
City of Rochester Hills	Yes	\$2,500
City of Royal Oak	Yes	Varies
City of Troy	Yes	Up to \$3,500
Oakland County	Yes	\$4,200
Shelby Township	Yes	Varies
Waterford Township	Yes	100%, employee must stay 5 years
West Bloomfield Township	No	NA
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Varies. Per MEA, does not include books</b>

# Bloomfield Township Total Compensation Survey

## SUPPLEMENTAL PAY

### 2d - Wellness Incentive

Survey Participant	Offered?	Additional Policy Information
Canton Township	No	NA
City of Auburn Hills	No	NA
City of Birmingham	No	NA
City of Farmington Hills	No	NA
City of Novi	Yes	NA
City of Rochester Hills	Yes	Up to \$300
City of Royal Oak	No	NA
City of Troy	No	NA
Oakland County	Yes	\$100
Shelby Township	No	NA
Waterford Township	NR	NA
West Bloomfield Township	No	NA
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Up to \$150</b>

# Bloomfield Township Total Compensation Survey

## SUPPLEMENTAL PAY

### 2e - Automobile Stipend

Survey Participant	Offered?	Additional Policy Information
Canton Township	Yes	\$250 per month
City of Auburn Hills	No	NA
City of Birmingham	No	NA
City of Farmington Hills	Yes	\$275 per month
City of Novi	Yes	\$700/month (City Manager only)
City of Rochester Hills	Yes	\$550/month (Mayor)
City of Royal Oak	No	NA
City of Troy	Yes	\$425 per month
Oakland County	No	NA
Shelby Township	No	NA
Waterford Township	NR	NA
West Bloomfield Township	No	NA
<b>Bloomfield Township</b>	<b>Yes</b>	<b>\$400 per month (Cable Director)</b>

# Bloomfield Township Total Compensation Survey

## SUPPLEMENTAL PAY

### 2f - Professional Membership Fees

Survey Participant	Offered?	Additional Policy Information
Canton Township	No	NA
City of Auburn Hills	Yes	Varies
City of Birmingham	No	NA
City of Farmington Hills	Yes	NA
City of Novi	Yes	Varies
City of Rochester Hills	Yes	NA
City of Royal Oak	Yes	Varies
City of Troy	Yes	Varies
Oakland County	No	NA
Shelby Township	Yes	NA
Waterford Township	NR	NA
West Bloomfield Township	No	NA
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Varies. Fire Officer, Fire Science, EMT</b>

# Bloomfield Township Total Compensation Survey

## SUPPLEMENTAL PAY

### 2g - Longevity

Survey Participant	Years of Service					Policy Details
	5	10	15	20	25	
Canton Township	\$500	\$1,000	\$1,500	\$2,000	\$2,000	Applies to Command & Police Officers. Does not apply for AFSCME hires after 2009.
City of Auburn Hills	NA	NA	NA	NA	NA	
City of Birmingham	\$900	\$1,100	\$1,300	\$1,500	\$1,700	Applies to Administrative group
City of Farmington Hills	1%	4%	6%	8%	8%	All full-time employees (amounts and timing vary by union)
City of Novi	NA	NA	NA	NA	NA	
City of Rochester Hills	1.5%	1.5%	4.5%	5.5%	5.5%	All full time (Grandfathered) prior to 12/31/2018
City of Royal Oak	\$250	\$500	\$750	\$1,000	\$1,250	Grandfathered plan, depending on Union
City of Troy	NA	NA	NA	NA	NA	
Oakland County	NA	NA	NA	NA	NA	
Shelby Township	1%	3%	6%	8%	10%	Depends on Bargaining Unit, and date of hire within bargaining unit
Waterford Township	NA	NA	NA	NA	NA	
West Bloomfield Township	3%	4%	6%	8%	10%	Depends on union
<b>Bloomfield Township</b>	<b>2%</b>	<b>4%</b>	<b>6%</b>	<b>8%</b>	<b>10%</b>	<b>Applies to regular FTEs hired before April 2009 and Fire/Police hired before May 2011.</b>

# Bloomfield Township Total Compensation Survey

## NON-MONETARY PERQUISITES

### 3a - Flexible Work Schedules

Survey Participant	Offered?	Additional Policy Information
Canton Township	No	NA
City of Auburn Hills	Yes	Varies by department
City of Birmingham	No	NA
City of Farmington Hills	No	NA
City of Novi	Yes	NA
City of Rochester Hills	Yes	Varies
City of Royal Oak	Yes	Varies
City of Troy	Yes	Varies (non-union)
Oakland County	Yes	Varies
Shelby Township	Yes	Flex time is allowed, Fire can trade days
Waterford Township	NR	NA
West Bloomfield Township	Yes	Varies
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Only Fire. They can trade days.</b>

# Bloomfield Township Total Compensation Survey

## NON-MONETARY PERQUISITES

### 3b - Remote Work

Survey Participant	Offered?	Additional Policy Information
Canton Township	No	NA
City of Auburn Hills	No	NA
City of Birmingham	No	NA
City of Farmington Hills	No	NA
City of Novi	Yes	Admin
City of Rochester Hills	Yes	Varies
City of Royal Oak	Yes	Varies
City of Troy	Yes	Varies
Oakland County	Yes	Varies
Shelby Township	No	NA
Waterford Township	NR	NA
West Bloomfield Township	No	NA
<b>Bloomfield Township</b>	<b>No</b>	<b>NA</b>

# Bloomfield Township Total Compensation Survey

## NON-MONETARY PERQUISITES

### 3c - Compressed Workweek

Survey Participant	Offered?	Additional Policy Information
Canton Township	No	NA
City of Auburn Hills	No	NA
City of Birmingham	No	NA
City of Farmington Hills	No	NA
City of Novi	No	NA
City of Rochester Hills	No	NA
City of Royal Oak	Yes	Varies
City of Troy	Yes	Positions in 24/7 operations can work four 10's
Oakland County	Yes	Varies
Shelby Township	No	NA
Waterford Township	NR	NA
West Bloomfield Township	No	NA
<b>Bloomfield Township</b>	<b>Yes</b>	<b>All except Cable, Police Patrol, FF/EMS, or Sr. Service Center</b>



# Bloomfield Township Total Compensation Survey

## NON-MONETARY PERQUISITES

### 3d - Organization-Provided Automobile

Survey Participant	Offered?	Additional Policy Information
Canton Township	No	NA
City of Auburn Hills	Yes	All full-time
City of Birmingham	No	NA
City of Farmington Hills	Yes	NA
City of Novi	Yes	All employees (conferences and work related business only)
City of Rochester Hills	Yes	Varies
City of Royal Oak	Yes	Upon request
City of Troy	Yes	Some positions use City vehicle during the course of work; some are authorized to take home.
Oakland County	No	NA
Shelby Township	No	NA
Waterford Township	NR	NA
West Bloomfield Township	Yes	NA
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Directors, Elected Officials, Foremen, Crew Leaders, Ranks above Fire Captain, Police Captains and above</b>

## Bloomfield Township Total Compensation Survey

### PAID TIME OFF BENEFITS

**4a - TOTAL PAID TIME OFF (IN HOURS) ACCRUED - AFTER COMPLETING 1 - 25 YEARS OF SERVICE: TRADITIONAL - INCLUDES VACATION, HOLIDAYS, SICK LEAVE AND PERSONAL DAYS; PTO - INCLUDES HOLIDAYS**

Survey Participant	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Total	
Canton Township	240	240	240	240	288	288	288	288	288	336	336	336	336	336	384	384	384	384	384	384	384	384	384	384	384	8304	
City of Auburn Hills	280	280	280	280	280	320	320	320	320	360	360	360	360	360	360	360	360	360	360	360	360	360	360	360	360	360	8440
City of Birmingham	296	296	296	296	336	336	336	336	336	376	376	376	376	376	376	376	376	376	376	416	416	416	416	416	416	416	9120
City of Farmington Hills	376	376	376	376	376	400	400	400	400	416	416	416	416	432	432	432	432	456	456	456	456	456	456	456	456	456	10520
City of Novi	248	248	248	248	288	288	288	288	288	328	328	328	328	328	328	328	328	328	328	328	328	328	328	328	328	328	7680
City of Rochester Hills	280	280	280	280	320	320	320	320	320	320	360	360	360	360	360	360	360	400	400	400	400	400	400	400	400	400	8760
City of Royal Oak	304	304	304	304	304	344	344	344	344	344	344	344	344	344	384	384	384	384	384	384	384	384	384	384	384	384	8840
City of Troy	304	304	344	344	344	344	344	384	384	384	384	384	404	404	404	404	404	424	424	424	424	424	424	424	424	424	9660
Oakland County	224	240	240	240	264	264	264	264	264	288	288	288	288	288	304	304	304	304	304	320	320	320	320	320	336	7160	
Shelby Township	304	304	304	304	344	352	360	368	376	384	384	384	384	384	392	400	408	416	424	424	424	424	424	424	424	424	9520
Waterford Township	260	260	260	260	260	308	308	308	308	308	356	356	356	356	356	388	388	388	388	388	388	388	388	388	388	388	8500
West Bloomfield Township	312	312	320	320	352	360	360	368	368	392	392	392	392	392	392	416	416	416	416	424	424	424	424	424	424	424	9632
<b>Participant Average (Traditional)</b>	<b>290</b>	<b>291</b>	<b>296</b>	<b>296</b>	<b>315</b>	<b>331</b>	<b>331</b>	<b>336</b>	<b>337</b>	<b>355</b>	<b>363</b>	<b>363</b>	<b>364</b>	<b>366</b>	<b>372</b>	<b>377</b>	<b>378</b>	<b>387</b>	<b>387</b>	<b>393</b>	<b>393</b>	<b>393</b>	<b>393</b>	<b>393</b>	<b>395</b>	<b>8894</b>	
<b>Participant Average (PTO)</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>336</b>	<b>336</b>	<b>336</b>	<b>336</b>	<b>336</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>8304</b>	
<b>Participant Average (Overall)</b>	<b>286</b>	<b>287</b>	<b>291</b>	<b>291</b>	<b>313</b>	<b>327</b>	<b>328</b>	<b>332</b>	<b>333</b>	<b>353</b>	<b>360</b>	<b>360</b>	<b>362</b>	<b>363</b>	<b>373</b>	<b>378</b>	<b>379</b>	<b>386</b>	<b>387</b>	<b>392</b>	<b>392</b>	<b>392</b>	<b>392</b>	<b>392</b>	<b>394</b>	<b>8845</b>	
<b>Bloomfield Township Total Leave</b>	<b>303</b>	<b>303</b>	<b>303</b>	<b>303</b>	<b>303</b>	<b>352</b>	<b>352</b>	<b>352</b>	<b>352</b>	<b>352</b>	<b>392</b>	<b>392</b>	<b>392</b>	<b>392</b>	<b>392</b>	<b>432</b>	<b>432</b>	<b>432</b>	<b>432</b>	<b>432</b>	<b>448</b>	<b>448</b>	<b>448</b>	<b>448</b>	<b>448</b>	<b>9635</b>	
<b>Difference between Bloomfield Township and Participant Average (Overall)</b>	<b>17</b>	<b>16</b>	<b>12</b>	<b>12</b>	<b>-10</b>	<b>25</b>	<b>24</b>	<b>20</b>	<b>19</b>	<b>-1</b>	<b>32</b>	<b>32</b>	<b>30</b>	<b>29</b>	<b>19</b>	<b>54</b>	<b>53</b>	<b>46</b>	<b>45</b>	<b>40</b>	<b>56</b>	<b>56</b>	<b>56</b>	<b>56</b>	<b>54</b>	<b>790</b>	

Italized row indicates that organization has a PTO program.

## Bloomfield Township Total Compensation Survey

### PAID TIME OFF BENEFITS

#### 4b - VACATION HOURS ACCRUED - AFTER COMPLETING 1 - 25 YEARS OF SERVICE (PTO) - EXCLUDES HOLIDAYS

Survey Participant	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Total
Canton Township	144	144	144	144	192	192	192	192	192	240	240	240	240	240	288	288	288	288	288	288	288	288	288	288	288	5904
City of Auburn Hills	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
City of Birmingham	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
City of Farmington Hills	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
City of Novi	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
City of Rochester Hills	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
City of Royal Oak	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
City of Troy	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Oakland County	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Shelby Township	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Waterford Township	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
West Bloomfield Township	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Participant Average</b>	<b>144</b>	<b>144</b>	<b>144</b>	<b>144</b>	<b>192</b>	<b>192</b>	<b>192</b>	<b>192</b>	<b>192</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>288</b>	<b>5904</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Difference between Bloomfield Township and Participant Average</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

## Bloomfield Township Total Compensation Survey

### PAID TIME OFF BENEFITS

#### 4c - VACATION HOURS ACCRUED - AFTER COMPLETING 1 - 25 YEARS OF SERVICE (TRADITIONAL)

Survey Participant	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Total
Canton Township	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
City of Auburn Hills	80	80	80	80	80	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
City of Birmingham	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	200	200	200	200	200	200	200
City of Farmington Hills	120	120	120	120	120	144	144	144	144	160	160	160	160	176	176	176	176	200	200	200	200	200	200	200	200	200
City of Novi	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
City of Rochester Hills	80	80	80	80	120	120	120	120	120	120	160	160	160	160	160	160	160	200	200	200	200	200	200	200	200	200
City of Royal Oak	80	80	80	80	80	120	120	120	120	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160
City of Troy	80	80	120	120	120	120	120	160	160	160	160	160	180	180	180	180	180	200	200	200	200	200	200	200	200	200
Oakland County	80	96	96	96	120	120	120	120	120	144	144	144	144	144	160	160	160	160	160	176	176	176	176	176	176	192
Shelby Township	80	80	80	80	120	128	136	144	152	160	160	160	160	160	168	176	184	192	200	200	200	200	200	200	200	200
Waterford Township	96	96	96	96	96	144	144	144	144	144	192	192	192	192	192	224	224	224	224	224	224	224	224	224	224	224
West Bloomfield Township	80	80	88	88	120	128	128	136	136	160	160	160	160	160	160	184	184	184	184	192	192	192	192	192	192	192
<b>Participant Average</b>	<b>85</b>	<b>87</b>	<b>91</b>	<b>91</b>	<b>111</b>	<b>126</b>	<b>127</b>	<b>132</b>	<b>132</b>	<b>150</b>	<b>158</b>	<b>158</b>	<b>160</b>	<b>161</b>	<b>167</b>	<b>173</b>	<b>173</b>	<b>182</b>	<b>183</b>	<b>188</b>	<b>188</b>	<b>188</b>	<b>188</b>	<b>188</b>	<b>190</b>	<b>3776</b>
<b>Bloomfield Township</b>	<b>95</b>	<b>95</b>	<b>95</b>	<b>95</b>	<b>95</b>	<b>144</b>	<b>144</b>	<b>144</b>	<b>144</b>	<b>144</b>	<b>184</b>	<b>184</b>	<b>184</b>	<b>184</b>	<b>184</b>	<b>224</b>	<b>224</b>	<b>224</b>	<b>224</b>	<b>224</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>4435</b>
<b>Difference between Bloomfield Township and Participant Average</b>	<b>10</b>	<b>8</b>	<b>4</b>	<b>4</b>	<b>-16</b>	<b>18</b>	<b>17</b>	<b>12</b>	<b>12</b>	<b>-6</b>	<b>26</b>	<b>26</b>	<b>24</b>	<b>23</b>	<b>17</b>	<b>51</b>	<b>51</b>	<b>42</b>	<b>41</b>	<b>36</b>	<b>52</b>	<b>52</b>	<b>52</b>	<b>52</b>	<b>50</b>	<b>659</b>

## Bloomfield Township Total Compensation Survey

### PAID TIME OFF BENEFITS

#### 4d - VACATION HOURS CARRY-OVER

Survey Participant	Carry-Over Available	Maximum Carry-Over Hours Per Year	Notes
Canton Township	Yes	576	
City of Auburn Hills	Yes	160	
City of Birmingham	Yes	400	
City of Farmington Hills	Yes	320	
City of Novi	Yes	80	
City of Rochester Hills	Yes	40	
City of Royal Oak	Yes	Based on approval from City Manager	Varies by Union
City of Troy	Yes	Unlimited (with City Manager approval)	
Oakland County	Yes	576	
Shelby Township	Yes	240	
Waterford Township	NR	NR	
West Bloomfield Township	Yes	Unlimited	
<b>Bloomfield Township</b>	<b>Yes</b>	<b>400</b>	<b>Elected Officials may carryover up to 750 hours</b>

## Bloomfield Township Total Compensation Survey

### PAID TIME OFF BENEFITS

#### 4e - VACATION HOURS CASH-OUT

Survey Participant	Cash-Out Available	Hours At Year End	Hours At Termination	Hours At Retirement
Canton Township	Yes	80	Unlimited	Unlimited
City of Auburn Hills	Yes	40	Unlimited	Unlimited
City of Birmingham	Yes	80	Unlimited	Unlimited
City of Farmington Hills	Yes	80	Unlimited	Unlimited
City of Novi	Yes	40	Unlimited	Unlimited
City of Rochester Hills	Yes	Hours over 40	Unlimited	Unlimited
City of Royal Oak	Yes	40	Unlimited	Unlimited
City of Troy	Yes	Unlimited	Unlimited	Unlimited
Oakland County	Yes	0	Unlimited	Unlimited
Shelby Township	Yes	80	Unlimited	Unlimited
Waterford Township	NR	NR	NR	NR
West Bloomfield Township	No	NR	NR	NR
<b>Bloomfield Township</b>	<b>Yes</b>	<b>No</b>	<b>Unlimited</b>	<b>Unlimited</b>

## Bloomfield Township Total Compensation Survey

### PAID TIME OFF BENEFITS

#### 4f - SICK LEAVE HOURS ANNUAL ACCRUAL

Survey Participant	Hours Accrued Per Year	Additional Sick Leave Policy Information
Canton Township	NA	No sick leave because of PTO.
City of Auburn Hills	96	
City of Birmingham	96	
City of Farmington Hills	120	
City of Novi	64	
City of Rochester Hills	NA	Use "annual leave" in lieu of sick leave.
City of Royal Oak	72	Varies by Union
City of Troy	96	
Oakland County	NA	Use "annual leave" in lieu of sick leave.
Shelby Township	96	
Waterford Township	52	
West Bloomfield Township	96	
<b>Participant Average</b>	<b>88</b>	
<b>Bloomfield Township</b>	<b>104</b>	

# Bloomfield Township Total Compensation Survey

## PAID TIME OFF BENEFITS

### 4g - SICK LEAVE DAYS CARRY-OVER

Survey Participant	Carry-Over Available	Maximum Carry-Over Hours Per Year
Canton Township	NR	
City of Auburn Hills	Yes	Unlimited
City of Birmingham	Yes	Unlimited
City of Farmington Hills	Yes	
City of Novi	No	
City of Rochester Hills	NR	
City of Royal Oak	Yes	Unlimited
City of Troy	Yes	288
Oakland County	NR	
Shelby Township	Yes	Unlimited
Waterford Township	NR	
West Bloomfield Township	Yes	600
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Unlimited</b>



# Bloomfield Township Total Compensation Survey

## PAID TIME OFF BENEFITS

### 4h - SICK LEAVE HOURS CASH-OUT

Survey Participant	Cash-Out Available	Hours At Year End	Hours At Termination	Hours At Retirement	Notes
Canton Township	NR	NR	NR	NR	No sick leave because of PTO.
City of Auburn Hills	Yes	96	Unlimited	Unlimited	
City of Birmingham	Yes	40	1/2 of all hours over 480	1/2 of all hours over 480	
City of Farmington Hills	Yes	0	Up to 120	Up to 120	
City of Novi	Yes	0	0	64	
City of Rochester Hills	NR	NR	NR	NR	Use "annual leave" in lieu of sick leave.
City of Royal Oak	Yes	48	0	440	Varies by Union
City of Troy	Yes	Excess of 288 hours	0	Unlimited	
Oakland County	NR	NR	NR	NR	Use "annual leave" in lieu of sick leave.
Shelby Township	Yes	Excess of 240 hours	Excess of 240 hours	Excess of 240 hours	
Waterford Township	Yes	Excess of 120 hours	NR	NR	
West Bloomfield Township	No	NR	NR	NR	
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Hours over 800 at 60%</b>	<b>Hours over 600 at 60%</b>	<b>60% of hours</b>	<b>Responses represent general and Police groups. Fire group can cash out hours over 1,120 at 60%</b>

# Bloomfield Township Total Compensation Survey

## PAID TIME OFF BENEFITS

### 4i - OTHER LEAVE BENEFITS (IN HOURS)

Survey Participant	Holidays	Personal Hours	Additional Policy Information
Canton Township	96	0	
City of Auburn Hills	80	24	
City of Birmingham	80	40	
City of Farmington Hills	96	40	
City of Novi	104	0	
City of Rochester Hills	96	104	
City of Royal Oak	96	56	Varies by Union
City of Troy	80	48	
Oakland County	104	40	
Shelby Township	96	32	
Waterford Township	112	NR	
West Bloomfield Township	112	24	
<b>Participant Average</b>	<b>96</b>	<b>37</b>	
<b>Bloomfield Township</b>	<b>70</b>	<b>34</b>	

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5a - Health Plans Offered

Survey Participant	PPO	HMO	HDHP	HRA Contribution
Canton Township	x			
City of Auburn Hills	x	x		
City of Birmingham	x			
City of Farmington Hills	x	x	x	x
City of Novi	x	x	x	x
City of Rochester Hills	x	x	x	x
City of Royal Oak	x			
City of Troy	x			
Oakland County	x	x		
Shelby Township			x	x
Waterford Township	x	x	x	
West Bloomfield Township	x			
<b>Bloomfield Township</b>			<b>x</b>	<b>x</b>

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5b - PPO MEDICAL PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	\$459.61	\$51.07	\$1,195.00	\$132.78
City of Birmingham	\$515.73	\$0.00	\$1,415.75	\$0.00
City of Farmington Hills	\$798.34	\$279.42	\$2,394.98	\$838.24
City of Novi	\$661.31	\$165.34	\$1,984.62	\$496.16
City of Rochester Hills	\$671.73	\$0.00	\$1,746.50	\$0.00
City of Royal Oak	\$470.02	\$52.22	\$1,410.07	\$156.67
City of Troy	\$522.47	\$27.49	\$1,568.30	\$82.55
Oakland County	\$541.00	\$70.00	\$1,628.00	\$163.00
Shelby Township	NA	NA	NA	NA
Waterford Township	\$728.01	\$78.88	\$2,184.00	\$306.76
West Bloomfield Township	\$392.95	\$25.00	\$1,228.86	\$100.00
<b>Participant Average</b>	<b>\$576.12</b>	<b>\$93.68</b>	<b>\$1,675.61</b>	<b>\$284.52</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5c - PPO MEDICAL PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	90%	10%	90%	10%
City of Birmingham	100%	0%	100%	0%
City of Farmington Hills	74%	26%	74%	26%
City of Novi	80%	20%	80%	20%
City of Rochester Hills	100%	0%	100%	0%
City of Royal Oak	90%	10%	90%	10%
City of Troy	95%	5%	95%	5%
Oakland County	89%	11%	91%	9%
Shelby Township	NA	NA	NA	NA
Waterford Township	90%	10%	88%	12%
West Bloomfield Township	94%	6%	92%	8%
<b>Participant Average</b>	<b>88%</b>	<b>12%</b>	<b>88%</b>	<b>12%</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5d - HMO MEDICAL PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	\$417.81	\$78.15	\$1,253.43	\$234.47
City of Auburn Hills	\$458.99	\$51.00	\$1,193.39	\$132.60
City of Birmingham	NA	NA	NA	NA
City of Farmington Hills	\$555.97	\$38.92	\$1,667.92	\$116.75
City of Novi	\$574.48	\$143.62	\$1,493.71	\$373.44
City of Rochester Hills	\$726.04	\$18.28	\$1,817.68	\$117.56
City of Royal Oak	NA	NA	NA	NA
City of Troy	NA	NA	NA	NA
Oakland County	\$560.00	\$70.00	\$1,468.00	\$163.00
Shelby Township	NA	NA	NA	NA
Waterford Township	\$342.11	\$0.00	\$1,026.32	\$0.00
West Bloomfield Township	NA	NA	NA	NA
<b>Participant Average</b>	<b>\$519.34</b>	<b>\$66.66</b>	<b>\$1,417.21</b>	<b>\$189.64</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5e - HMO MEDICAL PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	84%	16%	84%	16%
City of Auburn Hills	90%	10%	90%	10%
City of Birmingham	NA	NA	NA	NA
City of Farmington Hills	93%	7%	93%	7%
City of Novi	80%	20%	80%	20%
City of Rochester Hills	98%	2%	94%	6%
City of Royal Oak	NA	NA	NA	NA
City of Troy	NA	NA	NA	NA
Oakland County	89%	11%	90%	10%
Shelby Township	NA	NA	NA	NA
Waterford Township	100%	NA	100%	NA
West Bloomfield Township	NA	NA	NA	NA
<b>Participant Average</b>	<b>90%</b>	<b>10%</b>	<b>90%</b>	<b>10%</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5f - HDHP MEDICAL PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	NA	NA	NA	NA
City of Birmingham	NA	NA	NA	NA
City of Farmington Hills	\$379.98	\$0.00	\$1,139.92	\$0.00
City of Novi	\$475.92	\$118.98	\$1,196.84	\$299.22
City of Rochester Hills	\$609.37	\$0.00	\$1,584.35	\$0.00
City of Royal Oak	NA	NA	NA	NA
City of Troy	NA	NA	NA	NA
Oakland County	NA	NA	NA	NA
Shelby Township	\$332.02	\$99.66	\$996.06	\$282.34
Waterford Township	\$632.56	\$34.83	\$1,897.68	\$174.61
West Bloomfield Township	NA	NA	NA	NA
<b>Participant Average</b>	<b>\$485.97</b>	<b>\$84.49</b>	<b>\$1,362.97</b>	<b>\$252.06</b>
<b>Bloomfield Township</b>	<b>\$640.11</b>	<b>\$8.34</b>	<b>\$1,958.08</b>	<b>\$16.68</b>

NA - Not applicable



# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5g - HDHP MEDICAL PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	NA	NA	NA	NA
City of Birmingham	NA	NA	NA	NA
City of Farmington Hills	100%	0%	100%	0%
City of Novi	80%	20%	80%	20%
City of Rochester Hills	100%	0%	100%	0%
City of Royal Oak	NA	NA	NA	NA
City of Troy	NA	NA	NA	NA
Oakland County	NA	NA	NA	NA
Shelby Township	77%	23%	78%	22%
Waterford Township	95%	5%	92%	8%
West Bloomfield Township	NA	NA	NA	NA
<b>Participant Average</b>	<b>91%</b>	<b>9%</b>	<b>90%</b>	<b>10%</b>
<b>Bloomfield Township</b>	<b>99%</b>	<b>1%</b>	<b>99%</b>	<b>1%</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5h - HDHP HRA EMPLOYER ANNUAL CONTRIBUTIONS

Survey Participant	HRA Single ER Contribution	HRA Family ER Contribution
Canton Township	NR	NR
City of Auburn Hills	NR	NR
City of Birmingham	NR	NR
City of Farmington Hills	\$700.00	\$1,400.00
City of Novi	\$1,050.00	\$2,100.00
City of Rochester Hills	\$1,400.00	\$2,800.00
City of Royal Oak	NR	NR
City of Troy	NR	NR
Oakland County	NR	NR
Shelby Township	\$1,000.00	\$2,000.00
Waterford Township	NR	NR
West Bloomfield Township	NR	NR
<b>Participant Average</b>	<b>\$1,037.50</b>	<b>\$2,075.00</b>
<b>Bloomfield Township</b>	<b>\$1,500.00</b>	<b>\$3,000.00</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5i - Rx MEDICAL PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	\$64.44	\$7.16	\$193.33	\$21.48
City of Birmingham	NA	NA	NA	NA
City of Farmington Hills	NA	NA	NA	NA
City of Novi	NA	NA	NA	NA
City of Rochester Hills	NA	NA	NA	NA
City of Royal Oak	NA	NA	NA	NA
City of Troy	NA	NA	NA	NA
Oakland County	NA	NA	NA	NA
Shelby Township	NA	NA	NA	NA
Waterford Township	NA	NA	NA	NA
West Bloomfield Township	\$139.20	\$0.00	\$417.58	\$0.00
<b>Participant Average</b>	<b>\$101.82</b>	<b>\$3.58</b>	<b>\$305.46</b>	<b>\$10.74</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5j - Rx MEDICAL PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	90%	10%	90%	10%
City of Birmingham	NA	NA	NA	NA
City of Farmington Hills	NA	NA	NA	NA
City of Novi	NA	NA	NA	NA
City of Rochester Hills	NA	NA	NA	NA
City of Royal Oak	NA	NA	NA	NA
City of Troy	NA	NA	NA	NA
Oakland County	NA	NA	NA	NA
Shelby Township	NA	NA	NA	NA
Waterford Township	NA	NA	NA	NA
West Bloomfield Township	100%	0%	100%	0%
<b>Participant Average</b>	<b>97%</b>	<b>3%</b>	<b>97%</b>	<b>3%</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5k - DENTAL PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	\$39.57	\$0.00	\$126.77	\$0.00
City of Birmingham	\$33.54	\$0.00	\$88.71	\$0.00
City of Farmington Hills	NA	NA	NA	NA
City of Novi	\$29.72	\$0.00	\$110.44	\$0.00
City of Rochester Hills	\$44.47	\$0.00	\$147.45	\$0.00
City of Royal Oak	\$60.85	\$0.00	\$106.06	\$0.00
City of Troy	\$32.71	\$0.00	\$114.50	\$0.00
Oakland County	\$39.00	\$0.00	\$130.00	\$0.00
Shelby Township	\$37.42	\$0.00	\$130.98	\$0.00
Waterford Township	\$96.18	\$0.00	\$96.18	\$0.00
West Bloomfield Township	\$36.61	\$0.00	\$112.03	\$0.00
<b>Participant Average</b>	<b>\$45.01</b>	<b>\$0.00</b>	<b>\$116.31</b>	<b>\$0.00</b>
<b>Bloomfield Township</b>	<b>\$45.19</b>	<b>\$0.00</b>	<b>\$120.68</b>	<b>\$0.00</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5I - DENTAL PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUM

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	100%	0%	100%	0%
City of Birmingham	100%	0%	100%	0%
City of Farmington Hills	NA	NA	NA	NA
City of Novi	100%	0%	100%	0%
City of Rochester Hills	100%	0%	100%	0%
City of Royal Oak	100%	0%	100%	0%
City of Troy	100%	0%	100%	0%
Oakland County	100%	0%	100%	0%
Shelby Township	100%	0%	100%	0%
Waterford Township	100%	0%	100%	0%
West Bloomfield Township	100%	0%	100%	0%
<b>Participant Average</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>
<b>Bloomfield Township</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5m - VISION PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	\$6.77	\$0.00	\$18.89	\$0.00
City of Birmingham	\$3.67	\$0.00	\$9.04	\$0.00
City of Farmington Hills	NA	NA	NA	NA
City of Novi	\$2.61	\$0.00	\$8.66	\$0.00
City of Rochester Hills	\$5.58	\$0.00	\$14.48	\$0.00
City of Royal Oak	\$0.00	\$3.89	\$0.00	\$12.92
City of Troy	NA	NA	NA	NA
Oakland County	\$4.15	\$0.00	\$12.75	\$0.00
Shelby Township	\$5.00	\$0.00	\$16.59	\$0.00
Waterford Township	\$5.03	\$0.00	\$16.68	\$0.00
West Bloomfield Township	NA	NA	NA	NA
<b>Participant Average</b>	<b>\$4.69</b>	<b>\$0.00</b>	<b>\$13.87</b>	<b>\$0.00</b>
<b>Bloomfield Township</b>	<b>\$7.71</b>	<b>\$0.00</b>	<b>\$19.95</b>	<b>\$0.00</b>

NA - Not applicable

# Bloomfield Township Total Compensation Survey

## HEALTH BENEFITS

### 5n - VISION PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		Family	
	ER	EE	ER	EE
Canton Township	NA	NA	NA	NA
City of Auburn Hills	100%	0%	100%	0%
City of Birmingham	100%	0%	100%	0%
City of Farmington Hills	NA	NA	NA	NA
City of Novi	100%	0%	100%	0%
City of Rochester Hills	100%	0%	100%	0%
City of Royal Oak	0%	100%	0%	100%
City of Troy	NA	NA	NA	NA
Oakland County	100%	0%	100%	0%
Shelby Township	100%	0%	100%	0%
Waterford Township	100%	0%	100%	0%
West Bloomfield Township	NA	NA	NA	NA
<b>Participant Average</b>	<b>88%</b>	<b>12%</b>	<b>88%</b>	<b>12%</b>
<b>Bloomfield Township</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>

NA - Not applicable



## Bloomfield Township Total Compensation Survey

### ADDITIONAL BENEFITS

#### 6a- SHORT-TERM DISABILITY - MONTHLY PREMIUMS

Survey Participant	ER	EE	Maximum Benefit
Canton Township	\$1.20	\$0	1x salary
City of Auburn Hills	Varies	\$0	66.67%
City of Birmingham	\$25.58	\$0	60%
City of Farmington Hills	Varies	\$0	
City of Novi	NR	NR	
City of Rochester Hills	0.540% of earnings	\$0	
City of Royal Oak	NR	NR	
City of Troy	Varies	\$0	
Oakland County	.80/\$10	0	1,846/week
Shelby Township	NR	0	75% of base wage
Waterford Township	NR	NR	
West Bloomfield Township	NR	NR	
<b>Bloomfield Township</b>	<b>\$0.24/\$10</b>	<b>\$0</b>	<b>70% of pay</b>

NR- No response

## Bloomfield Township Total Compensation Survey

### ADDITIONAL BENEFITS

#### 6b - LONG-TERM DISABILITY - MONTHLY PREMIUMS

Survey Participant	ER	EE	Maximum Benefit
Canton Township	\$6.67	\$0	
City of Auburn Hills	Varies	\$0	66.67%
City of Birmingham	\$25.58	\$0	
City of Farmington Hills	Varies	\$0	
City of Novi	NR	NR	
City of Rochester Hills	0.335% of earnings	\$0	
City of Royal Oak	NR	NR	
City of Troy	Varies	\$0	
Oakland County	.47/\$100	0	8,000/month
Shelby Township	NR	0	66.67% of wage
Waterford Township	NR	NR	
West Bloomfield Township	\$8.02/\$8.33	\$0	\$650/\$750 per week
<b>Bloomfield Township</b>	<b>\$0.68/\$100</b>	<b>0</b>	<b>66.67% of pay</b>

NR- No response

## Bloomfield Township Total Compensation Survey

### ADDITIONAL BENEFITS

#### 6c - BASIC LIFE INSURANCE COST SHARING - MONTHLY PREMIUMS

Survey Participant	ER	EE	Maximum Benefit
Canton Township	\$6.50	\$0	\$50,000
City of Auburn Hills	Varies	\$0	Varies
City of Birmingham	\$29.27	\$0	\$40,000
City of Farmington Hills	\$8.20	0	\$40,000
City of Novi	NR	NR	NR
City of Rochester Hills	.137 per \$1,000	\$0	\$60,000
City of Royal Oak	\$17.15	\$0	NR
City of Troy	0%	100%	NR
Oakland County	0.11/k	\$0	\$400,000
Shelby Township	NR	0	1.5 salary 150K max
Waterford Township	VARIES	0	WAGE BASED
West Bloomfield Township	\$15/\$22.50	0	40,000/\$60,000
<b>Bloomfield Township</b>	<b>\$9.00</b>	<b>0</b>	<b>\$50,000</b>

NR - Not Reported

## Bloomfield Township Total Compensation Survey

### ADDITIONAL BENEFITS

#### 6d - SUPPLEMENTAL LIFE INSURANCE COST SHARING - MONTHLY PREMIUMS

Survey Participant	ER	EE	Maximum Benefit
Canton Township	NR	NR	NR
City of Auburn Hills	NR	NR	NR
City of Birmingham	\$0	Varies	\$45,000
City of Farmington Hills	\$0	Varies	\$300,000
City of Novi	NR	NR	NR
City of Rochester Hills	NR	NR	NR
City of Royal Oak	NR	NR	NR
City of Troy	0%	100%	NR
Oakland County	0	.23/k	4000
Shelby Township	NR	NR	NR
Waterford Township	NR	NR	NR
West Bloomfield Township	0%	100%	NR
<b>Bloomfield Township</b>	<b>0</b>	<b>Varies</b>	<b>Up to 5x salary</b>

# Bloomfield Township Total Compensation Survey

## ADDITIONAL BENEFITS

### 6e - Retiree Health Data

Survey Participant	Are retiree health benefits offered within a defined benefit plan?	Are retiree health benefits offered within a retirement health savings plan?	Policy Details
Canton Township	Yes	No	Employees hired prior to 2013 and retire with 15 years service receive retiree medical and prescription. Hired after 2013 they receive a HCSP through MERS with a 10 year vesting.
City of Auburn Hills	No	No	RHS - See Benefit Summaries for Union/Non-Union Group. PA 152 this is the first year we opted-out. We have done 80/20. This year we opted out and the cost share is 90/10.
City of Birmingham	Yes	Yes	
City of Farmington Hills	Yes	Yes	
City of Novi	Yes	Yes	
City of Rochester Hills	No	Yes	Retiree health savings plan, employer contributes 4%, employee contributes 1%
City of Royal Oak	Yes	No	Employees hired prior to xx/xx/xxxx (based on bargaining unit) will receive retiree health benefits within a Defined Benefits plan. Supp Life, STD, LTD not offered through City plan but we do partner with Aflac and life, STD offered through them (we do payroll deduction)
City of Troy	No	Yes	Employees participate in a RHS with 4% City contribution and 2% employee; vesting 50% at 3 yrs, 75% at 4 yrs and 100% at 5 years.
Oakland County	Yes	Yes	Retiree healthcare provided to a closed group. Varies from 60% employer paid to 100% employer paid. Those hired after 1-1-06 have a retiree health savings plan.
Shelby Township	No	Yes	
Waterford Township	Yes	Yes	Some employee's have a % deducted each pay towards retiree health.
West Bloomfield Township	Yes	No	
<b>Bloomfield Township</b>	<b>Yes</b>	<b>Yes</b>	<b>DB Plan: Participants are eligible for retiree health care but subject to a copay schedule when they retire between 15-25 years and are younger than 55. RHS: If hired after May 2011, Bloomfield provides \$2,500/year and employee contributes 2% of gross pay</b>

# Bloomfield Township Total Compensation Survey

## ADDITIONAL BENEFITS

### 6f - Public Act 152

Survey Participant	Public Act 152 Option
Canton Township	Hard Cap
City of Auburn Hills	Opt Out
City of Birmingham	Opt Out
City of Farmington Hills	Hard Cap
City of Novi	80/20
City of Rochester Hills	Opt Out
City of Royal Oak	Opt Out
City of Troy	Opt Out
Oakland County	Opt Out
Shelby Township	80/20
Waterford Township	Hard Cap
West Bloomfield Township	Opt Out
<b>Bloomfield Township</b>	<b>Opt Out</b>

# Bloomfield Township Total Compensation Survey

## RETIREMENT BENEFITS

### 7a - TOTAL RETIREMENT CONTRIBUTIONS - GENERAL EMPLOYEES

Survey Participant	Defined Benefit			Defined Contribution Plan		Deferred Compensation Plan		Social Security Contribution			Total Employer Contribution
	Employer Normal Cost Contribution	EE Contribution Picked up by ER?	EE Contribution	Employer Contribution	Maximum Match	Employer Contribution	Maximum Match	Contribute to SS?	OASDI	Medicare	
Canton Township	NA	NA	NA	10.00%	NA	2.00%	NA	Yes	6.20%	1.45%	19.65%
City of Auburn Hills	NA	NA	NA	12.00%	3.00%	0.00%	0.00%	Yes	6.20%	1.45%	22.65%
City of Birmingham	NA	NA	NA	9.50%	4.00%	0.00%	0.00%	Yes	6.20%	1.45%	21.15%
City of Farmington Hills	NA	NA	NA	10.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	17.65%
City of Novi	NA	NA	NA	8.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	15.65%
City of Rochester Hills	NA	NA	NA	14.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	21.65%
City of Royal Oak	NA	NA	NA	9.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	16.65%
City of Troy	NA	NA	NA	8.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	15.65%
Oakland County	NA	NA	NA	5.00%	3.00%	0.00%	NA	Yes	6.20%	1.45%	15.65%
Shelby Township	NA	NA	NA	10.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	17.65%
Waterford Township	NA	NA	NA	10.00%	NA	NA	NA	Yes	6.20%	1.45%	17.65%
West Bloomfield Township	NA	NA	NA	10.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	17.65%
<b>Participant Average</b>											<b>18.28%</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>10.00%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>Yes</b>	<b>6.20%</b>	<b>1.45%</b>	<b>17.65%</b>

Data effective date: 1/1/2020



# Bloomfield Township Total Compensation Survey

## RETIREMENT BENEFITS

### 7a - TOTAL RETIREMENT CONTRIBUTIONS - PUBLIC SAFETY

Survey Participant	Defined Benefit			Defined Contribution Plan		Deferred Compensation Plan		Social Security Contribution			Total Employer Contribution
	Employer Normal Cost Contribution	EE Contribution Picked up by ER?	EE Contribution	Employer Contribution	Maximum Match	Employer Contribution	Maximum Match	Contribute to SS?	OASDI	Medicare	
Canton Township	NA	NA	NA	10.00%	NA	2.00%	NA	Yes	6.20%	1.45%	19.65%
City of Auburn Hills	NA	NA	NA	9.00%	3.00%	0.00%	0.00%	Yes	6.20%	1.45%	19.65%
City of Birmingham	NA	NA	NA	15.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	22.65%
City of Farmington Hills	15.26%	No	4.50%	NA	NA	0.00%	0.00%	Yes	6.20%	1.45%	22.95%
City of Novi	6.50%	No	5.00%	NA	NA	0.00%	0.00%	Yes	6.20%	1.45%	17.65%
City of Rochester Hills	NA	NA	NA	14.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	21.65%
City of Royal Oak	15.68%	No	6.00%	NA	NA	0.00%	0.00%	Yes	6.20%	1.45%	23.33%
City of Troy	NA	NA	NA	10.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	17.65%
Oakland County	NA	NA	NA	10.00%	NA	0.00%	NA	Yes	6.20%	1.45%	17.65%
Shelby Township	NA	NA	NA	10.00%	NA	0.00%	0.00%	Yes	6.20%	1.45%	17.65%
Waterford Township	NA	NA	NA	12.00%	NA	NA	NA	Yes	6.20%	1.45%	19.65%
West Bloomfield Township	15.05%	No	5.00%	NA	NA	0.00%	0.00%	Yes	6.20%	1.45%	22.70%
<b>Participant Average</b>											<b>19.94%</b>
<b>Bloomfield Township</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>14.00%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>Yes</b>	<b>6.20%</b>	<b>1.45%</b>	<b>21.65%</b>

Data effective date: 1/1/2020





# Bloomfield Township Total Compensation Survey

## RETIREMENT BENEFITS

### 7b - SOCIAL SECURITY CONTRIBUTIONS

Survey Participant	Contribute to Social Security (OASDI)	Social Security (OASDI) Percentage Contribution	Medicare Percentage Contribution
Canton Township	Yes	6.20%	1.45%
City of Auburn Hills	Yes	6.20%	1.45%
City of Birmingham	Yes	6.20%	1.45%
City of Farmington Hills	Yes	6.20%	1.45%
City of Novi	Yes	6.20%	1.45%
City of Rochester Hills	Yes	6.20%	1.45%
City of Royal Oak	Yes	6.20%	1.45%
City of Troy	Yes	6.20%	1.45%
Oakland County	Yes	6.20%	1.45%
Shelby Township	Yes	6.20%	1.45%
Waterford Township	Yes	6.20%	1.45%
West Bloomfield Township	Yes	6.20%	1.45%
<b>Bloomfield Township</b>	<b>Yes</b>	<b>6.20%</b>	<b>1.45%</b>

# Bloomfield Township Total Compensation Survey

## RETIREMENT BENEFITS

### 7c - DEFINED CONTRIBUTION PLAN CONTRIBUTION INFORMATION - 401(a)

Survey Participant	Plan Name	Employer Contributions		Mandatory Employee Contributions
		Flat Amount No Match	Maximum Match	
Canton Township	MERS Hybrid (DC & DB)	10.00%	NA	5.00%
City of Auburn Hills	ICMA-RC 401k	12.00%	3.00%	0.00%
City of Birmingham	ICMA	9.50%	4.00%	3.75%
City of Farmington Hills	City of Farmington Hills Employees Defined Contribution Retirement System	10.00%	NA	5.00%
City of Novi	MERS	8.00%	NA	3.00%
City of Rochester Hills	City of Rochester Hills Group Pension Plan	14.00%	NA	3.00%
City of Royal Oak	City of Royal Oak DC Employer, City of Royal Oak DC Employee	9.00%	NA	5.00%
City of Troy	ICMA-RC 401a	8.00%	NA	5.00%
Oakland County	Oakland County Employees Retirement System-Defined Contribution 401 (a) Plan	5.00%	3.00%	3.00%
Shelby Township	Shelby Township Governmental Non-ERISA Plan	10.00%	NA	5.00%
Waterford Township	Defined Contribution Plan	10.00%	NA	5.00%
West Bloomfield Township	401(a)	10.00%	NA	0.00%
<b>Participant Average (percentages only)</b>		<b>9.63%</b>	<b>3.33%</b>	<b>3.56%</b>
<b>Bloomfield Township</b>	<b>401(a) Plan</b>	<b>10.00%</b>	<b>NA</b>	<b>0.00%</b>

## Bloomfield Township Total Compensation Survey

### RETIREMENT BENEFITS

#### 7c - RETIREMENT CONTRIBUTION INFORMATION (INCLUDING EMPLOYEE) - PUBLIC SAFETY

Survey Participant	Plan Name	Employer Contributions		Mandatory Employee Contributions
		Flat Amount No Match	Maximum Match	
Canton Township	MERS Hybrid (DC & DB)	12.00%	NA	6.00%
City of Auburn Hills	401k Plan	12.00%	NA	3.00%
City of Birmingham	Birmingham 401a Plan	15.00%	NA	6.50%
City of Farmington Hills	Defined Benefit Plan	15.26%	NA	4.50%
City of Novi	MERS Hybrid	6.50%	NA	5.00%
City of Rochester Hills	401a Plan	14.00%	NA	3.00%
City of Royal Oak	Defined Benefit Plan	15.68%	NA	6.00%
City of Troy	401a Plan	10.00%	NA	5.50%
Oakland County	Oakland County Employees Retirement System-Defined Contribution 401 (a) Plan	10.00%	NA	4.50%
Shelby Township	Shelby Township Defined Contribution Plan	10.00%	NA	5.00%
Waterford Township	Defined Contribution Plan	12.00%	NA	0.00%
West Bloomfield Township	Defined Benefit Plan	15.05%	NA	5.00%
<b>Participant Average (percentages only)</b>		<b>12.29%</b>	<b>3.00%</b>	<b>4.50%</b>
<b>Bloomfield Township</b>	<b>401(a) Plan</b>	<b>14.00%</b>	<b>NA</b>	<b>3.50%</b>

## Bloomfield Township Total Compensation Survey

### RETIREMENT BENEFITS

#### 7d - DEFERRED COMPENSATION PLAN CONTRIBUTION INFORMATION - 457

Survey Participant	Plan Name	Employer Contributions		Employee Contribution
		Flat Amount No Match Required	Maximum Match	
Canton Township	MERS 457b	2.00%	NR	Up to IRS Max
City of Auburn Hills	ICMA-RC 457	0.00%	0.00%	Up to IRS Max
City of Birmingham	ICMA	0.00%	0.00%	Up to IRS Max
City of Farmington Hills	Nationwide/ICMA	0.00%	0.00%	Up to IRS Max
City of Novi	ICMA	0.00%	0.00%	Up to IRS Max
City of Rochester Hills	457 Plan	0.00%	0.00%	Up to IRS Max
City of Royal Oak	City of Royal Oak 457(b)	0.00%	0.00%	Up to IRS Max
City of Troy	ICMA-RC 457	0.00%	0.00%	Up to IRS Max
Oakland County	Oakland County 457(b) Deferred Compensation Plan	0.00%	NR	Up to IRS Max
Shelby Township	Charter Township of Shelby 457B Plan	0.00%	0.00%	Up to IRS Max
Waterford Township	NR	NR	NR	NR
West Bloomfield Township	457 Deferred Compensation	0.00%	0.00%	Up to IRS Max
<b>Bloomfield Township</b>	<b>Deferred Compensation Plan (457b)</b>			<b>Up to IRS max</b>

The City of Auburn Hills contributes a flat amount of up to \$30 for non-union, police officers, detectives, and Command Officers.

# Appendix D – Elected Officials Data

Table	Page #
Township Supervisor	D-2
Township Clerk	D-3
Township Treasurer	D-4
Township Trustee	D-5

**Bloomfield Township  
Elected Official Data**

**Township Supervisor**

Peer	Matching Job Title	Annual Hours	Annual Pay Rate	Additional Direct Compensation	Does this Elected Official receive the same benefits (medical, dental, retirement, insurances, etc.) as general employees?	Does this Elected Official receive any additional perks not already covered in this survey?
<b>Bloomfield Township</b>	<b>Township Supervisor</b>	<b>2080</b>	<b>\$160,309</b>	<b>\$0</b>	<b>Same health, 401A plan, PTO, RHS</b>	<b>Automobile</b>
Canton Township	Township Supervisor	2080	\$116,295	\$0	Yes	No
City of Auburn Hills	City Manager	2080	\$153,920	\$0	5% Employer Contribution to 457	Pays \$125.00/month for use of City car
City of Birmingham	City Manager	2080	\$134,487	\$0	Yes	Cell phone
City of Farmington Hills	City Manager	2080	\$163,200	\$0	Life insurance is 2x salary	Automobile and auto insurance allowance (\$370/month)
City of Novi	City Manager	2080	\$152,281	\$0	Yes	Car allowance (\$700/month)
City of Rochester Hills	Mayor	2080	\$136,088	\$0	Yes	Car allowance (\$550/month)
City of Royal Oak	City Manager (Vacant- Showing Pay Range Midpoint)	2080	\$136,912	\$0	Yes	No
City of Troy	City Manager	2080	\$167,750	\$0	No	No
Oakland County	County Executive	2080	\$205,217	\$0	Yes	No
Shelby Township	Township Supervisor	1950	\$90,000	\$0	Yes	No
Waterford Township	Township Supervisor	2080	\$98,489	\$0	Yes, except for retirement	No
West Bloomfield Township	Township Supervisor	1950	\$125,638	\$0	Yes	No

**Market Average      \$140,023**

Elected
Appointed

**Bloomfield Township  
Elected Official Data**

**Township Clerk**

Peer	Matching Job Title	Annual Hours	Annual Pay Rate	Additional Direct Compensation	Does this Elected Official receive the same benefits (medical, dental, retirement, insurances, etc.) as general employees?	Does this Elected Official receive any additional perks not already covered in this survey?
<b>Bloomfield Township</b>	<b>Township Clerk</b>	<b>2080</b>	<b>\$139,795</b>	<b>\$0</b>	<b>Yes</b>	<b>Automobile</b>
Canton Township	Township Clerk	2080	\$99,586	\$0	Yes	No
City of Auburn Hills	City Clerk	2080	\$77,906	\$0	No	No
City of Birmingham	City Clerk	2080	\$78,000	\$0	Yes	Cell phone
City of Farmington Hills	City Clerk	2080	\$115,928	\$0	Yes	No
City of Novi	Clerk	2080	\$91,354	\$0	Yes	No
City of Rochester Hills	City Clerk	2080	\$112,703	\$0	Yes	No
City of Royal Oak	City Clerk	2080	\$97,447	\$0	Yes	No
City of Troy	City Clerk	2080	\$113,317	\$0	No	No
Oakland County	County Clerk/Register of Deeds	2080	\$157,893	\$0	Yes	No
Shelby Township	Township Clerk	1950	\$85,000	\$0	Yes	No
Waterford Township	Township Clerk	2080	\$88,721	\$0	Yes, except for retirement	No
West Bloomfield Township	Township Clerk	1950	\$121,992	\$0	Yes	No

**Market Average      \$103,321**

Elected
Appointed

**Bloomfield Township  
Elected Official Data**

**Township Treasurer**

Peer	Matching Job Title	Annual Hours	Annual Pay Rate	Additional Direct Compensation	Does this Elected Official receive the same benefits (medical, dental, retirement, insurances, etc.) as general employees?	Does this Elected Official receive any additional perks not already covered in this survey?
<b>Bloomfield Township</b>	<b>Township Treasurer</b>	<b>2080</b>	<b>\$139,795</b>	<b>\$0</b>	<b>Same health, 401A plan, PTO, RHS</b>	<b>Automobile</b>
Canton Township	Township Treasurer	2080	\$99,586	\$0	Yes	No
City of Auburn Hills	Treasurer/Finance Director	2080	\$102,262	\$0	No	No
City of Birmingham	City Treasurer	2080	\$117,464	\$0	Yes	Cell phone
City of Farmington Hills	Finance Director/Treasurer (showing Pay Range Midpoint)	2080	\$107,500	\$0	No	No
City of Novi	Treasurer	2080	\$79,121	\$0	Yes	No
City of Rochester Hills	Deputy Treasurer	2080	\$109,768	\$0	Yes	No
City of Royal Oak	City Treasurer	2080	\$100,475	\$0	Yes	No
City of Troy	Treasurer	2080	\$98,849	\$0	No	No
Oakland County	County Treasurer	2080	\$157,893	\$0	Yes	No
Shelby Township	Township Treasurer	1950	\$85,000	\$0	Yes	No
Waterford Township	Township Treasurer	2080	\$88,721	\$0	Yes, except for retirement	No
West Bloomfield Township	Township Treasurer	1950	\$121,992	\$0	Yes	No

**Market Average     \$105,719**

Elected
Appointed



**Bloomfield Township  
Elected Official Data**

**Township Trustee**

Peer	Matching Job Title	Annual Hours	Rate of Pay	Additional Direct Compensation	Does this Elected Official receive the same benefits (medical, dental, retirement, insurances, etc.) as general employees?	Does this Elected Official receive any additional perks not already covered in this survey?
<b>Bloomfield Township</b>	<b>Township Trustee</b>	<b>24 meetings</b>	<b>\$4,800</b>	<b>\$0</b>	<b>No</b>	<b>No</b>
Canton Township	Trustee	24 meetings	\$12,000	\$0	No	No
City of Auburn Hills	City Councilperson	24 meetings	\$7,500	\$0	No	No
City of Birmingham	City Commissioner	24 meetings	\$2,880	\$0	No	No
City of Farmington Hills	City Council	24 meetings	\$7,200	\$0	No	No
City of Novi	City Councilperson	24 meetings	\$9,000	\$0	No	No
City of Rochester Hills	City Council	24 meetings	\$6,600	\$0	No	No
City of Royal Oak	City Commission Member	24 meetings	\$11,520	\$0	No	No
City of Troy	City Council	24 meetings	\$2,100	\$0	No	No
Oakland County	Could not verify match					
Shelby Township	Township Trustee	24 meetings	\$12,000	\$75 per meeting for additional Public Works meetings	No	No
Waterford Township	Township Trustee	24 meetings	\$12,000	\$0	No	No
West Bloomfield Township	Trustee	24 meetings	\$8,180	\$0	No	No
<b>Market Average</b>			<b>\$8,271</b>			

# | Appendix E – Staffing Survey



## Bloomfield Township, MI 2020 Staffing Survey

Instructions: Please fill out each section below, enter N/A in first line of table if services are not provided by your organization. The due date is **Friday, June 5<sup>th</sup>**. Segal will provide each participant with an overview of the results.

When complete, please submit to Cristy Reetz at [creetz@segalco.com](mailto:creetz@segalco.com) along with any department org charts you have available. If you have questions, please reach out to Cristy at the email above or at 469-503-9506

Thank you for your time and effort in this process, it is appreciated by Bloomfield Township.

<u>General Statistics for Township, City, or County</u>	
<b>Organization Name:</b>	Click or tap here to enter text.
<b>Contact Person:</b>	Click or tap here to enter text.
<b>Contact Person Phone Number:</b>	Click or tap here to enter text.
<b>FY15 Turnover Rate:</b>	Click or tap here to enter text.
<b>FY16 Turnover Rate:</b>	Click or tap here to enter text.
<b>FY17 Turnover Rate:</b>	Click or tap here to enter text.
<b>FY18 Turnover Rate:</b>	Click or tap here to enter text.
<b>FY19 Turnover Rate:</b>	Click or tap here to enter text.

### Direct Resident Services

<u>Senior Center Services Statistics</u>	
<b>Total FTEs supporting Senior Services:</b>	Click or tap here to enter text.
<b>Age range of Adult Day Service participants served:</b>	Click or tap here to enter text.
<b>Current number of Adult Day Service participants:</b>	Click or tap here to enter text.
<b>Percentage of residents receiving services:</b>	Click or tap here to enter text.
<b>Total square footage of Senior Center building:</b>	Click or tap here to enter text.
<b>Is there a fitness center:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Is there a pool:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>



## Bloomfield Township, MI 2020 Staffing Survey

<b>Cable Channel Services Statistics</b>	
<b>Total FTEs performing Cable Channel services:</b>	Click or tap here to enter text.
<b>Number of cable shows produced in 2019:</b>	Click or tap here to enter text.
<b>Number of community-based programs produced in 2019:</b>	Click or tap here to enter text.

<b>Election Services Statistics</b>	
<b>Total FTEs performing Election services:</b>	Click or tap here to enter text.
<b>Number of registered voters in 2016:</b>	Click or tap here to enter text.
<b>Percent of voter turnout in last general election (2016):</b>	Click or tap here to enter text.
<b>Number of elections in 2019:</b>	Click or tap here to enter text.
<b>Number of precincts in 2019:</b>	Click or tap here to enter text.

<b>Clerk's Office Services Statistics</b>	
<b>Total FTEs performing Clerk's Office services:</b>	Click or tap here to enter text.
<b>Number of meetings of boards, committees in 2019:</b>	Click or tap here to enter text.
<b>Number of FOIA requests in 2019:</b>	Click or tap here to enter text.
<b>Number of passport requests in 2019:</b>	Click or tap here to enter text.
<b>Number of Notary service requests in 2019:</b>	Click or tap here to enter text.

### Public Safety Services

<b>911 Call Center Statistics</b>	
<b>Total FTEs supporting the 911 call center services:</b>	Click or tap here to enter text.
<b>Police call volume in 2019:</b>	Click or tap here to enter text.
<b>Fire/EMS call volume in 2019:</b>	Click or tap here to enter text.
<b>Average response time to Police 911 calls in 2019:</b>	Click or tap here to enter text.
<b>Average response time to Fire/EMS calls in 2019:</b>	Click or tap here to enter text.

## Bloomfield Township, MI 2020 Staffing Survey



<u>Police Statistics</u>	
<b>Total FTEs performing sworn Police duties:</b>	Click or tap here to enter text.
<b>Number of multi-jurisdictional task forces members of:</b>	Click or tap here to enter text.
<b>Annual Violent Crime Rates (indicate per population used to determine) in 2019:</b>	Click or tap here to enter text.
<b>Annual Property Crime Rates (indicate per population used to determine) in 2019:</b>	Click or tap here to enter text.
<b>Does your jurisdiction have K-9 units/officers:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>

<u>Fire Services Statistics</u>	
<b>Current FTEs performing sworn Fire/EMS duties:</b>	Click or tap here to enter text.
<b>Volume of actual fire related calls in 2019:</b>	Click or tap here to enter text.
<b>Volume of medical related calls in 2019:</b>	Click or tap here to enter text.
<b>Volume of other service calls in 2019:</b>	Click or tap here to enter text.
<b>Current FTEs supporting Fire inspection services:</b>	Click or tap here to enter text.
<b>Number of fire inspections performed in 2019:</b>	Click or tap here to enter text.

### Public Works Services

<u>Maintenance Statistics</u>	
<b>Total FTEs performing Public Works services (maintenance):</b>	Click or tap here to enter text.
<b>Current number of vehicles and equipment maintained:</b>	Click or tap here to enter text.
<b>Miles of road maintained:</b>	Click or tap here to enter text.
<b>Miles of safety paths maintained:</b>	Click or tap here to enter text.
<b>Number of facilities maintained:</b>	Click or tap here to enter text.
<b>Miles of water and sewer lines maintained:</b>	Click or tap here to enter text.
<b>Number of pump stations maintained:</b>	Click or tap here to enter text.

## Bloomfield Township, MI 2020 Staffing Survey



<u>Engineering and Environmental Service (Water &amp; Sewer) Statistics</u>	
<b>Total FTEs performing plan reviews:</b>	Click or tap here to enter text.
<b>Number of Building plans reviewed in 2019:</b>	Click or tap here to enter text.
<b>Number of Water and Sewer lines reviewed in 2019:</b>	Click or tap here to enter text.

<u>Planning, Building, and Ordinance Services Statistics</u>	
<b>Total FTEs performing inspections (not fire related):</b>	Click or tap here to enter text.
<b>Number of inspections for building, mechanical, plumbing, and electrical in 2019:</b>	Click or tap here to enter text.
<b>Average response time to requests for inspections in 2019:</b>	Click or tap here to enter text.
<b>Number of zoning appeals in 2019:</b>	Click or tap here to enter text.
<b>Number of ordinance violation actions in 2019:</b>	Click or tap here to enter text.

### Property Assessment Services

<u>Assessor Statistics</u>	
<b>Total FTEs supporting Assessor Services:</b>	Click or tap here to enter text.
<b>Total taxable Real Property in 2019:</b>	Click or tap here to enter text.
<b>Total taxable Personal Property in 2019:</b>	Click or tap here to enter text.
<b>Median taxable Real Property in 2019:</b>	Click or tap here to enter text.
<b>Median taxable Personal Property in 2019:</b>	Click or tap here to enter text.
<b>Total assessed Real Property in 2019:</b>	Click or tap here to enter text.
<b>Total assessed Personal Property in 2019:</b>	Click or tap here to enter text.
<b>Median assessed Real Property in 2019:</b>	Click or tap here to enter text.
<b>Median assessed Personal Property in 2019:</b>	Click or tap here to enter text.
<b>Assessed value growth from 2019:</b>	Click or tap here to enter text.
<b>Percent of community that is Residential in 2019:</b>	Click or tap here to enter text.
<b>Number of appeals processed in 2019:</b>	Click or tap here to enter text.



## Bloomfield Township, MI 2020 Staffing Survey

### Internal Services

<b>Information Technology Statistics</b>	
<b>Total FTEs supporting IT Services:</b>	Click or tap here to enter text.
<b>Current number of devices under management:</b>	Click or tap here to enter text.
<b>Annual number of service requests:</b>	Click or tap here to enter text.
<b>Annual number of user requests:</b>	Click or tap here to enter text.
<b>Current number of end users:</b>	Click or tap here to enter text.

<b>Accounting Services Statistics</b>	
<b>Total FTEs supporting Accounting/Finance services:</b>	Click or tap here to enter text.
<b>Average number of checks issued (external vendors) in 2019:</b>	Click or tap here to enter text.
<b>Is Payroll processed internally:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Do you have a centralized accounts payable:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Average number of checks issued in 2019:</b>	Click or tap here to enter text.
<b>Current number of governmental, proprietary, and fiduciary funds in 2019:</b>	Click or tap here to enter text.
<b>FY19 General fund budget:</b>	Click or tap here to enter text.
<b>FY19 Public Safety fund budget:</b>	Click or tap here to enter text.

## Bloomfield Township, MI 2020 Staffing Survey



<u>Human Resources Services Statistics</u>	
<b>Total FTEs supporting Human Resources services:</b>	Click or tap here to enter text.
<b>Indicate which of the functions below, your HR staff performs:</b>	
<b>Labor relations:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Benefits:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Recruitment:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Employee relations:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Training and Development:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Onboarding:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Metrics:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Compensation:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>

<u>Treasurer's Office Services Statistics</u>	
<b>Total FTEs supporting Treasurer's Office services:</b>	Click or tap here to enter text.
<b>Total tax revenue collected in 2019:</b>	Click or tap here to enter text.
<b>Total utility bill revenue collected in 2019:</b>	Click or tap here to enter text.
<b>Annual operational cash flow managed in 2019:</b>	Click or tap here to enter text.
<b>Current long-term obligations managed in 2019:</b>	Click or tap here to enter text.

<u>Township Supervisor/Mayor/City Manager/County Executive's Office Statistics</u>	
<b>Is there a full-time assistant or deputy supervisor/mayor/manager:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>If yes, how many hours per week does the supervisor/mayor work:</b>	Click or tap here to enter text.
<b>Is there a full-time general counsel (Ex. City Attorney) on staff:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>



# Appendix F – Staffing Analysis Responses

**Bloomfield Township  
2020 Staffing Study**

**Turnover Statistics**

<b>Peer</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>	<b>FY18</b>	<b>FY19</b>
City of Auburn Hills	NA	NA	NA	NA	2.4%
City of Farmington Hills	0.7%	0.0%	0.0%	0.0%	0.0%
City of Novi	8.7%	10.2%	7.3%	6.1%	9.1%
City of Rochester Hills	8.9%	7.8%	5.7%	7.6%	4.0%
City of Troy	2.0%	1.0%	3.3%	2.7%	2.5%
Oakland County	7.6%	7.6%	7.9%	7.5%	7.7%
West Bloomfield Township	5.3%	7.5%	7.7%	6.7%	9.2%
<b>High</b>	<b>8.9%</b>	<b>10.2%</b>	<b>7.9%</b>	<b>7.6%</b>	<b>9.2%</b>
<b>Low</b>	<b>0.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Average</b>	<b>5.5%</b>	<b>5.7%</b>	<b>5.3%</b>	<b>5.1%</b>	<b>5.0%</b>
<b>Bloomfield Township</b>	<b>0.7%</b>	<b>1.0%</b>	<b>3.3%</b>	<b>1.3%</b>	<b>2.0%</b>

**Bloomfield Township  
2020 Staffing Study**

**Senior Services**

<b>Peer</b>	<b>FTEs</b>	<b>Age of Adult Day Care Participants</b>	<b># of Adult Day Care Participants</b>	<b>% of Residents Receiving Service</b>	<b>Sq. Footage of Sr. Center Building</b>	<b>Fitness Center</b>	<b>Pool</b>
City of Auburn Hills	3	Age 50+	Not Available	18%	Community Center shared with other Departments	Yes	No
City of Farmington Hills	4	Age 50+	Not Available	Not Available	Parks Buildings Used for Groups and Gatherings	No	Yes
City of Novi	NA	NA	NA	NA	NA	NA	NA
City of Rochester Hills	NA	NA	NA	NA	NA	NA	NA
City of Troy	2	Age 50+	Not Available	Not Available	Community Center shared with other Departments	Yes	Yes
Oakland County	NA	NA	NA	NA	NA	NA	NA
West Bloomfield Township	NA	NA	NA	NA	NA	NA	NA
<b>High</b>	<b>4</b>	<b>Age 50+</b>	<b>NA</b>	<b>NA</b>	<b>Communal Facilities</b>	<b>2</b>	<b>2</b>
<b>Low</b>	<b>2</b>	<b>Age 50+</b>	<b>NA</b>	<b>NA</b>	<b>Communal Facilities</b>	<b>2</b>	<b>2</b>
<b>Average</b>	<b>3</b>	<b>Age 50+</b>	<b>NA</b>	<b>NA</b>	<b>Communal Facilities</b>	<b>2</b>	<b>2</b>
<b>Bloomfield Township</b>	<b>8</b>	<b>Age 50+</b>	<b>17</b>	<b>20.0%</b>	<b>24,000</b>	<b>Yes</b>	<b>Yes</b>

FTEs included are the Full Time staff. Senior Services employs many Part Time staff with varying workweek hours.

**Bloomfield Township  
2020 Staffing Study**

**Cable**

<b>Peer</b>	<b>FTEs</b>	<b># of Cable Shows Produced in 2019</b>	<b># of Community Based Programs Produced in 2019</b>
City of Auburn Hills	NA	NA	NA
City of Farmington Hills	NA	NA	NA
City of Novi	NA	NA	NA
City of Rochester Hills	2	114	20
City of Troy	NA	NA	NA
Oakland County	NA	NA	NA
West Bloomfield Township	NA	NA	NA
<b>High</b>	<b>2</b>	<b>114</b>	<b>20</b>
<b>Low</b>	<b>2</b>	<b>114</b>	<b>20</b>
<b>Average</b>	<b>2</b>	<b>114</b>	<b>20</b>
<b>Bloomfield Township</b>	<b>7</b>	<b>702</b>	<b>702 (all shows are community based)</b>

The City of Auburn Hills does not produce content, they only air council meetings.

**Bloomfield Township  
2020 Staffing Study**

**Election Services**

<b>Peer</b>	<b>FTEs</b>	<b># Registered Voters in 2016</b>	<b>Registered Voters per FTE</b>	<b>% of Voter Turnout in 2016 General Election</b>	<b># of Elections in 2019</b>	<b># of Precincts in 2019</b>
City of Auburn Hills	2	14,176	7,088	67%	1	9
City of Farmington Hills	6	61,260	10,210	74%	2	27
City of Novi	5	39,706	7,941	76%	2	22
City of Rochester Hills	7	52,553	7,508	76%	2	32
City of Troy	5	58,458	11,692	74%	2	31
Oakland County	Removed from Analysis					
West Bloomfield Township	6	51,331	8,555	76%	3	25
<b>High</b>	<b>7</b>	<b>NA</b>	<b>11,692</b>	<b>76%</b>	<b>3</b>	<b>32</b>
<b>Low</b>	<b>2</b>	<b>NA</b>	<b>7,088</b>	<b>67%</b>	<b>1</b>	<b>9</b>
<b>Average</b>	<b>5</b>	<b>NA</b>	<b>8,832</b>	<b>74%</b>	<b>2</b>	<b>24</b>
<b>Bloomfield Township</b>	<b>5</b>	<b>35,212</b>	<b>7,042</b>	<b>79%</b>	<b>2</b>	<b>32</b>

The City of Auburn Hills employs 2 additional Election employees on election day only.  
Oakland County not comparable to Cities and Townships.

**Bloomfield Township  
2020 Staffing Study**

**Clerk's Office**

<b>Peer</b>	<b>FTEs</b>	<b># of Meetings of Boards &amp; Committees in 2019</b>	<b>Meetings per FTE</b>	<b># of FOIA Requests in 2019</b>	<b>FOIAs per FTE</b>	<b># of Passport Requests in 2019</b>	<b>Passport Requests per FTE</b>	<b># of Notary Service Requests in 2019</b>	<b>Notary Services per FTE</b>
City of Auburn Hills	2	83	42	196	98	NA	NA	72	36
City of Farmington Hills	6	202	34	263	44	425	71	NA	NA
City of Novi	5	Unknown	NA	214	43	887	177	Not Tracked	NA
City of Rochester Hills	7	109	16	366	52	1,257	180	79	11
City of Troy	5	135	27	300	60	700	140	325	65
Oakland County	NA	NA	NA	NA	NA	NA	NA	NA	NA
West Bloomfield Township	6	107	18	428	71	1,363	227	59	10
<b>High</b>	<b>7</b>	<b>NA</b>	<b>42</b>	<b>NA</b>	<b>98</b>	<b>NA</b>	<b>227</b>	<b>NA</b>	<b>65</b>
<b>Low</b>	<b>2</b>	<b>NA</b>	<b>16</b>	<b>NA</b>	<b>43</b>	<b>NA</b>	<b>71</b>	<b>NA</b>	<b>10</b>
<b>Average</b>	<b>5</b>	<b>NA</b>	<b>27</b>	<b>NA</b>	<b>61</b>	<b>NA</b>	<b>159</b>	<b>NA</b>	<b>31</b>
<b>Bloomfield Township</b>	<b>5</b>	<b>90</b>	<b>18</b>	<b>767</b>	<b>153</b>	<b>1,087</b>	<b>217</b>	<b>192</b>	<b>38</b>

The City of Auburn Hills FOIA count does not include Police FOIAs.

**Bloomfield Township  
2020 Staffing Study**

**911 Call Center**

Peer	FTEs	Police Call Volume in 2019	Police Calls per FTE	Fire-EMS Call Volume in 2019	Fire-EMS Calls per FTE	Total 911 Calls	Total 911 Calls per FTE	Avg Police 911 Response Time in 2019	Avg Fire-EMS 911 Response Time in 2019
City of Auburn Hills	OCSO staff	25,647	NA	2,799	NA	28,446	NA	04:58	06:25
City of Farmington Hills	19	36,731	1,985	10,383	561	49,099	2,654	06:36	04:37
City of Novi	12	84,353	7,029	9,159	763	100,541	8,378	04:32	05:04
City of Rochester Hills	OCSO staff	OCSO staff	NA	7,484	NA	7,484	NA	OCSO staff	05:08
City of Troy	19	45,180	2,378	9,188	484	56,746	2,987	NA	05:31
Oakland County	Removed from Analysis								
West Bloomfield Township	14	32,603	2,329	8,787	628	43,719	3,123	08:25	07:11
<b>High</b>	<b>19</b>	<b>NA</b>	<b>7,029</b>	<b>NA</b>	<b>763</b>	<b>NA</b>	<b>8,378</b>	<b>08:25</b>	<b>07:11</b>
<b>Low</b>	<b>12</b>	<b>NA</b>	<b>1,985</b>	<b>NA</b>	<b>484</b>	<b>NA</b>	<b>2,654</b>	<b>04:32</b>	<b>04:37</b>
<b>Average</b>	<b>16</b>	<b>NA</b>	<b>3,430</b>	<b>NA</b>	<b>609</b>	<b>NA</b>	<b>4,285</b>	<b>06:08</b>	<b>05:39</b>
<b>Bloomfield Township</b>	<b>13</b>	<b>61,113</b>	<b>4,701</b>	<b>11,641</b>	<b>895</b>	<b>77,455</b>	<b>5,958</b>	<b>04:25</b>	<b>05:01</b>

The City of Auburn Hills' Fire-EMS calls consisted of 94 fire incidents and 2,705 medical incidents with 2,747 patients. Fire/EMS response times varied as follows: Priority medical calls: 6:35; Non-priority medical calls: 7:40; Priority fire calls 6:25; and non-priority fire calls: 7:04.

The City of Troy had 7,931 EMS and 1,257 Fire calls in 2019.

**Bloomfield Township  
2020 Staffing Study**

**Police Statistics**

<b>Peer</b>	<b>FTEs</b>	<b># of Multi-Jurisdictional Task Forces Members</b>	<b>Annual Violent Crime Rate in 2019 (per 1,000)</b>	<b>Annual Property Crime Rate in 2019 (per 1,000)</b>	<b>K-9 Unit</b>
City of Auburn Hills	52	3	0.4%	2.2%	No
City of Farmington Hills	91	NA	0.1%	1.2%	Yes
City of Novi	70	5	0.1%	0.5%	Yes
City of Rochester Hills	NA	NA	NA	NA	NA
City of Troy	102	10	0.1%	1.3%	Yes
Oakland County	Removed from analysis				Yes
West Bloomfield Township	77	7	0.1%	0.5%	Yes
<b>High</b>	<b>102</b>	<b>10</b>	<b>0.4%</b>	<b>2.2%</b>	<b>5</b>
<b>Low</b>	<b>52</b>	<b>3</b>	<b>0.1%</b>	<b>0.5%</b>	<b>5</b>
<b>Average</b>	<b>78</b>	<b>6.25</b>	<b>0.1%</b>	<b>1.1%</b>	<b>5</b>
<b>Bloomfield Township</b>	<b>61</b>	<b>4</b>	<b>0.4%</b>	<b>0.7%</b>	<b>Yes</b>

City of Auburn Hills task forces include FBI Violent Crime, Narcotics Team, and Special Investigations.  
City of Farmington Hills has 75 Officers, 21 Command, and 5 General employees.



**Bloomfield Township  
2020 Staffing Study**

**Fire Services Statistics**

<b>Peer</b>	<b># Sworn Fire FTEs</b>	<b>Volume of Actual Fire Calls in 2019</b>	<b>Fire calls per FTE</b>	<b>Volume of Medical Calls in 2019</b>	<b>Medical Calls per FTE</b>	<b>Volume of Other Service Calls in 2019</b>	<b>Other Service Calls per FTE</b>	<b># Fire Inspection Service FTEs</b>	<b># of Fire Inspections Performed in 2019</b>	<b>Fire Inspections per FTE</b>
City of Auburn Hills	25	94	4	2,705	108	274	11	2	866	433
City of Farmington Hills	59	135	2	6,572	111	NA	NA	5	1,332	266
City of Novi	26	84	3	4,618	178	3,525	136	27	3,874	143
City of Rochester Hills	47	102	2	6,183	132	1,001	21	6	532	89
City of Troy	11	149	14	48	4	1,257	114	11	1,434	130
Oakland County	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
West Bloomfield Township	95	105	1	5,750	61	2,895	30	3	1,598	533
<b>High</b>	<b>95</b>	<b>NA</b>	<b>14</b>	<b>NA</b>	<b>178</b>	<b>NA</b>	<b>136</b>	<b>NA</b>	<b>NA</b>	<b>533</b>
<b>Low</b>	<b>11</b>	<b>NA</b>	<b>1</b>	<b>NA</b>	<b>4</b>	<b>NA</b>	<b>11</b>	<b>NA</b>	<b>NA</b>	<b>89</b>
<b>Average</b>	<b>44</b>	<b>NA</b>	<b>4</b>	<b>NA</b>	<b>99</b>	<b>NA</b>	<b>63</b>	<b>NA</b>	<b>NA</b>	<b>266</b>
<b>Bloomfield Township</b>	<b>53</b>	<b>131</b>	<b>2</b>	<b>2,463</b>	<b>46</b>	<b>1,664</b>	<b>31</b>	<b>3</b>	<b>2,616</b>	<b>872</b>

City of Auburn Hills fire service personnel consists of 25 sworn FTE Firefighters / with an additional 10 Paid on Call and Part-Time. They had 129 Burn Complaints and 145 Public Education Incidents/Events.

**Bloomfield Township  
2020 Staffing Study**

**Maintenance Statistics**

Peer	FTEs	# of Vehicles and Equipment Maintained	Equipment Maintained per FTE	Miles of Road Maintained	Miles of Roads Maintained per FTE	Miles of Safety Paths Maintained per FTE	Miles of Safety Paths Maintained per FTE	# of Facilities Maintained	Facilities Maintained per FTE	Miles of Water and Sewer Lines Maintained	Miles of W/S Lines Maintained per FTE	# of Pump Stations Maintained
City of Auburn Hills	44	275	6	90	2	120	3	40	0.9	300	7	4
City of Farmington Hills	38	445	12	299	8	135	4	17	0.4	452	12	15
City of Novi	40	315	8	425	11	293	7	19	0.5	645	16	20
City of Rochester Hills	49	250	5	267	5	98	2	29	0.6	768	16	6
City of Troy	63	384	6	392	6	514	8	53	0.8	1079	17	7
Oakland County	Removed from Analysis											
West Bloomfield Township	18	32	2	NA	NA	70	4	NA	NA	366	20	23
<b>High</b>	<b>63</b>	<b>NA</b>	<b>12</b>	<b>NA</b>	<b>11</b>	<b>NA</b>	<b>8</b>	<b>NA</b>	<b>0.9</b>	<b>NA</b>	<b>20</b>	<b>NA</b>
<b>Low</b>	<b>18</b>	<b>NA</b>	<b>2</b>	<b>NA</b>	<b>2</b>	<b>NA</b>	<b>2</b>	<b>NA</b>	<b>0.4</b>	<b>NA</b>	<b>7</b>	<b>NA</b>
<b>Average</b>	<b>42</b>	<b>NA</b>	<b>6</b>	<b>NA</b>	<b>6</b>	<b>NA</b>	<b>5</b>	<b>NA</b>	<b>0.7</b>	<b>NA</b>	<b>15</b>	<b>NA</b>
<b>Bloomfield Township</b>	<b>40.5</b>	<b>300</b>	<b>7</b>	<b>213</b>	<b>5</b>	<b>76</b>	<b>2</b>	<b>14</b>	<b>0.3</b>	<b>500</b>	<b>12</b>	<b>11</b>

The City of Auburn Hills maintains 300 miles of main, 180 miles of water, and 120 miles of sewer.  
The City of Farmington Hills contracts out WM, Fleet & Roads/Drains, and W&S. They maintain 329 miles of sanitary sewers maintained, but do not include storm sewers.  
West Bloomfield Township maintains 366 miles of Water main and 335 miles of sewer.  
Bloomfield Township maintains 11 pump stations, 10 pressure regulating valves, and 5 main water connections to the GLWA System.  
The City of Troy maintains 544 miles of water mains and 535 miles of sewer lines.  
The City of Novi maintains 360 miles water main and 285 miles of sanitary sewer and 8 sanitary sewer pump stations and 2 water booster stations.

**Bloomfield Township  
2020 Staffing Study**

**Engineering and Environmental Service (Water & Sewer) Statistics**

<b>Peer</b>	<b>FTEs doing Plan Reviews</b>	<b>Building Plans Reviewed in 2019</b>	<b>Building Reviews per FTE</b>	<b># of Water and Sewer Lines Reviewed in 2019</b>	<b>W/S Line Reviews per FTE</b>
City of Auburn Hills	1.5	264	176	67	45
City of Farmington Hills	NA	NA	NA	NA	NA
City of Novi	5	121	24.2	27	5
City of Rochester Hills	3	50	17	300	100
City of Troy	2	55	27.5	55	28
Oakland County	Removed from Analysis				
West Bloomfield Township	8	1018	127.25	159	20
<b>High</b>	<b>8</b>	<b>NA</b>	<b>176</b>	<b>NA</b>	<b>100</b>
<b>Low</b>	<b>2</b>	<b>NA</b>	<b>17</b>	<b>NA</b>	<b>5</b>
<b>Average</b>	<b>4</b>	<b>NA</b>	<b>74</b>	<b>NA</b>	<b>39</b>
<b>Bloomfield Township</b>	<b>2</b>	<b>504</b>	<b>252</b>	<b>96</b>	<b>48</b>

Bloomfield Township has the following statistics: Residential & Commercial Building Permit Application Reviews: 2 FTEs; Planning Commission Submittals/Design Review Board/ZBA: 2 FTEs; ROW Permit Applications: 1 FTE. They performed the following reviews: 181 Residential & Commercial Building Plan Reviews; 96 Tree Permit Reviews; 1 ZBA; 15 DRB; 16 Planning Commission, 14 NFS, 7 Soil Fill, 0 Lot Split, and 195 ROW permits.

**Bloomfield Township  
2020 Staffing Study**

**Planning, Building, and Ordinance Services Statistics**

<b>Peer</b>	<b># FTEs performing Inspections (Not Fire Related)</b>	<b># of Inspections for Building, Mechanical, Plumbing, and Electrical in 2019</b>	<b>Inspections per FTE</b>	<b>Average Response Time to Request for Inspection in 2019</b>	<b># of Zoning Appeals in 2019</b>	<b>Zoning Appeals per FTE</b>	<b># of Ordinance Violation Actions in 2019</b>	<b>Ordinance Violations per FTE</b>
City of Auburn Hills	5	6,623	1,325	24 hours	3	1	722	144
City of Farmington Hills	4	2,323	581	24 hours	NA	NA	NA	NA
City of Novi	8	18,704	2,338	24 hours	58	7	61	8
City of Rochester Hills	7	13,173	2,027	24 hours	8	1	1,774	273
City of Troy	9.5	16,602	1,748	24 hours	22	2	3,002	316
Oakland County	NA	NA	NA	NA	NA	NA	NA	NA
West Bloomfield Township	5	13,570	2,714	1 to 2 days	49	10	1,509	302
<b>High</b>	<b>10</b>	<b>NA</b>	<b>2,714</b>	<b>NA</b>	<b>NA</b>	<b>10</b>	<b>NA</b>	<b>316</b>
<b>Low</b>	<b>4</b>	<b>NA</b>	<b>581</b>	<b>NA</b>	<b>NA</b>	<b>1</b>	<b>NA</b>	<b>8</b>
<b>Average</b>	<b>6</b>	<b>NA</b>	<b>1,789</b>	<b>24 Hours</b>	<b>NA</b>	<b>4</b>	<b>NA</b>	<b>209</b>
<b>Bloomfield Township</b>	<b>10</b>	<b>13,141</b>	<b>1,314</b>	<b>24 hours</b>	<b>189</b>	<b>19</b>	<b>5,405</b>	<b>541</b>

The City of Auburn Hills performed the following inspections: Building – 3,542; Mechanical – 1,227; Plumbing – 717; Electrical - 1,137.

City of Farmington Hills recorded 2,147 abatements as their number of Zoning Appeals.

Bloomfield Township performed the following inspections: Building – 4,483; Mechanical – 3,191; Plumbing – 1,868; Electrical – 3,599. The following ordinance violation actions took place: 91 tickets; 92 ordinance permits; 471 sign violations; and 8,336 inspections.

**Bloomfield Township  
2020 Staffing Study**

**Assessor Statistics**

Peer	FTEs Supporting Assessor Services	Total Taxable Real Property in 2019	Total Taxable Personal Property in 2019	Median Taxable Real Property in 2019	Median Taxable Personal Property in 2019	Total Assessed Real Property in 2019	Total Assessed Personal Property in 2019	Total Combined Assessed Real and Personal Property	Median Assessed Real Property in 2019	Median Assessed Personal Property in 2019	Assessed Value Growth in 2019	% of Community that is Residential in 2019	# of Appeals Processed in 2019
City of Auburn Hills	5	\$1,454,241,980	\$251,087,750	\$218,485	\$141,537	\$1,795,796,000	\$251,103,110	\$2,046,899,110	\$269,760	\$141,466	5.61%	23.43%	27
City of Farmington Hills	6.5	\$3,252,012,940	\$207,556,420	\$116,589	\$60,301	\$4,200,046,700	\$207,559,680	\$4,407,606,380	\$150,577	\$60,302	6.30%	74.30%	NA
City of Novi	5	\$3,766,718,021	\$267,043,190	Unable to provide	Unable to provide	\$4,674,618,250	\$278,747,760	\$4,953,366,010	Unable to provide	Unable to provide	NA	70.00%	25
City of Rochester Hills	7	\$3,476,951,670	\$156,018,590	\$134,776	\$73,942	\$4,307,472,200	\$156,018,590	\$4,463,490,790	\$166,969	\$73,942	5.83%	83.00%	7
City of Troy	7	\$4,709,812,800	\$386,182,310	\$161,146	\$64,763	\$6,150,181,860	\$386,182,310	\$6,536,364,170	\$210,428	\$64,763	6.34%	66.50%	50
Oakland County	Removed from Analysis												
West Bloomfield Township	7	\$3,651,303,500	\$74,716,860	\$106,715	NA	\$4,591,312,900	\$74,716,860	\$4,666,029,760	\$140,810	NA	15.30%	93.00%	50
<b>High</b>	<b>7</b>	<b>\$4,709,812,800</b>	<b>\$386,182,310</b>	<b>\$218,485</b>	<b>\$141,537</b>	<b>\$6,150,181,860</b>	<b>\$386,182,310</b>	<b>\$6,536,364,170</b>	<b>\$269,760</b>	<b>\$141,466</b>	<b>15.30%</b>	<b>93.00%</b>	<b>50</b>
<b>Low</b>	<b>5</b>	<b>\$1,454,241,980</b>	<b>\$74,716,860</b>	<b>\$106,715</b>	<b>\$60,301</b>	<b>\$1,795,796,000</b>	<b>\$74,716,860</b>	<b>\$1,870,512,860</b>	<b>\$140,810</b>	<b>\$60,302</b>	<b>5.61%</b>	<b>23.43%</b>	<b>7</b>
<b>Average</b>	<b>6</b>	<b>\$3,385,173,485</b>	<b>\$223,767,520</b>	<b>\$147,542</b>	<b>\$85,136</b>	<b>\$4,286,571,318</b>	<b>\$225,721,385</b>	<b>\$4,512,292,703</b>	<b>\$187,709</b>	<b>\$85,118</b>	<b>7.88%</b>	<b>68.37%</b>	<b>32</b>
<b>Bloomfield Township</b>	<b>5</b>	<b>\$3,944,876,280</b>	<b>\$83,197,310</b>	<b>\$231,545</b>	<b>\$24,115</b>	<b>\$5,118,417,820</b>	<b>\$83,197,310</b>	<b>\$5,201,615,130</b>	<b>\$319,275</b>	<b>\$24,115</b>	<b>6.43%</b>	<b>90.00%</b>	<b>45</b>

City of Auburn Hills percentage of residential community is 23.43% Assessed Value and 68.77% by Parcel account.  
City of Farmington Hills percentage of residential community is 74.3% Assessed value and 94.9% by parcel account.  
West Bloomfield Township's assessed value growth in 2019 is broken out as follows: Commercial-8.10%; Industrial-1.33%; Residential-4.86%; Personal-1.01%.

**Information Technology Statistics**

Peer	FTEs	# of Devices under Management	Devices per FTE	Annual Service Requests	Service Requests per FTE	Annual User Requests	User Requests per FTE	Current End Users	End Users per FTE
City of Auburn Hills	NA	NA	NA	NA	NA	NA	NA	NA	NA
City of Farmington Hills	6	1,000	167	1,000	167	1,500	250	650	108
City of Novi	8	462	58	4,170	521	Not Tracked	NA	509	64
City of Rochester Hills	6	589	98	NA	NA	NA	NA	285	48
City of Troy	10	899	93	3,010	310	3,200	330	660	68
Oakland County	153	18,850	123	35,400	231	12,500	82	9,500	62
West Bloomfield Township	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>High</b>	<b>153</b>	<b>NA</b>	<b>167</b>	<b>NA</b>	<b>521</b>	<b>NA</b>	<b>330</b>	<b>NA</b>	<b>108</b>
<b>Low</b>	<b>6</b>	<b>NA</b>	<b>58</b>	<b>NA</b>	<b>167</b>	<b>NA</b>	<b>82</b>	<b>NA</b>	<b>48</b>
<b>Average</b>	<b>37</b>	<b>NA</b>	<b>108</b>	<b>NA</b>	<b>307</b>	<b>NA</b>	<b>221</b>	<b>NA</b>	<b>70</b>
<b>Bloomfield Township</b>	<b>4</b>	<b>1,354</b>	<b>339</b>	<b>NA</b>	<b>NA</b>	<b>9,880</b>	<b>2,470</b>	<b>316</b>	<b>79</b>

The City of Auburn Hills contracts out their IT function.

**Bloomfield Township  
2020 Staffing Study**

**Accounting Services Statistics**

Peer	FTEs	Average # of Checks Issued in 2019	Checks per FTE	Payroll Processed Internally	Centralized AP	# of Governmental, Proprietary, and Fiduciary funds in 2019	FY19 General Fund Budget	General Budget per FTEs	FY19 Public Safety Budget	Public Safety Budget per FTEs	Total Budget Values	Total Budget per FTE
City of Auburn Hills	7	19,633	2,805	Yes	No	18	\$30,900,000	\$4,414,286	Included in General Fund Budget	NA	\$35,314,286	\$5,044,898
City of Farmington Hills	9	6,083	676	Yes	Yes	27	\$53,902,987	\$5,989,221	\$21,249,573	\$2,361,064	\$81,141,781	\$9,015,753
City of Novi	6	6,930	1,155	Yes	Yes	27	\$34,815,376	\$5,802,563	Included in General Fund Budget	NA	\$40,617,939	\$6,769,656
City of Rochester Hills	11	3,175	289	Yes	Yes	31	\$38,000,000	\$3,454,545	\$24,200,000	\$2,200,000	\$65,654,545	\$5,968,595
City of Troy	6	9,460	1,577	Yes	Yes	NA	\$65,859,920	\$10,976,653	Included in General Fund Budget	NA	\$76,836,573	\$12,806,096
Oakland County	Removed from Analysis			Yes	Yes	NA	Removed from Analysis					
West Bloomfield Township	7	4,250	607	Yes	Yes	37	\$14,430,586	\$2,061,512	\$34,427,447	\$4,918,207	\$50,919,545	\$7,274,221
<b>High</b>	<b>11</b>	<b>NA</b>	<b>2,805</b>	<b>NA</b>	<b>NA</b>	<b>37</b>	<b>NA</b>	<b>\$10,976,653</b>	<b>NA</b>	<b>\$4,918,207</b>	<b>NA</b>	<b>\$12,806,096</b>
<b>Low</b>	<b>6</b>	<b>NA</b>	<b>289</b>	<b>NA</b>	<b>NA</b>	<b>18</b>	<b>NA</b>	<b>\$2,061,512</b>	<b>NA</b>	<b>\$2,200,000</b>	<b>NA</b>	<b>\$5,044,898</b>
<b>Average</b>	<b>7</b>	<b>NA</b>	<b>1,185</b>	<b>7</b>	<b>6</b>	<b>28</b>	<b>NA</b>	<b>\$5,449,797</b>	<b>NA</b>	<b>\$3,159,757</b>	<b>NA</b>	<b>\$7,813,203</b>
<b>Bloomfield Township</b>	<b>3</b>	<b>5,200</b>	<b>2,080</b>	<b>Yes</b>	<b>Yes</b>	<b>28</b>	<b>\$11,250,018</b>	<b>\$4,500,007</b>	<b>\$28,654,126</b>	<b>\$11,461,650</b>	<b>\$44,404,151</b>	<b>\$17,761,660</b>

The City of Auburn Hills check counts include ACHs.

The City of Farmington Hills has 19.62 FTEs (7 in Accounting.)

The City of Rochester Hills has 8 FTEs in Accounting and 3 in Finance. They issued 2,132 AP checks, 1,043 AP EFTs. Many vendors are paid using Pcards Their general fund budget includes \$21.6M in transfers-out. Their Public Safety Budget includes \$4.8M in transfers out for fire and 60 contracts officers from the OCSO.

Bloomfield General Fund excludes transfers to Road Fund and Public Safety Fund.

**Bloomfield Township  
2020 Staffing Study**

**Human Resources Services Statistics**

<b>Peer</b>	<b># FTEs Supporting HR Services</b>	<b>Number of Services Supported</b>	<b>Services Supported per FTE</b>	<b>Labor Relations</b>	<b>Benefits</b>	<b>Recruitment</b>	<b>Employee Relations</b>	<b>Training and Development</b>	<b>Onboarding</b>	<b>Metrics</b>	<b>Compensation</b>
City of Auburn Hills	2	7	3.5	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
City of Farmington Hills	4	8	2.0	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
City of Novi	4	8	2.0	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
City of Rochester Hills	5.5	8	1.5	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
City of Troy	4	8	2.0	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Oakland County	Removed from Analysis										
West Bloomfield Township	3	8	2.7	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>High</b>	<b>5.5</b>	<b>NA</b>	<b>3.5</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Low</b>	<b>2</b>	<b>NA</b>	<b>1.5</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Average</b>	<b>4</b>	<b>NA</b>	<b>2.3</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Bloomfield Township</b>	<b>1</b>	<b>4</b>	<b>4.0</b>	<b>Yes</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>No</b>



**Treasurer's Office Services Statistics**

Peer	FTEs	Total Tax Revenue Collected in 2019	Tax Revenue per FTE	Total Utility Bill Revenue Collected in 2019	Utility Revenue per FTE	Annual Operational Cash Flow Managed in 2019	Op Cash Flow per FTE	Current Long-Term Obligations Managed in 2019	Long-Term Obligations per FTE
City of Auburn Hills	7.0	\$17,100,000	\$2,442,857	\$17,600,000	\$2,514,286	\$28,800,000	\$4,114,286	\$1,300,000	\$185,714
City of Farmington Hills	4.5	\$171,415,803	\$38,092,401	No utility billing	NA	\$112,536,090	\$25,008,020	\$47,030,732	\$10,451,274
City of Novi	3.0	\$41,620,723	\$13,873,574	\$23,725,843	\$7,908,614	\$102,579,863	\$34,193,288	\$18,630,000	\$6,210,000
City of Rochester Hills	3.5	\$132,200,000	\$37,771,429	\$33,900,000	\$9,685,714	\$180,000,000	\$51,428,571	\$18,900,000	\$5,400,000
City of Troy	4.0	\$210,000,000	\$52,500,000	Unable to Verify	NA	\$107,000,000	\$26,750,000	\$8,000,000	\$2,000,000
Oakland County	Removed from Analysis								
West Bloomfield Township	6.0	\$45,275,724	\$7,545,954	\$28,901,719	\$4,816,953	NA	NA	NA	NA
<b>High</b>	<b>7</b>	<b>NA</b>	<b>\$52,500,000</b>	<b>NA</b>	<b>\$9,685,714</b>	<b>NA</b>	<b>\$51,428,571</b>	<b>NA</b>	<b>\$10,451,274</b>
<b>Low</b>	<b>3</b>	<b>NA</b>	<b>\$2,442,857</b>	<b>NA</b>	<b>\$2,514,286</b>	<b>NA</b>	<b>\$4,114,286</b>	<b>NA</b>	<b>\$185,714</b>
<b>Average</b>	<b>5</b>	<b>NA</b>	<b>\$25,371,036</b>	<b>NA</b>	<b>\$6,231,392</b>	<b>NA</b>	<b>\$28,298,833</b>	<b>NA</b>	<b>\$4,849,398</b>
<b>Bloomfield Township</b>	<b>3.5</b>	<b>\$159,240,991</b>	<b>\$45,497,426</b>	<b>\$26,484,017</b>	<b>\$7,566,862</b>	<b>\$85,000,000</b>	<b>\$24,285,714</b>	<b>\$99,947,918</b>	<b>\$28,556,548</b>

The City of Rochester Hills utility revenues were made up of \$15.4M in sewer and \$18.5M in water revenues. Long-term obligations are made up of: 2 x General Obligation = \$3.1M outstanding; 1 x County Contractual = \$1.4M outstanding; and 5 x County (OCWRC) = \$14.4M outstanding.

**Bloomfield Township  
2020 Staffing Study**

**Supervisor/Mayor/City Manager/Executive's Office Statistics**

<b>Peer</b>	<b>Full Time Assistant or Deputy Supervisor-Mayor-Manager</b>	<b>Workweek for Assistant or Deputy Supervisor-Mayor-Manager</b>	<b>Full Time General Counsel</b>
City of Auburn Hills	Yes	40	No
City of Farmington Hills	Yes	NA	No
City of Novi	Yes	40	No
City of Rochester Hills	Yes	40	No
City of Troy	Yes	40	Yes
Oakland County	Yes	40	Yes
West Bloomfield Township	Yes	37.5	No
<b>High</b>	<b>NA</b>	<b>40</b>	<b>NA</b>
<b>Low</b>	<b>NA</b>	<b>37.5</b>	<b>NA</b>
<b>Average</b>	<b>7</b>	<b>39.6</b>	<b>2</b>
<b>Bloomfield Township</b>	<b>No</b>	<b>NA</b>	<b>No</b>