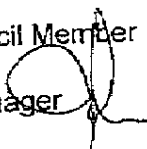




**OFFICE OF THE**  
**CITY MANAGER**

September 13, 2010

TO: [Redacted] Council Member

FROM: John Szerlag, City Manager 

SUBJECT: Salary/Fringe Benefit Costs for the Positions of  
 City Manager, City Attorney, and All Department Directors

In accordance with your request, attached you will find salary and fringe benefit costs for the above-referenced personnel. In addition, I've also included where each position falls with reference to the Hay Group study pay scale approved by City Council and last adjusted in 2008. This pay scale identifies the minimum, midpoint and maximum pay for each position as well as the current level of pay for each individual holding that position. So too, I've also included the 5% voluntary pay reduction that all of these employees took; and I wish again to take this opportunity to thank them.

In terms of fringe benefit costs, we've included sick and vacation pay liability, which may or may not become an actual payroll cost because this depends upon usage and length of time within a particular position.

As City Manager, one of my objectives is to attract and retain talented employees. That's why I asked the International City Management Association (ICMA) to conduct a benefit comparative analysis as part of the entire organizational restructuring proposal.

Should you or any other Council Members have any questions, please feel free to contact me.

- c: Troy City Council Members
- Lori Grigg Bluhm, City Attorney
- John M. Lamerato, Assistant City Manager/Finance & Administration
- Mark F. Miller, Acting Assistant City Manager/Economic Development Services
- Department Directors

NOTE - THE CITY MANAGER TOTAL DOES NOT INCLUDE AN ANNUAL \$75,000 PENSION CURRENTLY BEING PAID TO HIM.

Title	Minimum Salary	Mid-Point	Maximum Salary	2009 Budgeted Salary	Actual Salary After Vol. Reduction	Fringes	Car	Total
City Manager	\$110,338	\$137,986	\$165,584	\$140,000	\$133,000	\$34,686	\$5,100	\$172,786
City Attorney	\$90,724	\$113,406	\$136,087	\$123,812	\$117,621	\$71,142	\$5,100	\$193,863
Asst. City Manager-Finance-Admin	\$94,418	\$118,020	\$141,623	\$135,015	\$129,300	\$86,725	\$5,100	\$221,125
Asst. City Manager-Econ Dev Services	\$94,416	\$118,020	\$141,623	\$116,853	\$111,916	\$65,493	\$5,100	\$182,509
Financial Services Director	\$84,991	\$106,239	\$127,486	\$113,769	\$108,953	\$80,550	\$0	\$189,503
City Clerk	\$82,775	\$103,470	\$124,165	\$111,483	\$106,764	\$64,709	\$0	\$171,473
IT Director	\$84,991	\$106,239	\$127,486	\$114,371	\$109,530	\$81,333	\$0	\$190,863
Purchasing Director	\$82,775	\$103,470	\$124,165	\$96,350	\$92,272	\$70,728	\$0	\$163,000
City Treasurer	\$66,951	\$83,689	\$100,426	\$87,125	\$83,437	\$55,639	\$0	\$139,076
City Assessor	\$84,991	\$106,239	\$127,486	\$110,062	\$105,403	\$84,740	\$5,100	\$195,243
Human Resources Director	\$84,991	\$106,239	\$127,486	\$114,371	\$109,530	\$76,206	\$3,900	\$189,636
Police Chief	\$87,604	\$109,504	\$131,404	\$119,609	\$114,546	\$86,942	\$0	\$201,488
Fire Chief	\$84,991	\$106,239	\$127,486	\$114,371	\$109,530	\$87,952	\$0	\$197,482
City Engineer	\$82,775	\$103,470	\$124,165	\$113,173	\$108,383	\$72,692	\$3,900	\$184,975
Public Works Director	\$87,604	\$109,504	\$131,404	\$109,504	\$104,869	\$68,908	\$3,900	\$177,677
Planning Director	\$66,951	\$83,689	\$100,426	\$92,058	\$88,161	\$50,949	\$3,900	\$143,010
Building Operations Director	\$84,991	\$106,239	\$127,486	\$106,239	\$101,742	\$59,837	\$3,900	\$165,479
Community Affairs Director	\$82,775	\$103,470	\$124,165	\$103,470	\$99,090	\$67,160	\$5,100	\$171,350
Parks & Rec Director	\$84,991	\$106,239	\$127,486	\$108,997	\$104,383	\$82,448	\$5,100	\$191,931
Library Director	\$84,991	\$106,239	\$127,486	\$94,860	\$90,845	\$38,143	\$0	\$128,988
<b>Total</b>	<b>\$1,710,032</b>	<b>\$2,137,610</b>	<b>\$2,565,125</b>	<b>\$2,225,502</b>	<b>\$2,129,275</b>	<b>\$1,386,982</b>	<b>\$55,200</b>	<b>\$3,571,457</b>

*ICMA says head only one*