

2003 Salary Survey: Municipal Officials

This is the third year that ICMA has offered an online version of the annual survey. In July 2003, paper surveys were mailed to all municipal and county governments with populations of 2,500 and above and to those under 2,500 that are recognized by ICMA as having a council-manager form of government or as providing for an appointed general management (chief administrative officer) position. The mail survey gave the URL for the online version and provided a unique identification number for the local government. A second paper survey was mailed to those local governments that had not responded to the first mailing or had not provided the information online.

Of the 8,050 municipalities that received surveys, 4,172 responded (51.8 percent).

For more information on the ICMA's *Annual Directory and Salary Survey*, please contact [Survey Research](#).



[Click here to buy the complete dataset from bookstore.icma.org.](http://bookstore.icma.org)

National Average

Position	2003 Average Salary (\$)
Chief elected official	18,836
City manager	92,472
Chief administrative officer	71,857
Primary assistant manager/CAO	76,002
Clerk	48,164
Chief financial officer	71,277
Health officer	61,201
Treasurer	51,597
Public works director	65,849
Engineer	75,248
Human services director	62,455
Public safety director	69,702
Police chief	68,212
Fire chief	68,629
Economic development director	69,107
Planning director	68,540
Human resources director	65,839
Risk manager	61,880
Parks and recreation director	62,061
Superintendent of parks	51,107
Recreation director	52,673
Chief librarian	53,720
Information services director	71,940
Purchasing director	54,593

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Of the 3,040 counties that received surveys, 1,116 responded (36.7 percent).

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National Average

Position	2003 Average Salary (\$)
Chief elected official	34,124
County manager	106,511
Chief administrative officer	79,077
Primary assistant manager/CAO	75,385
Clerk	46,575
Chief financial officer	65,888
Health officer	70,411
Treasurer	46,051
Public works director	70,571
Engineer	71,489
Human services director	72,069
Public safety director	58,356
Police chief	60,592
Fire chief	66,074
Economic development director	64,450
Planning director	61,746
Human resources director	64,882
Risk manager	56,252
Parks and rec. director	58,036
Superintendent of parks	48,336
Recreation director	50,571
Chief librarian	56,530
Information services director	71,087
Purchasing director	55,069
