
Compensation 2003

An Annual Report on
Local Government Executive
Salaries and Fringe Benefits

CONTENTS

CURRENT SALARIES

Average Salaries by State

Executive Summary.....	3
City Manager.....	4
City CAO.....	5
City Assistant CAO.....	6
City Chief Financial Officer.....	7
City Planning Director.....	8
City Economic Development Director.....	9
City Information Services Director.....	10
City Police Chief.....	11
City Fire Chief.....	12
City Director of Parks/Recreation.....	13
City HR Director.....	14
City Director of Public Works.....	15
County Manager/CAO.....	16
County Chief Financial Officer.....	17
County Planning Director.....	18
County Economic Development Director.....	19
County Information Services Director.....	20
County Engineer.....	21
County Health Officer.....	22

Average Salaries by Population Group within Division

City Manager.....	23
City CAO.....	24
Assistant CAO.....	25
City Chief Financial Officer.....	26
City Planning Director.....	27
City Economic Development Director.....	28
City Information Services Director.....	29
City Police Chief.....	30
City Fire Chief.....	31
City Director of Parks/Recreation.....	32
City HR Director.....	33
City Director of Public Works.....	34
County Manager/CAO.....	35
County Chief Financial Officer.....	36
County Planning Director.....	37
County Economic Development Director.....	38
County Information Services Director.....	39
County Engineer.....	40
County Health Officer.....	41

EXECUTIVE FRINGE BENEFITS

Executive Summary.....	45
Leave.....	46
Housing and Relocation Assistance.....	54
Use of Automobile.....	60
Computer.....	62
Payment for Meetings.....	63
Bonuses.....	64
Life, Liability, and Disability Insurance.....	66
Financial Support for Professional Development and Dues.....	69

JOB SECURITY BENEFITS

Executive Summary.....	73
Employment Agreements.....	74
Performance Reviews.....	79
Salary Reviews.....	80
Retirement/Deferred Compensation.....	81
Severance Pay.....	84

SAMPLE EMPLOYMENT AGREEMENTS
Sample Employment Agreements 89

INDIVIDUAL MUNICIPAL SALARY LISTINGS
Executive Summary..... 107
Individual Salaries 108

INDIVIDUAL COUNTY SALARY LISTINGS
Executive Summary..... 229
Individual Salaries 230

APPENDIX: Survey Methodology and Definition of Terms..... 245

Chief Financial Officer (City) Average Salaries by Population Group within Geographic Division

NEW ENGLAND			MID-ATLANTIC			EAST NORTH-CENTRAL		
Population group	No. reporting	Mean Salary (\$)	Population group	No. reporting	Mean Salary (\$)	Population group	No. reporting	Mean Salary (\$)
	190	66,833		161	65,755		354	65,929
Over 1,000,000	0		Over 1,000,000	1	155,000	Over 1,000,000	0	
500,000-1,000,000	0		500,000-1,000,000	0		500,000-1,000,000	2	107,921
250,000-499,999	0		250,000-499,999	0		250,000-499,999	0	
100,000-249,999	6	101,378	100,000-249,999	4	92,930	100,000-249,999	11	91,246
50,000-99,999	13	87,055	50,000-99,999	12	82,138	50,000-99,999	30	87,718
25,000-49,999	36	81,100	25,000-49,999	31	79,141	25,000-49,999	59	77,522
10,000-24,999	77	68,059	10,000-24,999	65	63,547	10,000-24,999	126	64,794
5,000-9,999	41	51,408	5,000-9,999	39	53,814	5,000-9,999	76	57,622
2,500-4,999	12	41,959	2,500-4,999	7	38,766	2,500-4,999	40	46,877
Under 2,500	5	37,392	Under 2,500	2	60,069	Under 2,500	10	49,548
WEST NORTH-CENTRAL			SOUTH ATLANTIC			EAST SOUTH-CENTRAL		
Population group	No. reporting	Mean Salary (\$)	Population group	No. reporting	Mean Salary (\$)	Population group	No. reporting	Mean Salary (\$)
	197	62,233		330	66,616		62	62,796
Over 1,000,000	0		Over 1,000,000	0		Over 1,000,000	0	
500,000-1,000,000	0		500,000-1,000,000	2	142,575	500,000-1,000,000	1	141,750
250,000-499,999	4	109,684	250,000-499,999	3	138,631	250,000-499,999	1	128,750
100,000-249,999	4	98,121	100,000-249,999	16	98,211	100,000-249,999	6	93,096
50,000-99,999	18	85,930	50,000-99,999	28	89,363	50,000-99,999	4	74,472
25,000-49,999	35	76,255	25,000-49,999	41	80,553	25,000-49,999	12	74,069
10,000-24,999	57	64,019	10,000-24,999	105	68,207	10,000-24,999	22	54,451
5,000-9,999	37	49,695	5,000-9,999	73	55,835	5,000-9,999	8	49,036
2,500-4,999	29	43,717	2,500-4,999	43	44,647	2,500-4,999	6	38,354
Under 2,500	13	35,188	Under 2,500	19	39,401	Under 2,500	2	28,603
WEST SOUTH-CENTRAL			MOUNTAIN			PACIFIC COAST		
Population group	No. reporting	Mean Salary (\$)	Population group	No. reporting	Mean Salary (\$)	Population group	No. reporting	Mean Salary (\$)
	177	62,320		148	70,702		265	89,211
Over 1,000,000	1	132,137	Over 1,000,000	0		Over 1,000,000	0	
500,000-1,000,000	1	112,353	500,000-1,000,000	1	104,844	500,000-1,000,000	1	99,807
250,000-499,999	2	97,529	250,000-499,999	2	112,199	250,000-499,999	3	120,626
100,000-249,999	9	98,224	100,000-249,999	10	102,920	100,000-249,999	23	118,056
50,000-99,999	15	79,740	50,000-99,999	18	88,747	50,000-99,999	49	107,790
25,000-49,999	29	78,484	25,000-49,999	20	75,172	25,000-49,999	46	99,005
10,000-24,999	53	64,388	10,000-24,999	29	74,373	10,000-24,999	65	84,128
5,000-9,999	36	46,610	5,000-9,999	38	61,084	5,000-9,999	45	69,305
2,500-4,999	22	37,464	2,500-4,999	20	52,360	2,500-4,999	25	64,469
Under 2,500	9	35,584	Under 2,500	10	47,938	Under 2,500	8	53,660