



Kalamazoo County, MI

2022 Compensation Study

FINAL REPORT

September 2022

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Executive Summary

Background

This report contains a summary of the methodology and the results of the Kalamazoo County (the County) 2022 Total Compensation Study. Comparative data is effective as of **April 1, 2022**.

The primary objective of the study was to determine the County's competitive position for ninety-six (96) benchmark jobs across the agency and to provide data for the County to use while assessing future benefits decisions.

Benchmark job summaries, which were included in the custom survey to support job matching, are provided in **Appendix A**. These summaries were developed using the revised classification structure provided to the County and reviewed for completeness and accuracy prior to distribution.

Segal collected responses from the following eight (8) public sector employers. To determine these peer agencies, Segal collected from stakeholders (elected officials, department directors, union representatives, etc.) a comprehensive list of agencies believed to be representative of the County's competitive market. A survey system was then administered by the County where stakeholders ranked agencies as the most to least relevant, and the highest ranked were selected. The survey was distributed to twelve (12) agencies but four (4) opted not to participate.

- Calhoun County
- Genesee County
- Ingham County
- Kent County
- Livingston County
- Muskegon County
- Oakland County
- Ottawa County

Additionally, Segal augmented data collected via the custom survey with published data from the following reputable sources of private sector compensation information:

- Economic Research Institute (ERI)
- PayFactors

More than half of the benchmark positions for the survey included at least one published data source, resulting in strong market comparisons to both the public and private sectors. Detailed market data, which has been masked to prevent the identification of individual respondents or private sector sources, has been included as **Appendix B**.

To adjust for geographic differences in the cost-of-labor between the peer locations and Kalamazoo, Segal used cost-of-labor differentials reported by the Economic Research Institute (ERI) based on an average base salary of **\$110,140** as of **August 1, 2021**, for the 25-mile radius around each peer location. The average base salary represented the actual average salary for staff included in payroll data provided by the County.

Table 1 shows the geographic adjustments applied to data from peer employers.

Table 1
Geographic Cost-of-Labor Adjustments

Peer	ERI Factor	Adjustment to Pay Range Data (%)
Public Agency 1	98.4	-2.8%
Public Agency 2	99.1	-3.5%
Public Agency 3	97.9	-2.3%
Public Agency 4	96.4	-0.8%
Public Agency 5	104.2	-8.3%
Public Agency 6	95.9	-0.3%
Public Agency 7	104.5	-8.5%
Public Agency 8	94.9	0.7%

Summary of Findings

Overall Market Position

Across all jobs, we found the County's base pay ranges are market competitive at the range minimum, but below at the range midpoint and maximum, as shown in **Table 2**. As shown in **Table 3**, from a total compensation perspective, the County's competitiveness increases only slightly due to retirement contributions that are higher than the market average. However, base pay range competitiveness varies by survey job title, as shown in **Table 4**.

Table 2
Kalamazoo County as a Percent of Overall Market (Base Pay)

	Base Pay Range as a Percent of Market		
	Minimum	Midpoint	Maximum
Overall Market Position	95%	92%	88%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Overall market average excludes benchmark job titles that did not have sufficient data for statistical validity.

Table 3
Kalamazoo County as a Percent of Overall Market (Total Compensation)

	Total Compensation as a Percent of Market		
	Minimum	Midpoint	Maximum
Overall Market Position	96%	93%	89%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Overall market average excludes benchmark job titles that did not have sufficient data for statistical validity.

Table 4
Base Pay Range Overall Competitiveness by Benchmark Job Title

Benchmark Job Title	Count of Matches	Kalamazoo County Base Pay Ranges as a % of Overall Market		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Administrative Assistant	9	87%	82%	77%
Administrative Coordinator	8	90%	90%	89%
Civilian Aide	2	N/A	N/A	N/A
Executive Assistant	8	78%	74%	70%
Health And Community Services Program Specialist	6	100%	99%	98%
Public Health Specialist	8	96%	95%	94%
Radio Dispatcher	5	98%	92%	85%
Airport Director	2	N/A	N/A	N/A
Airport Operations Technician	1	N/A	N/A	N/A
Elections Coordinator	6	75%	74%	74%
Correctional Nurse Supervisor	3	81%	83%	84%
Nurse I	9	94%	87%	82%
Nurse II	6	89%	78%	72%
Nurse Supervisor	9	84%	81%	78%
Nutritionist	7	93%	92%	89%
Psychologist	3	89%	84%	78%
Community Corrections Director	5	98%	96%	94%
Juvenile Probation Officer II	6	93%	93%	94%
Probation Officer	8	102%	101%	99%
Circuit/Probate Court Administrator	7	119%	119%	118%
Court Case Manager	4	104%	101%	100%
Court Recorder/Judicial Aide	8	100%	99%	97%
Court Services Specialist	5	100%	99%	98%
Deputy Register	7	95%	92%	90%
Domestic Case Enforcement Officer	4	103%	102%	102%
Domestic Case Intake Specialist	4	110%	101%	100%
Juvenile Probation Services Supervisor	6	102%	102%	101%
Law Clerk	4	98%	97%	94%
Probate Attorney	4	102%	97%	92%

Benchmark Job Title	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Staff Attorney	8	85%	80%	75%
Customer Service Specialist	4	97%	96%	94%
Environmental Health Specialist I	8	113%	86%	71%
Environmental Health Specialist II	8	97%	88%	84%
Epidemiologist	9	98%	96%	92%
HHW Technician II	4	86%	78%	74%
Appraiser	8	113%	110%	105%
Assessment Support Specialist	5	109%	107%	103%
Equalization Director	6	89%	90%	90%
Accountant I	7	102%	98%	95%
Accountant II	7	105%	101%	97%
Court Financial Services Manager	4	95%	94%	93%
Finance Director	8	87%	88%	88%
Financial Operations Manager	4	103%	98%	93%
Financial Specialist	7	87%	85%	81%
Purchasing Manager	7	86%	80%	75%
Cook I	5	97%	88%	81%
Cook II	2	N/A	N/A	N/A
Community Liaison	3	75%	72%	70%
Veterans Service Specialist	7	84%	84%	83%
Human Resources Director	7	103%	101%	97%
Human Resources Generalist	5	89%	86%	83%
Human Resources Specialist	10	85%	79%	74%
Information Technology Director	7	94%	93%	90%
IT Systems Administrator	10	95%	91%	86%
IT Infrastructure Specialist	6	86%	79%	75%
Juvenile Home Director	7	111%	110%	108%
Youth Specialist II	7	90%	86%	83%
Auto Maintenance Supervisor	5	87%	75%	66%
Building & Grounds Director	7	112%	103%	99%
Building & Grounds Maintenance Supervisor	9	90%	86%	81%
Building Maintenance Technician I	8	88%	83%	77%
Building Maintenance Technician II	9	82%	77%	73%
Carpenter	3	75%	74%	72%
Custodial Supervisor	5	121%	112%	102%

Benchmark Job Title	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Custodian	8	88%	84%	79%
Electrician	6	76%	75%	73%
Equipment Mechanic	9	80%	75%	70%
Equipment Operator	6	99%	88%	81%
HVAC Technician	8	80%	78%	76%
Parks Maintenance Worker	5	85%	82%	76%
Plumber	4	73%	71%	69%
Laboratory Specialist	4	96%	93%	89%
Animal Services & Enforcement Director	4	99%	99%	100%
Animal Services & Enforcement Officer	5	91%	87%	85%
Corrections Officer	6	104%	103%	102%
Crime Lab Specialist	4	96%	100%	101%
Kennel Technician II	5	84%	81%	79%
Captain/Chief Deputy	6	121%	111%	103%
Undersheriff	8	102%	103%	104%
Lieutenant	8	117%	112%	107%
Captain	7	117%	112%	107%
Deputy/Co II	8	99%	102%	104%
Sergeant	8	82%	95%	107%
Assistant Prosecuting Attorney III	8	94%	88%	80%
Legal Assistant II	8	87%	82%	76%
Victim Advocate	8	107%	105%	103%
Health Educator	10	108%	98%	90%
WIC Supervisor	6	91%	92%	92%
WIC Technician	4	82%	84%	86%
Park Supervisor	6	73%	74%	74%
Parks & Expo Center Director	5	89%	90%	90%
GIS Supervisor	9	84%	84%	81%
Planning Director	5	90%	90%	90%
Clinical Social Worker	4	84%	81%	79%
Chief Deputy Treasurer	7	85%	85%	85%
Deputy Treasurer	1	N/A	N/A	N/A

Market Position by Peer Organization

As shown in **Table 5**, Kalamazoo County's pay range midpoints are, after adjusting for cost-of-labor differences, lower than the midpoint of four (4) peer employers and competitive with the midpoints of four (4) peer employers.

Table 5

Overall Base Pay Range Competitiveness by Peer Organization

Peer	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	57	105%	104%	103%
Public Agency 2	60	101%	99%	97%
Public Agency 3	68	92%	93%	93%
Public Agency 4	66	82%	84%	85%
Public Agency 5	65	107%	104%	102%
Public Agency 6	52	100%	99%	98%
Public Agency 7	71	92%	89%	86%
Public Agency 8	64	96%	93%	90%

Market Average by Benchmark Job

Table 6 shows market averages by benchmark job title.

Table 6
Market Pay Range by Benchmark Job Title

Benchmark Job Title	Count of Matches	Kalamazoo County Base Pay Ranges		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Administrative Assistant	9	\$36,921	\$43,527	\$50,702
Administrative Coordinator	8	\$46,418	\$51,645	\$57,569
Civilian Aide	2	N/A	N/A	N/A
Executive Assistant	8	\$51,207	\$60,158	\$69,953
Health And Community Services Program Specialist	6	\$36,589	\$40,919	\$45,969
Public Health Specialist	8	\$35,243	\$39,830	\$44,418
Radio Dispatcher	5	\$34,601	\$41,240	\$49,142
Airport Director	2	N/A	N/A	N/A
Airport Operations Technician	1	N/A	N/A	N/A
Elections Coordinator	6	\$61,779	\$68,959	\$76,138
Correctional Nurse Supervisor	3	\$78,346	\$85,363	\$93,304
Nurse I	9	\$56,544	\$67,858	\$79,625
Nurse II	6	\$59,786	\$75,545	\$91,354
Nurse Supervisor	9	\$69,392	\$79,921	\$91,373
Nutritionist	7	\$49,235	\$55,788	\$63,484
Psychologist	3	\$71,588	\$85,021	\$100,394
Community Corrections Director	5	\$73,758	\$84,209	\$94,660
Juvenile Probation Officer II	6	\$53,341	\$61,233	\$69,124
Probation Officer	8	\$51,942	\$58,892	\$65,843
Circuit/Probate Court Administrator	7	\$106,878	\$119,390	\$131,902
Court Case Manager	4	\$51,266	\$58,447	\$65,628
Court Recorder/Judicial Aide	8	\$41,503	\$46,756	\$52,931
Court Services Specialist	5	\$38,275	\$43,056	\$47,838
Deputy Register	7	\$40,225	\$46,022	\$51,819
Domestic Case Enforcement Officer	4	\$51,742	\$57,857	\$63,972
Domestic Case Intake Specialist	4	\$45,427	\$56,534	\$64,771
Juvenile Probation Services Supervisor	6	\$70,669	\$79,068	\$87,466
Law Clerk	4	\$54,181	\$61,184	\$69,762

Kalamazoo County Base Pay Ranges

Benchmark Job Title	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Probate Attorney	4	\$62,811	\$73,015	\$85,150
Staff Attorney	8	\$85,210	\$100,326	\$118,766
Customer Service Specialist	4	\$34,948	\$39,626	\$44,304
Environmental Health Specialist I	8	\$40,864	\$59,933	\$80,211
Environmental Health Specialist II	8	\$54,646	\$67,400	\$78,090
Epidemiologist	9	\$64,851	\$74,095	\$85,076
HHW Technician II	4	\$53,511	\$65,676	\$75,980
Appraiser	8	\$47,070	\$53,877	\$62,089
Assessment Support Specialist	5	\$38,379	\$43,498	\$49,614
Equalization Director	6	\$99,596	\$110,353	\$121,109
Accountant I	7	\$48,887	\$56,136	\$64,291
Accountant II	7	\$55,544	\$63,960	\$73,381
Court Financial Services Manager	4	\$75,775	\$85,371	\$94,968
Finance Director	8	\$116,403	\$128,078	\$142,276
Financial Operations Manager	4	\$77,875	\$90,494	\$105,374
Financial Specialist	7	\$41,733	\$47,746	\$54,905
Purchasing Manager	7	\$73,867	\$89,040	\$104,847
Cook I	5	\$29,218	\$35,050	\$41,183
Cook II	2	N/A	N/A	N/A
Community Liaison	3	\$45,571	\$52,670	\$59,770
Veterans Service Specialist	7	\$49,732	\$55,261	\$61,524
Human Resources Director	7	\$98,719	\$112,381	\$128,469
Human Resources Generalist	5	\$46,594	\$53,822	\$61,791
Human Resources Specialist	10	\$56,076	\$66,702	\$78,443
Information Technology Director	7	\$108,043	\$122,245	\$138,955
IT Systems Administrator	10	\$75,742	\$88,574	\$102,528
IT Infrastructure Specialist	6	\$67,512	\$81,587	\$94,806
Juvenile Home Director	7	\$79,703	\$90,141	\$100,579
Youth Specialist II	7	\$40,566	\$47,537	\$54,507
Auto Maintenance Supervisor	5	\$53,158	\$68,698	\$86,251
Building & Grounds Director	7	\$90,663	\$109,528	\$125,726
Building & Grounds Maintenance Supervisor	9	\$58,895	\$69,212	\$80,817
Building Maintenance Technician I	8	\$33,737	\$39,444	\$46,094
Building Maintenance Technician II	9	\$39,761	\$46,321	\$53,254

Kalamazoo County Base Pay Ranges

Benchmark Job Title	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Carpenter	3	\$48,575	\$57,076	\$66,606
Custodial Supervisor	5	\$38,026	\$45,774	\$55,713
Custodian	8	\$28,415	\$32,666	\$37,969
Electrician	6	\$54,810	\$63,618	\$73,385
Equipment Mechanic	9	\$43,028	\$49,923	\$57,912
Equipment Operator	6	\$37,660	\$44,556	\$50,663
HVAC Technician	8	\$46,091	\$54,145	\$62,854
Parks Maintenance Worker	5	\$40,466	\$45,826	\$53,400
Plumber	4	\$50,190	\$59,182	\$69,326
Laboratory Specialist	4	\$48,002	\$55,326	\$63,818
Animal Services & Enforcement Director	4	\$80,920	\$89,453	\$97,986
Animal Services & Enforcement Officer	5	\$39,495	\$44,720	\$49,945
Corrections Officer	6	\$46,113	\$54,836	\$63,559
Crime Lab Specialist	4	\$56,256	\$65,160	\$75,491
Kennel Technician II	5	\$35,135	\$40,054	\$44,972
Captain/Chief Deputy	6	\$85,554	\$93,099	\$100,643
Undersheriff	8	\$99,355	\$109,704	\$120,052
Lieutenant	8	\$80,007	\$83,790	\$87,572
Captain	7	\$87,939	\$92,353	\$96,766
Deputy/Co II	8	\$49,354	\$58,071	\$66,788
Sergeant	8	\$70,965	\$74,202	\$77,439
Assistant Prosecuting Attorney III	8	\$84,686	\$101,606	\$121,849
Legal Assistant II	8	\$43,309	\$51,086	\$60,157
Victim Advocate	8	\$43,105	\$48,977	\$54,849
Health Educator	10	\$45,842	\$56,373	\$68,065
WIC Supervisor	6	\$63,734	\$70,534	\$77,334
WIC Technician	4	\$41,537	\$45,013	\$48,490
Park Supervisor	6	\$57,091	\$64,055	\$72,435
Parks & Expo Center Director	5	\$99,641	\$110,352	\$121,063
GIS Supervisor	9	\$68,974	\$77,086	\$88,433
Planning Director	5	\$89,078	\$99,202	\$109,326
Clinical Social Worker	4	\$54,592	\$63,476	\$71,716
Chief Deputy Treasurer	7	\$84,677	\$94,547	\$104,417
Deputy Treasurer	1	N/A	N/A	N/A

Total Compensation

On a total compensation basis, taking into consideration the market pay range midpoint, cost of health benefits (weighted to reflect Kalamazoo County's employee distribution by tier of coverage), and retirement plan contributions, the County's current market position varies by benchmark job title, as shown in **Table 7**.

Table 7
Employer Total Compensation Cost Summary Table

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Administrative Assistant				
Kalamazoo County	\$35,620	\$14,736	\$5,047	\$55,403
Overall Market Average (9 Matches)	\$43,527	\$15,101	\$5,627	\$64,256
Kalamazoo County as a % of Market Average	82%	98%	90%	86%
Administrative Coordinator				
Kalamazoo County	\$46,363	\$14,736	\$6,570	\$67,669
Overall Market Average (8 Matches)	\$51,645	\$15,101	\$6,677	\$73,424
Kalamazoo County as a % of Market Average	90%	98%	98%	92%
Civilian Aide				
Kalamazoo County	\$34,112	\$14,736	\$4,834	\$53,681
Overall Market Average (2 Matches)	N/A	N/A	N/A	N/A
Kalamazoo County as a % of Market Average	N/A	N/A	N/A	N/A
Executive Assistant				
Kalamazoo County	\$44,444	\$14,736	\$6,298	\$65,478
Overall Market Average (8 Matches)	\$60,158	\$15,101	\$7,778	\$83,038
Kalamazoo County as a % of Market Average	74%	98%	81%	79%
Health And Community Services Program Specialist				
Kalamazoo County	\$40,699	\$14,736	\$5,767	\$61,201
Overall Market Average (6 Matches)	\$40,919	\$15,101	\$5,290	\$61,311
Kalamazoo County as a % of Market Average	99%	98%	109%	100%
Public Health Specialist				
Kalamazoo County	\$37,866	\$14,736	\$5,366	\$57,968
Overall Market Average (8 Matches)	\$39,830	\$15,101	\$5,149	\$60,081
Kalamazoo County as a % of Market Average	95%	98%	104%	96%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Radio Dispatcher				
Kalamazoo County	\$37,866	\$14,736	\$5,366	\$57,968
Overall Market Average (5 Matches)	\$41,240	\$15,101	\$5,332	\$61,673
Kalamazoo County as a % of Market Average	92%	98%	101%	94%
Airport Director				
Kalamazoo County	\$126,443	\$14,736	\$17,917	\$159,096
Overall Market Average (2 Matches)	N/A	N/A	N/A	N/A
Kalamazoo County as a % of Market Average	N/A	N/A	N/A	N/A
Airport Operations Technician				
Kalamazoo County	\$35,287	\$14,736	\$5,000	\$55,023
Overall Market Average (1 Match)	N/A	N/A	N/A	N/A
Kalamazoo County as a % of Market Average	N/A	N/A	N/A	N/A
Elections Coordinator				
Kalamazoo County	\$51,293	\$14,736	\$7,268	\$73,297
Overall Market Average (6 Matches)	\$68,959	\$15,101	\$8,915	\$92,975
Kalamazoo County as a % of Market Average	74%	98%	82%	79%
Correctional Nurse Supervisor				
Kalamazoo County	\$71,042	\$14,736	\$10,067	\$95,845
Overall Market Average (3 Matches)	\$85,363	\$15,101	\$11,036	\$111,501
Kalamazoo County as a % of Market Average	83%	98%	91%	86%
Nurse I				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (9 Matches)	\$67,858	\$15,101	\$8,773	\$91,732
Kalamazoo County as a % of Market Average	87%	98%	96%	90%
Nurse II				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (6 Matches)	\$75,545	\$15,101	\$9,767	\$100,413
Kalamazoo County as a % of Market Average	78%	98%	86%	82%
Nurse Supervisor				
Kalamazoo County	\$64,771	\$14,736	\$9,178	\$88,685
Overall Market Average (9 Matches)	\$79,921	\$15,101	\$10,333	\$105,355
Kalamazoo County as a % of Market Average	81%	98%	89%	84%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Nutritionist				
Kalamazoo County	\$51,293	\$14,736	\$7,268	\$73,297
Overall Market Average (7 Matches)	\$55,788	\$15,101	\$7,213	\$78,102
Kalamazoo County as a % of Market Average	92%	98%	101%	94%
Psychologist				
Kalamazoo County	\$71,042	\$14,736	\$10,067	\$95,845
Overall Market Average (3 Matches)	\$85,021	\$15,101	\$10,992	\$111,115
Kalamazoo County as a % of Market Average	84%	98%	92%	86%
Community Corrections Director				
Kalamazoo County	\$80,444	\$14,736	\$11,399	\$106,579
Overall Market Average (5 Matches)	\$84,209	\$15,101	\$10,887	\$110,198
Kalamazoo County as a % of Market Average	96%	98%	105%	97%
Juvenile Probation Officer II				
Kalamazoo County	\$57,221	\$14,736	\$8,108	\$80,065
Overall Market Average (6 Matches)	\$61,233	\$15,101	\$7,916	\$84,251
Kalamazoo County as a % of Market Average	93%	98%	102%	95%
Probation Officer				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (8 Matches)	\$58,892	\$15,101	\$7,614	\$81,608
Kalamazoo County as a % of Market Average	101%	98%	110%	101%
Circuit/Probate Court Administrator				
Kalamazoo County	\$141,742	\$14,736	\$20,085	\$176,562
Overall Market Average (7 Matches)	\$119,390	\$15,101	\$15,435	\$149,927
Kalamazoo County as a % of Market Average	119%	98%	130%	118%
Court Case Manager				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (4 Matches)	\$58,447	\$15,101	\$7,556	\$81,105
Kalamazoo County as a % of Market Average	101%	98%	111%	102%
Court Recorder/Judicial Aide				
Kalamazoo County	\$46,363	\$14,736	\$6,570	\$67,669
Overall Market Average (8 Matches)	\$46,756	\$15,101	\$6,045	\$67,902
Kalamazoo County as a % of Market Average	99%	98%	109%	100%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Court Services Specialist				
Kalamazoo County	\$42,526	\$14,736	\$6,026	\$63,287
Overall Market Average (5 Matches)	\$43,056	\$15,101	\$5,567	\$63,724
Kalamazoo County as a % of Market Average	99%	98%	108%	99%
Deputy Register				
Kalamazoo County	\$42,526	\$14,736	\$6,026	\$63,287
Overall Market Average (7 Matches)	\$46,022	\$15,101	\$5,950	\$67,073
Kalamazoo County as a % of Market Average	92%	98%	101%	94%
Domestic Case Enforcement Officer				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (4 Matches)	\$57,857	\$15,101	\$7,480	\$80,439
Kalamazoo County as a % of Market Average	102%	98%	112%	102%
Domestic Case Intake Specialist				
Kalamazoo County	\$57,221	\$14,736	\$8,108	\$80,065
Overall Market Average (4 Matches)	\$56,534	\$15,101	\$7,309	\$78,944
Kalamazoo County as a % of Market Average	101%	98%	111%	101%
Juvenile Probation Services Supervisor				
Kalamazoo County	\$80,444	\$14,736	\$11,399	\$106,579
Overall Market Average (6 Matches)	\$79,068	\$15,101	\$10,222	\$104,391
Kalamazoo County as a % of Market Average	102%	98%	112%	102%
Law Clerk				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (4 Matches)	\$61,184	\$15,101	\$7,910	\$84,196
Kalamazoo County as a % of Market Average	97%	98%	106%	98%
Probate Attorney				
Kalamazoo County	\$71,042	\$14,736	\$10,067	\$95,845
Overall Market Average (4 Matches)	\$73,015	\$15,101	\$9,440	\$97,557
Kalamazoo County as a % of Market Average	97%	98%	107%	98%
Staff Attorney				
Kalamazoo County	\$80,444	\$14,736	\$11,399	\$106,579
Overall Market Average (8 Matches)	\$100,326	\$15,101	\$12,971	\$128,398
Kalamazoo County as a % of Market Average	80%	98%	88%	83%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Customer Service Specialist				
Kalamazoo County	\$37,866	\$14,736	\$5,366	\$57,968
Overall Market Average (4 Matches)	\$39,626	\$15,101	\$5,123	\$59,851
Kalamazoo County as a % of Market Average	96%	98%	105%	97%
Environmental Health Specialist I				
Kalamazoo County	\$51,293	\$14,736	\$7,268	\$73,297
Overall Market Average (8 Matches)	\$59,933	\$15,101	\$7,748	\$82,783
Kalamazoo County as a % of Market Average	86%	98%	94%	89%
Environmental Health Specialist II				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (8 Matches)	\$67,400	\$15,101	\$8,714	\$91,215
Kalamazoo County as a % of Market Average	88%	98%	96%	90%
Epidemiologist				
Kalamazoo County	\$71,042	\$14,736	\$10,067	\$95,845
Overall Market Average (9 Matches)	\$74,095	\$15,101	\$9,579	\$98,775
Kalamazoo County as a % of Market Average	96%	98%	105%	97%
HHW Technician II				
Kalamazoo County	\$51,293	\$14,736	\$7,268	\$73,297
Overall Market Average (4 Matches)	\$65,676	\$15,101	\$8,491	\$89,269
Kalamazoo County as a % of Market Average	78%	98%	86%	82%
Appraiser				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (8 Matches)	\$53,877	\$15,101	\$6,966	\$75,944
Kalamazoo County as a % of Market Average	110%	98%	121%	109%
Assessment Support Specialist				
Kalamazoo County	\$46,363	\$14,736	\$6,570	\$67,669
Overall Market Average (5 Matches)	\$43,498	\$15,101	\$5,624	\$64,223
Kalamazoo County as a % of Market Average	107%	98%	117%	105%
Equalization Director				
Kalamazoo County	\$98,769	\$14,736	\$13,996	\$127,500
Overall Market Average (6 Matches)	\$110,353	\$15,101	\$14,267	\$139,721
Kalamazoo County as a % of Market Average	90%	98%	98%	91%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Accountant I				
Kalamazoo County	\$55,286	\$14,736	\$7,834	\$77,856
Overall Market Average (7 Matches)	\$56,136	\$15,101	\$7,258	\$78,495
Kalamazoo County as a % of Market Average	98%	98%	108%	99%
Accountant II				
Kalamazoo County	\$64,771	\$14,736	\$9,178	\$88,685
Overall Market Average (7 Matches)	\$63,960	\$15,101	\$8,269	\$87,330
Kalamazoo County as a % of Market Average	101%	98%	111%	102%
Court Financial Services Manager				
Kalamazoo County	\$79,992	\$14,736	\$11,335	\$106,062
Overall Market Average (4 Matches)	\$85,371	\$15,101	\$11,037	\$111,510
Kalamazoo County as a % of Market Average	94%	98%	103%	95%
Finance Director				
Kalamazoo County	\$113,131	\$14,736	\$16,031	\$143,898
Overall Market Average (8 Matches)	\$128,078	\$15,101	\$16,559	\$159,739
Kalamazoo County as a % of Market Average	88%	98%	97%	90%
Financial Operations Manager				
Kalamazoo County	\$88,941	\$14,736	\$12,603	\$116,280
Overall Market Average (4 Matches)	\$90,494	\$15,101	\$11,700	\$117,295
Kalamazoo County as a % of Market Average	98%	98%	108%	99%
Financial Specialist				
Kalamazoo County	\$40,371	\$14,736	\$5,721	\$60,828
Overall Market Average (7 Matches)	\$47,746	\$15,101	\$6,173	\$69,020
Kalamazoo County as a % of Market Average	85%	98%	93%	88%
Purchasing Manager				
Kalamazoo County	\$71,042	\$14,736	\$10,067	\$95,845
Overall Market Average (7 Matches)	\$89,040	\$15,101	\$11,512	\$115,654
Kalamazoo County as a % of Market Average	80%	98%	87%	83%
Cook I				
Kalamazoo County	\$30,878	\$14,736	\$4,375	\$49,989
Overall Market Average (5 Matches)	\$35,050	\$15,101	\$4,531	\$54,683
Kalamazoo County as a % of Market Average	88%	98%	97%	91%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Cook II				
Kalamazoo County	\$44,569	\$14,736	\$6,315	\$65,620
Overall Market Average (2 Matches)	N/A	N/A	N/A	N/A
Kalamazoo County as a % of Market Average	N/A	N/A	N/A	N/A
Community Liaison				
Kalamazoo County	\$37,866	\$14,736	\$5,366	\$57,968
Overall Market Average (3 Matches)	\$52,670	\$15,101	\$6,809	\$74,581
Kalamazoo County as a % of Market Average	72%	98%	79%	78%
Veterans Service Specialist				
Kalamazoo County	\$46,363	\$14,736	\$6,570	\$67,669
Overall Market Average (7 Matches)	\$55,261	\$15,101	\$7,144	\$77,507
Kalamazoo County as a % of Market Average	84%	98%	92%	87%
Human Resources Director				
Kalamazoo County	\$113,131	\$14,736	\$16,031	\$143,898
Overall Market Average (7 Matches)	\$112,381	\$15,101	\$14,529	\$142,012
Kalamazoo County as a % of Market Average	101%	98%	110%	101%
Human Resources Generalist				
Kalamazoo County	\$46,363	\$14,736	\$6,570	\$67,669
Overall Market Average (5 Matches)	\$53,822	\$15,101	\$6,958	\$75,882
Kalamazoo County as a % of Market Average	86%	98%	94%	89%
Human Resources Specialist				
Kalamazoo County	\$52,822	\$14,736	\$7,485	\$75,042
Overall Market Average (10 Matches)	\$66,702	\$15,101	\$8,624	\$90,428
Kalamazoo County as a % of Market Average	79%	98%	87%	83%
Information Technology Director				
Kalamazoo County	\$113,131	\$14,736	\$16,031	\$143,898
Overall Market Average (7 Matches)	\$122,245	\$15,101	\$15,805	\$153,151
Kalamazoo County as a % of Market Average	93%	98%	101%	94%
IT Systems Administrator				
Kalamazoo County	\$80,444	\$14,736	\$11,399	\$106,579
Overall Market Average (10 Matches)	\$88,574	\$15,101	\$11,451	\$115,126
Kalamazoo County as a % of Market Average	91%	98%	100%	93%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
IT Infrastructure Specialist				
Kalamazoo County	\$64,771	\$14,736	\$9,178	\$88,685
Overall Market Average (6 Matches)	\$81,587	\$15,101	\$10,548	\$107,236
Kalamazoo County as a % of Market Average	79%	98%	87%	83%
Juvenile Home Director				
Kalamazoo County	\$98,769	\$14,736	\$13,996	\$127,500
Overall Market Average (7 Matches)	\$90,141	\$15,101	\$11,654	\$116,897
Kalamazoo County as a % of Market Average	110%	98%	120%	109%
Youth Specialist II				
Kalamazoo County	\$41,028	\$14,736	\$5,814	\$61,577
Overall Market Average (7 Matches)	\$47,537	\$15,101	\$6,146	\$68,784
Kalamazoo County as a % of Market Average	86%	98%	95%	90%
Auto Maintenance Supervisor				
Kalamazoo County	\$51,293	\$14,736	\$7,268	\$73,297
Overall Market Average (5 Matches)	\$68,698	\$15,101	\$8,882	\$92,681
Kalamazoo County as a % of Market Average	75%	98%	82%	79%
Building & Grounds Director				
Kalamazoo County	\$113,131	\$14,736	\$16,031	\$143,898
Overall Market Average (7 Matches)	\$109,528	\$15,101	\$14,160	\$138,790
Kalamazoo County as a % of Market Average	103%	98%	113%	104%
Building & Grounds Maintenance Supervisor				
Kalamazoo County	\$59,280	\$14,736	\$8,400	\$82,416
Overall Market Average (9 Matches)	\$69,212	\$15,101	\$8,948	\$93,261
Kalamazoo County as a % of Market Average	86%	98%	94%	88%
Building Maintenance Technician I				
Kalamazoo County	\$32,594	\$14,736	\$4,619	\$51,948
Overall Market Average (8 Matches)	\$39,444	\$15,101	\$5,100	\$59,645
Kalamazoo County as a % of Market Average	83%	98%	91%	87%
Building Maintenance Technician II				
Kalamazoo County	\$35,807	\$14,736	\$5,074	\$55,617
Overall Market Average (9 Matches)	\$46,321	\$15,101	\$5,989	\$67,412
Kalamazoo County as a % of Market Average	77%	98%	85%	83%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Carpenter				
Kalamazoo County	\$42,203	\$14,736	\$5,980	\$62,919
Overall Market Average (3 Matches)	\$57,076	\$15,101	\$7,379	\$79,557
Kalamazoo County as a % of Market Average	74%	98%	81%	79%
Custodial Supervisor				
Kalamazoo County	\$51,293	\$14,736	\$7,268	\$73,297
Overall Market Average (5 Matches)	\$45,774	\$15,101	\$5,918	\$66,794
Kalamazoo County as a % of Market Average	112%	98%	123%	110%
Custodian				
Kalamazoo County	\$27,518	\$14,736	\$3,899	\$46,154
Overall Market Average (8 Matches)	\$32,666	\$15,101	\$4,223	\$51,991
Kalamazoo County as a % of Market Average	84%	98%	92%	89%
Electrician				
Kalamazoo County	\$47,632	\$14,736	\$6,749	\$69,117
Overall Market Average (6 Matches)	\$63,618	\$15,101	\$8,225	\$86,944
Kalamazoo County as a % of Market Average	75%	98%	82%	79%
Equipment Mechanic				
Kalamazoo County	\$37,482	\$14,736	\$5,311	\$57,529
Overall Market Average (9 Matches)	\$49,923	\$15,101	\$6,454	\$71,479
Kalamazoo County as a % of Market Average	75%	98%	82%	80%
Equipment Operator				
Kalamazoo County	\$39,114	\$14,736	\$5,543	\$59,393
Overall Market Average (6 Matches)	\$44,556	\$15,101	\$5,760	\$65,418
Kalamazoo County as a % of Market Average	88%	98%	96%	91%
HVAC Technician				
Kalamazoo County	\$42,203	\$14,736	\$5,980	\$62,919
Overall Market Average (8 Matches)	\$54,145	\$15,101	\$7,000	\$76,247
Kalamazoo County as a % of Market Average	78%	98%	85%	83%
Parks Maintenance Worker				
Kalamazoo County	\$37,482	\$14,736	\$5,311	\$57,529
Overall Market Average (5 Matches)	\$45,826	\$15,101	\$5,925	\$66,852
Kalamazoo County as a % of Market Average	82%	98%	90%	86%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Plumber				
Kalamazoo County	\$42,203	\$14,736	\$5,980	\$62,919
Overall Market Average (4 Matches)	\$59,182	\$15,101	\$7,651	\$81,934
Kalamazoo County as a % of Market Average	71%	98%	78%	77%
Laboratory Specialist				
Kalamazoo County	\$51,293	\$14,736	\$5,980	\$62,919
Overall Market Average (4 Matches)	\$55,326	\$15,101	\$7,153	\$77,581
Kalamazoo County as a % of Market Average	93%	98%	84%	81%
Animal Services & Enforcement Director				
Kalamazoo County	\$88,941	\$14,736	\$12,603	\$116,280
Overall Market Average (4 Matches)	\$89,453	\$15,101	\$11,565	\$116,120
Kalamazoo County as a % of Market Average	99%	98%	109%	100%
Animal Services & Enforcement Officer				
Kalamazoo County	\$39,125	\$14,736	\$5,544	\$59,405
Overall Market Average (5 Matches)	\$44,720	\$15,101	\$5,782	\$65,603
Kalamazoo County as a % of Market Average	87%	98%	96%	91%
Corrections Officer				
Kalamazoo County	\$56,295	\$14,736	\$7,977	\$79,008
Overall Market Average (6 Matches)	\$54,836	\$15,101	\$7,090	\$77,027
Kalamazoo County as a % of Market Average	103%	98%	113%	103%
Crime Lab Specialist				
Kalamazoo County	\$65,073	\$14,736	\$9,221	\$89,029
Overall Market Average (4 Matches)	\$65,160	\$15,101	\$8,424	\$88,686
Kalamazoo County as a % of Market Average	100%	98%	109%	100%
Kennel Technician II				
Kalamazoo County	\$32,594	\$14,736	\$4,619	\$51,948
Overall Market Average (5 Matches)	\$40,054	\$15,101	\$5,178	\$60,333
Kalamazoo County as a % of Market Average	81%	98%	89%	86%
Captain/Chief Deputy				
Kalamazoo County	\$103,709	\$14,736	\$14,696	\$133,140
Overall Market Average (6 Matches)	\$93,099	\$15,101	\$12,036	\$120,236
Kalamazoo County as a % of Market Average	111%	98%	122%	111%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Undersheriff				
Kalamazoo County	\$113,131	\$14,736	\$16,031	\$143,898
Overall Market Average (8 Matches)	\$109,704	\$15,101	\$14,183	\$138,988
Kalamazoo County as a % of Market Average	103%	98%	113%	104%
Lieutenant				
Kalamazoo County	\$93,642	\$14,736	\$13,269	\$121,646
Overall Market Average (8 Matches)	\$83,790	\$15,101	\$10,833	\$109,724
Kalamazoo County as a % of Market Average	112%	98%	122%	111%
Captain				
Kalamazoo County	\$103,282	\$14,736	\$14,635	\$132,653
Overall Market Average (7 Matches)	\$92,353	\$15,101	\$11,940	\$119,394
Kalamazoo County as a % of Market Average	112%	98%	123%	111%
Deputy/Co II				
Kalamazoo County	\$59,092	\$14,736	\$8,373	\$82,201
Overall Market Average (8 Matches)	\$58,071	\$15,101	\$7,508	\$80,681
Kalamazoo County as a % of Market Average	102%	98%	112%	102%
Sergeant				
Kalamazoo County	\$70,622	\$14,736	\$10,007	\$95,365
Overall Market Average (8 Matches)	\$74,202	\$15,101	\$9,593	\$98,897
Kalamazoo County as a % of Market Average	95%	98%	104%	96%
Assistant Prosecuting Attorney III				
Kalamazoo County	\$88,941	\$14,736	\$12,603	\$116,280
Overall Market Average (8 Matches)	\$101,606	\$15,101	\$13,136	\$129,843
Kalamazoo County as a % of Market Average	88%	98%	96%	90%
Legal Assistant II				
Kalamazoo County	\$41,749	\$14,736	\$5,916	\$62,401
Overall Market Average (8 Matches)	\$51,086	\$15,101	\$6,605	\$72,792
Kalamazoo County as a % of Market Average	82%	98%	90%	86%
Victim Advocate				
Kalamazoo County	\$51,293	\$14,736	\$7,268	\$73,297
Overall Market Average (8 Matches)	\$48,977	\$15,101	\$6,332	\$70,411
Kalamazoo County as a % of Market Average	105%	98%	115%	104%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Health Educator				
Kalamazoo County	\$55,286	\$14,736	\$7,834	\$77,856
Overall Market Average (10 Matches)	\$56,373	\$15,101	\$7,288	\$78,762
Kalamazoo County as a % of Market Average	98%	98%	107%	99%
WIC Supervisor				
Kalamazoo County	\$64,771	\$14,736	\$9,178	\$88,685
Overall Market Average (6 Matches)	\$70,534	\$15,101	\$9,119	\$94,754
Kalamazoo County as a % of Market Average	92%	98%	101%	94%
WIC Technician				
Kalamazoo County	\$37,866	\$14,736	\$5,366	\$57,968
Overall Market Average (4 Matches)	\$45,013	\$15,101	\$5,820	\$65,934
Kalamazoo County as a % of Market Average	84%	98%	92%	88%
Park Supervisor				
Kalamazoo County	\$47,632	\$14,736	\$6,749	\$69,117
Overall Market Average (6 Matches)	\$64,055	\$15,101	\$8,281	\$87,438
Kalamazoo County as a % of Market Average	74%	98%	82%	79%
Parks & Expo Center Director				
Kalamazoo County	\$98,769	\$14,736	\$13,996	\$127,500
Overall Market Average (5 Matches)	\$110,352	\$15,101	\$14,267	\$139,720
Kalamazoo County as a % of Market Average	90%	98%	98%	91%
GIS Supervisor				
Kalamazoo County	\$64,771	\$14,736	\$9,178	\$88,685
Overall Market Average (9 Matches)	\$77,086	\$15,101	\$9,966	\$102,153
Kalamazoo County as a % of Market Average	84%	98%	92%	87%
Planning Director				
Kalamazoo County	\$88,941	\$14,736	\$12,603	\$116,280
Overall Market Average (5 Matches)	\$99,202	\$15,101	\$12,825	\$127,129
Kalamazoo County as a % of Market Average	90%	98%	98%	91%

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Clinical Social Worker				
Kalamazoo County	\$51,293	\$14,736	\$5,980	\$62,919
Overall Market Average (4 Matches)	\$63,476	\$15,101	\$8,206	\$86,784
Kalamazoo County as a % of Market Average	81%	98%	73%	73%
Chief Deputy Treasurer				
Kalamazoo County	\$80,444	\$14,736	\$11,399	\$106,579
Overall Market Average (7 Matches)	\$94,547	\$15,101	\$12,224	\$121,872
Kalamazoo County as a % of Market Average	85%	98%	93%	87%
Deputy Treasurer				
Kalamazoo County	\$71,042	\$14,736	\$10,067	\$95,845
Overall Market Average (1 Match)	N/A	N/A	N/A	N/A
Kalamazoo County as a % of Market Average	N/A	N/A	N/A	N/A

Recommendations Development

- Segal reviewed average market range spreads by job family, FLSA status, existing pay structure, bargaining unit, etc. and found many differences, often within the same proposed pay grade and bargaining unit. Given that the County's existing range spreads varied from 0% (when a job has only a single step) to 43%, and because so many different range spreads existed throughout the County's pay plans, proposed pay structures were established using a range spread of 32%, which reflects the market average across all jobs.
- Jobs were placed into the proposed pay structures based on the analysis and evaluation of content included in the Job Description Questionnaires (JDQs) completed by employees and reviewed by different levels of management throughout the County.
- Market data for benchmark positions was then reconciled with the internal placement of jobs, and proposed pay ranges created. This enabled Segal to develop proposed pay structures with midpoint progressions (i.e. the difference between midpoints of successive grades) ranging from 5% in the lower pay grades (where there are less prevalent differences in the market value of benchmark jobs) to 12% in the higher pay grades (to accommodate the more considerable variations in market data). This resulted in strong alignment between the internal evaluation and external value.
 - Overall, the proposed midpoint as an average of market midpoint is 100% (for all jobs)
 - Pay range midpoints increased by +11% across the County

This excludes sworn positions in the Sheriff's Office, as an independent arbitration decision has determined peer agencies for sworn public safety that are different than those identified by the County for this study (which would render Segal's recommendations for those roles obsolete).

Implementation

The County must still decide how to implement Segal's recommendations, including negotiations with unions and funding from the Board of Commissioners. To assist with these decisions, Segal has provided the County a "live" file that enables the County to change its competitive position relative to market (i.e. 100%, 90%, etc.) and percent between steps. The cost scenarios included are to place anyone below the range minimum at the new range minimum, and to place employees on the closest step without a decrease. Employees above their calculated range maximum (potentially higher than the initial range maximum due to the impact of compounding percentages when creating steps) are identified as frozen (i.e. red-lined, red-circled, etc.), as Segal does not recommend that the County decrease any employee's actual base salary as a result of this study.

It is intended that this file will assist the County in calculating its implementation cost and that other decisions regarding how and when recommendations go into effect will be handled in accordance with the County's typical labor negotiations and budgeting processes.

Appendix A - Job Summaries

Benchmark Job Title	Summary
Administrative Assistant	<p>Provides administrative support in a variety of functions. Collects, reviews, analyzes complex and/or confidential data and prepares reports, charts, budgets, and other presentation materials. Responds to or routes non-routine or confidential inquiries from external or internal sources with correspondence or other messaging. Schedules and coordinates meetings, travel, and other group activities. Coordinates purchasing of department supplies. Processes and maintains records of invoices.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in public administration, clerical work, accounting or related field</p>
Administrative Coordinator	<p>Provides direct support to a Department/Court/Elected Office in the daily management of court operations. Performs administrative duties of confidential nature with minimal supervision. Maintains historical data and records for the court, prepares and records reports, and collaborates other state and local government units and vendors.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 5 to 7 years' experience in public administration, clerical work, or related field</p>
Civilian Aide	<p>Schedules and assists family and other visitors for incarcerated inmates. Reviews classification of inmates, inmate/visitor history, and other factors to determine eligibility. Monitors visits to ensure compliance with departmental policies. Provides some technical support and vendor oversight.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in criminal justice and jail operations</p>
Executive Assistant	<p>Performs various executive duties specific to a Department/Court/Elected Office such as: reception, clerical duties, customer service recordkeeping. Records actions and provides accurate transcription of minutes. Prepares agendas and supporting material for meetings. Provides professional customer service, has organizational skills, utilizes problem solving skills and communicates effectively with supervisors, co-workers and citizens. May supervise.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience in public administration, accounting, finance, or related field</p>
Health And Community Services Program Specialist	<p>Provides advice and guidance to individuals and families enrolling in programs offered by the Health and Community Services department. Responds to questions regarding programs and their benefits. Provides information on other community resources. Reviews, researches and corrects documentation, including entering and data information from Electronic Medical Records systems and a variety of other databases. Participates in outreach initiatives. Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in customer service and with data entry</p>

Benchmark Job Title	Summary
Public Health Specialist	<p>Supports the delivery of clinical services and/or a public health program. Collects medical information for entry into Electronic Medical Records systems and various other databases. Completes billing and claims and financial reports. Performing insurance verifications or other similar authorizations to ensure services are paid for. Responds to citizen and provider inquiries.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in customer service and with data entry</p>
Radio Dispatcher	<p>Dispatches animal services and enforcement officers. Sells and updates licenses. Receives reports and provides customer service.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and Less than 1 year experience in dispatch and veterinary services</p>
Airport Director	<p>Develops and implements a different set of strategic goals and business objectives in line with contextual changes in legal, business and economic factors affecting the operations of the Airport. Advises the Board of Trustees organizational processes and industry trends, providing reports covering the activities and financial conditions governing the airport operations. Oversees and administers annual operating budget and capital improvement initiatives, with involvement also in public relations and marketing development initiatives.</p> <p>Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 9+ years' experience</p>
Airport Operations Technician	<p>Performs periodic inspections of airfield equipment, zoning and operations, such as pavement, signs and lighting. Conducts field condition assessments with measurement tools and other reporting techniques.</p> <p>Maintains security standards in the airfield, reporting security breaches and monitoring the adequate execution of operations, both in relation to passengers and aviation staff. When necessary, assists in the coordination of emergency services and supports its initial operations. Also, involved in assisting customer services with airport tenants and community representatives. Occasionally, assigned to perform specific duties, such as badging operations, concerning the management and coordination of badge audit, security training and record keeping.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience working in the aviation industry</p>
Elections Coordinator	<p>Coordinates voter registration and county elections. Ensures compliance with federal, state and local laws. Maintains databases. Trains poll workers. Provides support to other government agencies. Receives and reviews campaign finance and filing documents. Determines candidate eligibility to appear on ballots. Oversees records retention. Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 3 to 5 years' experience with state election laws and procedures</p>
Correctional Nurse Supervisor	<p>Performs professional nursing services within facility related to planning, organizing, monitoring and implementing medical care. Supervises subordinate correctional nurses. Ensures inmates and staff are provided with personal protection equipment. Coordinates medical supplies and health insurance for inmates at efficient costs. May be required to work in correctional or community health setting, based on assignment.</p>

Benchmark Job Title	Summary
	Minimum Qualifications: Associate's Degree or 2 Years of College and 5 to 7 years' experience in nursing, nursing management, or related field
Nurse I	<p>Provides medical and nursing services which may include but is not limited to immunizations, infectious disease testing, and administering medications. Performs assessments. Completes referrals. Maintains documentation. Performs care coordination and public education. Completes required ongoing certification and training. Work may be performed in jails, juvenile homes, schools, other county facilities or citizens' homes. May be required to work in correctional or community health setting, based on assignment.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience in nursing and community/public health</p>
Nurse II	<p>Provides medical and nursing services. Conducts case management. Develops, implements, manages, and monitors a variety of public health programs. Conducts outreach to citizens and medical providers. Performs assessments. Completes referrals. Maintains documentation. Performs care coordination and public education. Completes required ongoing certification and training. May be required to work in correctional or community health setting, based on assignment.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience in nursing and community/public health</p>
Nurse Supervisor	<p>Supervises the provision of medical, nursing, and case management services. Develops and implements quality assurance initiatives. Oversees referral and enrollment processes. Serves as a liaison to community partners. Participates in fundraising and budget administration to meet specified goals. May be required to work in correctional or community health setting, based on assignment.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 5 to 7 years' experience in nursing and community/public health, including prior supervisory experience</p>
Nutritionist	<p>Works within the Mi-WIC Program to assess clients' nutritional and medical needs. Performs necessary testing such as anthropometric, hematological, and lead testing. Educates clientele on assessment and refers them to appropriate community resources.</p> <p>Minimum Qualifications:</p>
Psychologist	<p>Provides individual and group psychological services. Administers assessments. Interacts with caseworkers, other county staff, citizens, and mental health providers. Develops and monitors treatment goals and objectives. Depending on assignment, may complete court-ordered psychological evaluations, adjudicative competence evaluations, and criminal responsibility evaluations and provide testimony, as needed.</p> <p>Minimum Qualifications: Graduate Degree in psychology, social work, or related field and 5 to 7 years' experience in counseling</p>
Community Corrections Director	<p>Develops, maintains and provides expert-level advice regarding the development and implementation of community corrections and pre-trial service plans. Monitors externally funded departmental budget, including drafting and negotiating contracts and sub-contracts. Establishes partnerships and serve as liaison to state/regional committees. Analyzes qualitative and quantitative data to identify potential program</p>

Benchmark Job Title	Summary
	<p>improvements and funding.</p> <p>Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 5 to 7 years' experience in criminal justice, public administration, or related field</p>
Juvenile Probation Officer II	<p>Investigates clients and families to determine rehabilitation plans and implementation of applicable welfare services. Administers relevant assessments, makes recommendations and submits referrals to community agencies. Uses interpersonal skills to build rapport with families to help meet their systemic, emotional, and financial needs. Attends and partakes in court proceedings to provide court testimony and recommendations for appropriate placements. Completes required paperwork for court proceedings. Responds to critical situations to provide intervention and reassess needs of client and family. Possesses Judicial Institute Probation Certification and any necessary trainings.</p> <p>Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 5 to 7 years' experience in social work, criminal justice, public administration, or related field</p>
Probation Officer	<p>Enforces compliance of court orders for criminal offenders sentenced to probation by a district court judge. Supervises high-risk and needs individuals placed into treatment court programs. Develops treatment plans and strategies per client's needs and case. Implements crisis intervention and resolution when necessary. Investigates noncompliant behavior and brings charges of probation violation against the offender.</p> <p>Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience in social work, criminal justice, public administration, or related field</p>
Circuit/Probate Court Administrator	<p>Administers the non-judicial functions of the 9th Circuit Court including the planning, development and implementation of policies, procedures and programs, including personnel management, budget development, quality assurance, and strategic planning initiatives.</p> <p>Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 9+ years' experience in Law, Court Administration or Public Administration</p>
Court Case Manager	<p>Provides ongoing support, guidance, resources, problem-solving, and case management to problem-solving court participants suffering from substance use disorders. Meets with participants to assess program compliance, identify additional needs, problem-solve barriers to program compliance and provide crisis intervention as necessary. Communicates with and service providers stakeholders to provide client progress. Composes and distributes reports on client progress. Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 1 to 3 years' experience with case management in a social services or court setting</p>
Court Recorder/Judicial Aide	<p>Records official court proceedings as required by statute using audio, video, or digital recording equipment, testing and adjusting equipment to ensure clarity and accuracy. Prepares and certifies court transcripts for future proceedings as requested by Circuit Court and other appropriate parties. Preserves and maintains all recorder logs, tapes, and all official documents per State retention schedule. Maintains smooth functioning of courtroom by managing files, preparing cases for pre-trial, render procedural guidance to court participants, screen incoming calls, and</p>

Benchmark Job Title	Summary
Court Services Specialist	<p>ensure presence of parties. May assist Judge by creating, preparing and serving all court orders/opinions issued by the Judge per Michigan Statutes and Michigan Court Rules.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in a courtroom or legal setting</p> <p>Provides a variety of administrative support to internal and external parties in the processing of a variety of court-related proceedings such as those involving domestic, child protection and delinquency cases. Monitors and ensures the efficient flow of cases through the entire lifecycle from creation of a record through disposition of case by assisting with the scheduling of hearings, arranging meeting spaces or special accommodations and hosting/operating remote recording/livestream sessions. Maintains compliance with statutory mandates and is responsible for entering relevant information into the court's case management systems. Assists in recording and preserving Court proceedings by operating audio and video recording equipment. May assist hearing officials with research of relevant data. Reviews, analyzes, and assesses proper filings of all legal pleadings that will serve as the court record. Updates court records regarding the judicial action of all court events. Compiles, analyze, and monitor statistical data on domestic, child protective, and delinquency case activity.</p> <p>Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 1 to 3 years' experience working in a court or legal setting</p>
Deputy Register	<p>Reviews, analyzes, processes the Court's caseload, court orders, legal correspondence, and attorney/guardian ad litem appointments as well as conducts legal research and other Judicial acts in accordance with the Statutory Authority exclusively given to Deputy Probate Registers. Monitors, coordinates and schedules court proceedings and provides information and assistance to the public concerning legal proceedings as a subject matter expert for specific case types. Manages Court receivables, payables and all information needed to update financial records. Provides technical support for online/computer applications such as OnBase, JIS and Microsoft applications. Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience working in a court or legal setting</p>
Domestic Case Enforcement Officer	<p>Investigates, determines enforcement action and executes enforcement of non-compliance of domestic relations orders in accordance with State and Federal Law. Responds to daily inquiries from litigants in person, via phone, mail and the internet regarding court processes, available services and options for legal relief.</p> <p>Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience working in a court or legal setting</p>
Domestic Case Intake Specialist	<p>Screens domestic motions filed with the Court to determine initial Court action based on predetermined criteria and determines eligibility for alternative processes or referral to community agencies. Conducts conciliation inquiries using mediation techniques with parents requesting action on child custody, parenting time, child support and change of domicile in order to increase efficient use of judicial assets and resolve</p>

Benchmark Job Title	Summary
	<p>presenting issues. Drafts consent orders regarding resolved issues and child support orders for parents without legal representation.</p> <p>Minimum Qualifications: Bachelor's Degree in nursing, public health, social work, or related field and 3 to 5 years' experience working with clients in a courtroom or legal setting</p>
Juvenile Probation Services Supervisor	<p>Manages the daily operations of the 9th Circuit Court juvenile probation department and all the Child Care funded programs. Responsible for pre and post dispositional supervision for all delinquent and neglected youth. Supervises juvenile probation officers and serves as a court liaison to external service providers.</p> <p>Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 5 to 7 years' experience in implementing, monitoring and improving juvenile services</p>
Law Clerk	<p>Assists Judges with legal research and drafting memos and other legal documentation such as motions for summary.</p> <p>Minimum Qualifications: Graduate Degree in law, criminal justice, public administration, or a related field and No Experience</p>
Probate Attorney	<p>Assists the Chief Probate Judge, Probate Register, Probate Court staff and the public. Receives, processes, evaluates incoming and filed legal proceedings. Reviews and conducts legal proceedings such as hearings and settlement conferences. Conducts legal research and drafts legal memoranda and documents. Minimum Qualifications: Graduate Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience in researching and drafting legal documents</p>
Staff Attorney	<p>Serves as a legal counsel for the Friend of the Court and the Family division. Attends hearings involving the Friend of the Court including enforcement actions. Performs day-to-day legal research and responds to legal questions from staff and the public. Prepares motions of summary and calculations in relation to child support and child support enforcement.</p> <p>Minimum Qualifications: Graduate Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience practicing family law or government</p>
Customer Service Specialist	<p>Provides specialized service and knowledge to customers regarding animal care. Files necessary reporting and documentation covering complaints, missing animals, and licensing. Intakes animals that are stray, surrendered, injured or sick. Approves animal adoption following standard policies and procedure. Handles animal recovery through verification, recording and researching of appropriate documentation. Prepares necessary documentation for courts and legal requests.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in customer service, clerical services, or related field</p>
Environmental Health Specialist I	<p>Performs inspections and conducts plan reviews of a diverse set of fixed facility food establishments to determine compliance with food code standards. Enforce codes and issue permits.</p> <p>Minimum Qualifications: Bachelor's Degree in biology, chemistry,</p>

Benchmark Job Title	Summary
	environmental science, physics, geology or a related field and 1 to 3 years' experience
Environmental Health Specialist II	<p>Performs inspections of a diverse set of facility establishments and conducts plan reviews of remodeled facilities to ensure compliance with regulations. Engages in the dissemination of educational information regarding best practices.</p> <p>Minimum Qualifications: Bachelor's Degree in biology, chemistry, environmental science, physics, geology or a related field and 3 to 5 years' experience</p>
Epidemiologist	<p>Manages the public health disease surveillance system and regularly analyzes and reports on the health status of residents. Identifies problems and recommends corrective actions. Constructs relevant databases and performs data analysis for periodic reporting. Participates in consultation meetings with internal and external communities to consolidate recommendations and disseminate policy options. Minimum Qualifications: Graduate Degree in nursing, public health, social work, or related field and 3 to 5 years' experience with communicable disease, chronic disease and social epidemiology and working with large datasets and with producing written reports and presentations.</p>
HHW Technician II	<p>Interacts with the general public for consultation, advisory services, and guidance regarding Household Hazardous Waste (HHW). Performs administrative duties related to billing and transactions. Provides education on a variety of recycling topics to the general public of the county. Assists with planning, monitoring, and purchase of new material, such as policy writing and revision of requirements for safe working environments. Engages in manual duties, such as unloading chemicals and electronics from various vehicles, along with sorting and packing the material.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience in Environmental Studies, Chemistry, Biology or Geology</p>
Appraiser	<p>Conducts appraisal studies, economic condition factor and land value studies through collection and analysis of property data. Prepares related reports and recommendations based on findings. Assists taxpayers, real estate professionals and other with property tax questions, property descriptions and related tax maps.</p> <p>Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience in accounting, finance, business, or related field</p>
Assessment Support Specialist	<p>Determines value for residential class of property in each township and city in the county. Assists director and colleagues with other sales study related processes. Conducts sales studies by compiling and analyzing sales data. Audits sampling of local assessors' personal property recordings. Reviews and compares personal property statements entered in assessing software. Enters recorded sales into assessing software.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in accounting, equalization process, or related field</p>
Equalization Director	<p>Manages the equalization department. Establishes recommended equalized values for each local unit. Actively manages and participates</p>

Benchmark Job Title	Summary
	<p>in sale and appraisal studies. Prepares equalization and apportionment report for board of commissioners. Collects and reviews final assessment data from local units.</p> <p>Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 9+ years' experience in equalization process, appraisals, or related field</p>
Accountant I	<p>Performs accounting functions for the County by examining accounting documents, prepares journal entries, and researches/resolves account discrepancies. Maintains accurate financial records by monitoring, reviewing and completing monthly reconciliations on assigned accounts. Completes the annual budget allocations for funds, managing and monitoring the funds for budget variances. Reviews, develops and executes grant and general fund budgets. Provides guidance and direction through analysis and communication with program staff along with providing financial information and advising for decision making bodies. Prepares reconciliations, reports, closing entries, audit paperwork</p> <p>Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 3 to 5 years' experience</p>
Accountant II	<p>Performs accounting functions for the County by examining accounting documents, prepares journal entries, and researches/resolves account discrepancies. Maintains accurate financial records by monitoring, reviewing and completing monthly reconciliations on assigned accounts. Completes the annual budget allocations for funds, managing and monitoring the funds for budget variances. Reviews, develops and executes grant and general fund budgets. Provides guidance and direction through analysis and communication with program staff along with providing financial information and advising for decision making bodies. Prepares reconciliations, reports, closing entries, audit paperwork</p> <p>Minimum Qualifications:</p>
Court Financial Services Manager	<p>Oversees financial operations of a Court. Leads annual budget process and prepares financial statements and reporting required by the county and external funding authorities. Ensures compliance with standard accounting principles and policies, along with the processing of all court receipts, disbursements, and journal entries from the authorities involved. Supervises and manages staff in several areas of the Finance Service unit. Coordinates and approves court contracts. Ensures proper and accurate billing of fees for contracted court services. Performs financial analysis of court revenues and expenditures. Oversees and prepares periodic recurrent financial accounting records. Conducts research in order to develop and implement procedures to ensure the accuracy, transparency, and integrity of financial records and data. strategies for the collection of outstanding revenues. Maintains knowledge to back up the role of Deputy Court Managers when they are out of the office.</p> <p>Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 7 to 9 years' experience</p>
Finance Director	<p>Directs accounting, financial and auditing functions. Serves as the primary financial advisor to elected and appointed officials. Develops, plans and implements fiscal strategies, policies, procedures, and internal controls. Leads development and oversight of the budget.</p>

Benchmark Job Title	Summary
	Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 9+ years' experience
Financial Operations Manager	Oversees the performance of functions of county-wide grant administration and reporting to include, but not limited to: preparation and timely submission of grant applications, contracts and reports, development and adjustment of associated budgets, coordination of budgeted funds, screening and processing requests for expenditures, ensuring the timely application for reimbursement from the grantor and the single audit component of the annual audit. Ensures departmental compliance with grant regulations, laws, statutes, policies, standards and guidelines. Serves as a liaison with principals and other departments on issues regarding grants. Oversees the performance of functions of Health & Community accounts receivable administration and reporting including clinic claims submissions. Ensures integrity and accuracy of financial data and maintain systems and controls to deliver reliable analyses. Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 5 to 7 years' experience
Financial Specialist	Manages all court accounts receivables, payables, and pass-thru funds handled in Court Finance Unit. Enters invoices for court-Manages information needed to update financial records of the Court Finance Unit and any associated activates and programs. Minimum Qualifications: 6 months+ training beyond High School and 1 to 3 years' experience in accounting or related field
Purchasing Manager	Supervises County-wide financial operations and major supplies and services purchasing functions. Maintain fixed asset records and making sure all financial operations and purchasing functions are in compliance with policy as well as applicable State and Federal laws and regulations. Maintains fixed asset records and follows up with on-line requests, bids, and contract extensions, along with preparing and processing request procedures. Prepares and maintains requisitions for goods and services that do not comply with purchasing policies. Leads the work of staff involved in providing financial and purchasing services. Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 5 to 7 years' experience
Cook I	Prepares meals and accounts for special diet requirements. Performs loading and unloading of food supply and clean the working spaces. May monitor inmate workers in the kitchen for adherence to sanitation guidelines, hygiene standards, and interpersonal conflicts. Ensures compliance with FDA standards. Minimum Qualifications: 6 months+ training beyond High School and Less than 1 year experience
Cook II	Prepares meals and provides dietary modifications when needed. Gives directions to kitchen staff for maintaining clean environment, service areas, and equipment. Oversees compliance with health inspection standard requirements. Coordinates and reviews the maintenance and operations of food supply and inventory. Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience
Community Liaison	Supports Drug Treatment Court case management. Delivers incentives or phase-up/graduation materials. Performs residence, community

Benchmark Job Title	Summary
	<p>service and employment verifications. Transports participants of the Drug Treatment program. Completes case note documentation. Much of the work this position does is performed in citizens' homes. Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience in law enforcement, probation, parole, or community corrections</p>
Veterans Service Specialist	<p>Advises veterans, their dependents and/or survivors in obtaining educational, financial, and social services and other benefits. Interviews dependents and/or survivors to determine eligibility. Maintains and updates records and case files. Maintains individual accreditation as required by law. Participates in public outreach and engagement. Conducts research and interprets laws.</p> <p>Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 1 to 3 years' experience performing analysis and in customer service</p>
Human Resources Director	<p>Develops and direct the implementation of personnel policies and procedures. Recommends proposals for policy changes to the competent governing bodies and union organizations. Develops and coordinates the activities and staff of the Human Resources (HR) Department. Conducts research, analyze data, and prepare statistical reports for a variety of HR-related issues and topics, while also managing the department's budget submission, including employee benefits and payroll. Provides HR guidance to several committees, engaging in meetings and relationship building activities.</p> <p>Minimum Qualifications: Bachelor's Degree in human resources, labor relations, public administration, or related field and 9+ years' experience</p>
Human Resources Generalist	<p>Assists in the operations of the Human Resources Department, with specific responsibilities regarding the onboarding of new hires, conducting background checks, and redacting resumes. Oversees comprehensive management of administrative duties, such as keeping personnel records, managing invoices, maintaining and copying documentation, together with customer service abilities to manage relationships with new employees, third-party personnel, and the general public. Organizes and conduct HR sponsored trainings for both internal and external audiences.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience</p>
Human Resources Specialist	<p>Assists in the human resources operations of recruiting, payroll, and benefit administration, including management of the county's job classification system and structure, and the administration of benefits. Coordinates interviews and selection of applicants. Serves as a coordinator for specific training programs and assist senior staff on special projects. Administers lump sum distributions and ensure that benefit calculations are in accordance with organizational goals and legislative requirements. Prepares reports and perform mathematical computations to audit, review, and correct payroll data as needed.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience</p>
Information Technology Director	<p>Directs information technology and information security activities for the county. Establishes policies, procedures, standards, and strategies for technology enablement of business operations and compliance with</p>

Benchmark Job Title	Summary
	<p>statutory mandates. Identifies and drives investment of financial resources in technology. Develops and administers annual operating and capital budgets. Advises elected and appointed officials on matters concerning IT and information security governance. Minimum Qualifications: Bachelor's Degree in information technology, computer science, public administration, or related field and 9+ years' experience in information technology, including prior supervisory experience</p>
IT Systems Administrator	<p>Designs, maintains, and administers IT infrastructure and systems. Administers databases. Develops and executes project plans for implementation. Oversees vendors. Completes advanced troubleshooting. Determines, configures, and deploys information security solutions. Additional responsibilities include architecture and training or reviewing the work of lower levels in the job family.</p> <p>Minimum Qualifications: Bachelor's Degree in information technology, computer science, public administration, or related field and 5 to 7 years' experience in network, server, and database administration</p>
IT Infrastructure Specialist	<p>Supports a variety of IT infrastructure. Deploys and configures network devices. Builds, deploys, and maintains servers. Performs network maintenance. Installs upgrades and patches. Completes basic to intermediate troubleshooting.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience in network administration, Windows server administration, Active Directory, and with application management</p>
Juvenile Home Director	<p>Administers county juvenile home services including planning, organizing, and directing activities related to detention and treatment services. Conducts hiring, training, and disciplinary action of staff. Develops and implements juvenile home compliance standards with state and federal licensing agencies. Maintains compliance with applicable legislation. Monitors and documents staff and resident interactions to ensure safety. Administers necessary safety precautions in juvenile home such as security systems.</p> <p>Minimum Qualifications: Bachelor's Degree in human resources, labor relations, public administration, or related field and 9+ years' experience in organizational management, juvenile courts, or related field</p>
Youth Specialist II	<p>Ensures safety, security, and welfare of youth detained in juvenile home. Monitors residents' daily routine and attends treatment team meetings with families and court staff. Provides input on youth behavior whether it be achievements or areas that need improvement. Utilizes moral recognition therapy treatment method that the program is structured around. Requires a Bachelor's degree.</p> <p>Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 1 to 3 years' experience in social work or related field</p>
Auto Maintenance Supervisor	<p>Supervises and instructs subordinate mechanics to keep accurate repair records. Performs maintenance and repairs on county vehicle fleet, including lawn and snow equipment. Work with vendors to schedule and transport vehicles for repair, warranty work, and recalls. Submits all repair work orders and invoices, along with any necessary documentation to management and/or purchasing departments. Manages garage inventory and purchases equipment as needed. Minimum Qualifications: 6 months+ training beyond High School and 5</p>

Benchmark Job Title	Summary
	to 7 years' experience in auto maintenance, machinery maintenance, or related field
Building & Grounds Director	<p>Oversees development and implementation of strategic facilities planning, maintenance, custodial and projects into measured outcomes. Monitors creation and review of contracts, request for proposals, agreements, and applicable data reports. Builds budgets and financial capital planning strategies that effect budget outcomes and long range spending for the department. Communicates information to staff regarding department related contracts, policies, communications and information. Manages approvals for capital improvement projects and contractual reviews. Handles hiring, interviewing, and disciplinary action of employees.</p> <p>Minimum Qualifications: Bachelor's Degree in engineering, construction management, or related field and 9+ years' experience in engineering, project management, or related field</p>
Building & Grounds Maintenance Supervisor	<p>Ensures that all buildings, grounds and facilities meet all requirements per safety, maintenance and environmental guidelines. Reviews and staffs requests for maintenance work. Answers questions regarding maintenance and scheduling activities.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 5 to 7 years' experience in contraction management, electricity, plumbing, or related field</p>
Building Maintenance Technician I	<p>Maintains grounds and buildings of county facilities. Maintains, repairs, rebuilds and services small equipment as needed. Performs grounds keeping work and repairs to maintain grounds of facilities and buildings. Conducts electrical and HVAC repairs. Prepares infrastructures for painting or remodeling.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in facilities maintenance or related field</p>
Building Maintenance Technician II	<p>Performs daily maintenance of facility operations, including buildings, grounds and equipment, heating/cooling, landscaping, light fixture replacements, plumbing, garbage disposal, and snow removal. Provides customer assistance to the public and communicates with staff regarding building related issues. Delivers necessary supplies to building staff. Assists in planning and project development with outside contractors. Ensures a safe environment is achieved through utilizing safety measures, inspections and preventative maintenance. May oversee buildings with operation hours longer than the business week.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in construction, building maintenance, or related field</p>
Carpenter	<p>Meets with department heads to assist with building and construction of cabinets and similar structures in an efficient manner. Accomplishes projects with proper materials while following building codes and ADA standards. Maintains upkeep of wood shop tools, dust collection system and other cabinetry tools. Exchanges and maintains lock bodies, spindles, and cylinders for doors. builds partition walls, suspended ceiling grids, and drywall construction. Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in carpentry, construction, or related field</p>

Benchmark Job Title	Summary
Custodial Supervisor	<p>Oversees daily custodial operations for the organization. Schedules and works with subordinate staff to ensure work is completed in a timely and safe manner. Conducts performance reviews, grievance procedures and necessary disciplinary actions.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in custodial operations or related field</p>
Custodian	<p>Cleans and disinfects work areas in compliance with cleaning standards. Ensures bathrooms are fully stocked daily with essential materials. Keeps track and maintains inventory of supply closets and cleaning equipment. Removes trash and recycling bins, and disposes of waste in its respective waste collection area. Makes certain buildings are locked and secured at night with lights turned off. Arranges furniture and equipment as directed for set-up and teardown of events.</p> <p>Minimum Qualifications: Less than a High School diploma and Less than 1 year experience in custodial operations or related field</p>
Electrician	<p>Conducts necessary lighting repairs, improvements, and retrofitting in order to maintain efficiency. Troubleshoots equipment and administers electrical inspections with scope of work including HVAC, lighting controllers, receptacles, circuits, etc. Travels to various vendors and utilizes online resources to source necessary parts and equipment for electrical repairs.</p> <p>Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience in an electrical trade</p>
Equipment Mechanic	<p>Performs maintenance and repairs on vehicles and road maintenance equipment. Tests equipment to ensure safe and efficient operation, which includes changing oil, checking batteries, repairing and replacing tires and tubes and lubricating equipment and machinery.</p> <p>Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience in heavy equipment operation or related field</p>
Equipment Operator	<p>Performs road maintenance through snow and ice removal. Operates machinery for grounds keeping such as lawn mower. Performs daily inspection of airport grounds to maintain safety and manage any potential hazards. Checks and fuels vehicles; and performs occasional maintenance duties.</p> <p>Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience in heavy equipment operations or related field</p>
HVAC Technician	<p>Maintains air conditioning, heating, ventilation and refrigeration systems for all County facilities. Controls, adjusts, monitors and maintains energy management systems throughout the facilities, to include mechanical and electrical components of the systems. Works with building occupants to determine correct schedules and settings for energy management. Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience in heating and cooling, plumbing, or related field</p>
Parks Maintenance Worker	<p>Maintains grounds and buildings of county facilities and parks. Performs preventative maintenance tasks, completes equipment inspections, and places orders to replenish inventory. Maintains maintenance logs and records. Installs and repairs facility infrastructures. Performs pesticide and fertilizer application.</p>

Benchmark Job Title	Summary
	Minimum Qualifications: 6 months+ training beyond High School and 1 to 3 years' experience in facilities maintenance or related field
Plumber	<p>Supports maintenance requests and maintains inventory of repairs parts. Maintains plumbing systems. Responds to service problems with drains, faucets, hot water. Troubleshoots pneumatic systems. Maintains backflow devices.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in plumping, irrigation, facility maintenance, or related field</p>
Laboratory Specialist	<p>Processes clinical and environmental samples requiring testing, in line with medical protocols. Analyzes data and conducts research throughout the lifecycle stages of laboratory testing. Keeps laboratory equipment calibrated and in good working order, including budgeting for and purchasing new equipment as needed.</p> <p>Minimum Qualifications: Bachelor's Degree in biology, chemistry, public health, or a related field and 3 to 5 years' experience</p>
Animal Services & Enforcement Director	<p>Directs Animal Services & Enforcement operations. Enforces local, county, and state animal laws and ordinances. Oversees the sale of dog licenses. Educates the public on animal care and safety. Directs criminal cases, citations, and investigations. Prepares and delivers public education programs.</p> <p>Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 7 to 9 years' experience in law enforcement</p>
Animal Services & Enforcement Officer	<p>Enforces local, county, and state animal laws and ordinances. Responds to calls and captures animals that may be sick, injured, or aggressive. Performs euthanasia. Educates the public on animal laws. Investigates complaints and issues citations.</p> <p>Minimum Qualifications: 6 months+ training beyond High School and 1 to 3 years' experience as a kennel technician or veterinarian assistant</p>
Corrections Officer	<p>Ensures the safety and security of county jail inmates, and staff. Investigates complaints. Book inmates into the jail management system. Interviews inmates. Researches individuals for warrants. Processes bonds. Responds to questions and inquiries from other county justice and legal staff. Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience in criminal justice, law enforcement, or public safety</p>
Crime Lab Specialist	<p>Examines crime scenes, including the investigation of human remains and non-human items. Examines substances to determine the nature and processes needed items in the laboratory, in conjunction with specialized institutions for the determination of traces. Analyzes data and compiles reports of the findings to ultimately testify in court as needed.</p> <p>Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 1 to 3 years' experience</p>
Kennel Technician II	<p>Provides veterinary care. Vaccinates animals. Maintains records. Cleans animal services facilities and equipment. Performs euthanasia</p>

Benchmark Job Title	Summary
	<p>when needed or required. Maintains inventory and stock levels. Balances schedule II drug logs.</p> <p>Minimum Qualifications: 6 months+ training beyond High School and 1 to 3 years' experience</p>
Captain/Chief Deputy	<p>Manages operations of the Sheriff's Office to include food service, technology, accreditation, evidence, etc. Conducts internal and criminal investigations. Assists the Sheriff and Undersheriff with media relations. Serves as a liaison with attorneys during cases of civil litigation. Reports to Undersheriff.</p> <p>Minimum Qualifications: Associate's Degree in criminal justice or related field, and 9+ years of experience supervising law enforcement and jail operations.</p>
Undersheriff	<p>Directs operations of the Sheriff's Office under the supervision of the Sheriff.</p> <p>Minimum Qualifications: Bachelor's Degree in criminal justice or related field, and 9+ years of command experience, preferably at each rank within the office.</p>
Lieutenant	<p>Assists in the management and direction of a major vision of the Sheriff's Office by coordinating shift activities, section activities and monitoring responsibilities of personnel. Reports to Captain.</p> <p>Minimum Qualifications: Associate's Degree in criminal justice or related field, or 2 years of military service in related field, and 5 years of supervisory experience as a Sergeant or higher rank.</p>
Captain	<p>Manages a major division within the Sheriff's Office i.e. Operations, Jail or Support. Reports to Undersheriff.</p> <p>Minimum Qualifications: Associate's Degree in criminal justice or related field, or 2 years of military service in related field, and 5 years of supervisory experience as a Sergeant or higher rank.</p>
Deputy/Co II	<p>Performs law enforcement functions for the Sheriff's Office to include enforcement of all criminal and traffic laws. Reports to Sergeant. Minimum Qualifications: Associate's Degree in criminal justice or related field, or 2 years of military service in related field</p>
Sergeant	<p>Serves as shift supervisor, leads and manages Deputies and other personnel in various activities within the Sheriff's Office. Reports to Lieutenant.</p> <p>Minimum Qualifications: Associate's Degree in criminal justice or related field and 3 years' experience</p>
Assistant Prosecuting Attorney III	<p>Represents citizens in the vest of attorneys in criminal, quasi-criminal, and civil matters by reviewing, enforcing, and litigating the applicable laws. Conducts screening, charging, and handling of complex capital felony and homicide cases in the Appellate, Circuit, District and Family courts. Conducts trial preparations, reviewing and assessing investigative reports and evidence. Reviews charging requests and assigns cases and projects to staff. Ensures completion of tasks, develops procedures and best practices, monitors performances, and provides legal and tactical strategies to other assistant prosecutors. Advises staff concerning changes in the law, and ensures compliance</p>

Benchmark Job Title	Summary
	<p>with federal and state regulations.</p> <p>Minimum Qualifications: Juris doctor degree and 5 to 7 years' experience</p>
Legal Assistant II	<p>Coordinates and controls the progression of domestic cases, monitors all functions that affect movements of cases in order to comply with statutory mandates. Serves as first line of support of the platform by diagnosing issues and executing corrective measures. Monitors and reviews district court and court of appeals legal events, distributing motions and preparing documentation needed to carry on juridical duties. Evaluates incoming data from different law enforcement agencies. Performs legal research, interpretation of laws and regulations, providing analysis and fact gathering related to various issues. Addresses unique questions by staff and law enforcement agencies regarding information on cases. Ensures completion of tasks, develops procedures and best practices, monitors performances, and provides legal and tactical strategies to other assistant prosecutors. Represents citizens on behalf of the prosecuting attorney in criminal, child abuse and neglect, delinquency, paternity and support, and other quasi-criminal and civil matters.</p> <p>Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience</p>
Victim Advocate	<p>Provides crisis intervention assistance and advocacy to crime victims, serving as a community resources liaison. Provides flow of information about the criminal justice system to victims according to the Crime Victim Rights Act (CVRA). Interviews victims and compiles pertinent information. Provides explanation and updates of court proceedings to victims through various communication channels. Assists prosecutor with trial management and preparation, providing police reports and witness material. Arranges translation and special-needs services. Remains up to date with training and development on new professional requirements for performing the role. Maintains detailed information about crime victim demographics. Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience</p>
Health Educator	<p>Designs, develops, and implements, and delivers public health education programs. Coordinates training. Serves as a liaison and provides assistance to medical professionals, community health partners, and individuals. Develops and executes marketing and promotional strategies. Performs research and develops reports. Makes referrals to other community resources. Performs outreach and recruitment for eligible participants.</p> <p>Minimum Qualifications: Bachelor's Degree in nursing, public health, social work, or related field and 1 to 3 years' experience in nursing, public health, program development, social work or related field</p>
WIC Supervisor	<p>Serves as the local agency representative for the administration, implementation, and evaluation of the county's WIC program. Monitors program budget and technician caseloads. Ensures compliance with state and federal requirements. Provides nutrition counseling.</p> <p>Minimum Qualifications: Bachelor's Degree in dietetics, nutrition, or related field and 5 to 7 years' experience working with WIC</p>
WIC Technician	<p>Determines WIC program eligibility. Administers food benefits. Performs anthropological measurements and hematological and lead testing.</p>

Benchmark Job Title	Summary
	<p>Checks and maintains inventory. Recruits new participants.</p> <p>Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in dietetics, nutrition, or related field</p>
Park Supervisor	<p>Manages and operates parks to provide quality services, facilities, and experiences for visitors. Serves as point of contact for clients, special events, and the general public. Oversees cash handling at applicable parks and provides proper accounting of such fees. Ensures daily maintenance of clean and safe facilities through maintenance, repairs, trash removal, and grounds keeping. Hires, trains and disciplines subordinate staff. Assists with planning and implementation of capital improvement and park improvement projects.</p> <p>Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 3 to 5 years' experience in facilities management, recreation management, or related field</p>
Parks & Expo Center Director	<p>Plans and directs the acquisition, development, construction, operation, and maintenance of all county recreational sites. Develops, recommends, and administers annual department budget. Manages account activity to ensure revenue supports budgeted expenditures based on revenue generated through services rendered. Supervises and leads staff to ensure the efficient and effective delivery of services.</p> <p>Minimum Qualifications: Bachelor's Degree in public administration, natural resource management, or related field and 9+ years' experience in facilities management or related field</p>
GIS Supervisor	<p>Coordinates and organizes all aspects of the GIS system within the county as well as the public. Maintains GIS databases, manages access permissions, performs analysis and answers spatial queries, documents current and new procedures, and coordinates projects. Supervises GIS technician through assignment and delegation of tasks.</p> <p>Minimum Qualifications: Bachelor's Degree in planning, development, construction, or related field and 5 to 7 years' experience in GIS systems, planning, development, or related field</p>
Planning Director	<p>Provides direct management of county planning and development functions. Communicates with board members, staff and local municipalities regarding planning and development strategies. Writes and submits grant applications. Manages requests related to GIS systems. Prepares budgets through evaluation of invoices and reviewing quotes.</p> <p>Minimum Qualifications: Bachelor's Degree in planning, development, construction, or related field and 9+ years' experience in planning, development, construction, or related field</p>
Clinical Social Worker	<p>Provides comprehensive assessment and evaluation of needs for the elderly population in line with standards of good life. Develops care services, including monitoring, supporting, and advocating the specific needs of vulnerable adults for access to specific services, when required. Uses technology resources to perform written assessments, compile service plans, and record medical files. Engages in the research of opportunities for community resources, bridging clients' needs with the local community. Provides guidance to students within university social work programs when requested, while also counseling families and community members regarding several mental health problems and non-pharmacological challenges.</p>

Benchmark Job Title	Summary
Chief Deputy Treasurer	<p>Minimum Qualifications: Graduate Degree in psychology, social work, or related field and 1 to 3 years' experience in case management</p> <p>Collaborates with the Treasurer and promotes the financial sustainability of the County. Directs the comprehensive management of the department's administration and operations. Leads the planning, implementation, and achievement of strategic objectives, providing appropriate services as mandated by state and federal laws. Reviews local policies and procedures to ensure alignment with regulations. Supervises internal staff of the department and performs employee appraisal evaluation, overseeing personnel dynamics and performance. Conducts financial and investment reviews and analyses, such as preserving financial schedules, coordinating annual reports, tax collection and debt payment billings. Advises upon complex issues relating to tax matters and enforces varying tax mandates, along with performing tax searches and confirming tax billing calculations. Interfaces with committees and boards, presenting accurate findings and trends regarding financial activities. Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 7 to 9 years' experience</p>
Deputy Treasurer	<p>Collaborates with the Chief Deputy Treasurer, serving as back-up in their absence. Manages forfeiture and foreclosure processes, coordinating troubleshooting issues with information technology and daily matters arising within the department, such as performance reviews and hiring and promotion decisions. Assists in the development and implementation of policies and procedures. Assesses the impact of new and existing proposed legislations, along with providing recommendations to enhance overall department functionalities. Stands up as the primary spokesman for annual tax sale auctions, reviews bank account reconciliation work performed by department staff, and supports the management of banking relationships.</p> <p>Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 3 to 5 years' experience</p>

Appendix B - Detailed Market Data

Kalamazoo County Detailed Market Data (Adjusted)

Administrative Assistant

Administrative Support Job Family

Provides administrative support in a variety of functions. Collects, reviews, analyzes complex and/or confidential data and prepares reports, charts, budgets, and other presentation materials. Responds to or routes non-routine or confidential inquiries from external or internal sources with correspondence or other messaging. Schedules and coordinates meetings, travel, and other group activities. Coordinates purchasing of department supplies. Processes and maintains records of invoices.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in public administration, clerical work, accounting or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Administrative Assistant	Non-Exempt	40	\$35,405	\$40,325	\$45,246
Public Agency 2	Administrative Secretary	Non-Exempt	40	\$38,180	\$46,439	\$54,697
Public Agency 3	Administrative Asst., Facilities Dept.	Non-Exempt	40	\$42,171	\$46,231	\$50,292
Public Agency 4	Clerk I	Non-Exempt	40	\$33,128	\$37,109	\$41,090
Public Agency 5	Administrative Specialist	Non-Exempt	40	\$39,206	\$45,087	\$50,968
Public Agency 6	Administrative Assistant	Non-Exempt	40	\$34,461	\$38,929	\$43,398
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Senior Secretary	Non-Exempt	40	\$38,019	\$43,719	\$49,418
Local Government Market Average				\$37,224	\$42,548	\$47,873
Kalamazoo County	Administrative Assistant	N/A	40	\$32,011	\$35,620	\$39,229
Kalamazoo County as a % of Local Government Market Average				86%	84%	82%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Administrative Assistant - Level 2		40	\$36,289	\$42,502	\$50,287
Private Source 2	Administrative Assistant II		40	\$36,945	\$46,508	\$56,776
Published Survey Market Average				\$36,617	\$44,505	\$53,532
Kalamazoo County as a % of Market Average				87%	80%	73%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$36,921	\$43,527	\$50,702
Kalamazoo County as a % of Market Average			87%	82%	77%
Adjustment to Reach Market Average			15%	22%	29%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Administrative Coordinator

Administrative Support Job Family

Provides direct support to a Department/Court/Elected Office in the daily management of court operations. Performs administrative duties of confidential nature with minimal supervision. Maintains historical data and records for the court, prepares and records reports, and collaborates other state and local government units and vendors.

Minimum Qualifications: Associate's Degree or 2 Years of College and 5 to 7 years' experience in public administration, clerical work, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Administrative Services Manager	Exempt	40	\$56,506	\$64,348	\$72,189
Public Agency 2	Clerical Coordinator	Non-Exempt	40	\$41,717	\$50,309	\$58,902
Public Agency 3	Executive Asst. - FOC	Non-Exempt	40	\$44,778	\$49,271	\$53,764
Public Agency 4	Senior Administrative Specialist	Non-Exempt	40	\$47,319	\$50,568	\$53,817
Public Agency 5	Administrative Specialist	Non-Exempt	40	\$39,206	\$45,087	\$50,968
Public Agency 6	Administrative Coordinator	Non-Exempt	40	\$62,765	\$71,069	\$79,373
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Administrative Assistant	Exempt	40	\$46,586	\$53,570	\$60,554
Local Government Market Average				\$48,411	\$54,889	\$61,367
Kalamazoo County	Administrative Coordinator	N/A	40	\$41,642	\$46,363	\$51,085
Kalamazoo County as a % of Local Government Market Average				86%	84%	83%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Administrative Coordinator - Level 3		40	\$44,424	\$48,402	\$53,772
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$44,424	\$48,402	\$53,772
Kalamazoo County as a % of Market Average				94%	96%	95%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$46,418	\$51,645	\$57,569
Kalamazoo County as a % of Market Average			90%	90%	89%
Adjustment to Reach Market Average			11%	11%	13%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Civilian Aide

Administrative Support Job Family

Schedules and assists family and other visitors for incarcerated inmates. Reviews classification of inmates, inmate/visitor history, and other factors to determine eligibility. Monitors visits to ensure compliance with departmental policies. Provides some technical support and vendor oversight.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in criminal justice and jail operations

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Jail Population Coordinator	Non-Exempt	40	\$45,590	\$51,915	\$58,240
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Inmate and Jail Billing Specialist Central Records Supervisor	Non-Exempt	40	\$39,206	\$45,087	\$50,968
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$42,398	\$48,501	\$54,604
Kalamazoo County	Civilian Aide	N/A	40	\$31,200	\$34,112	\$37,024
Kalamazoo County as a % of Local Government Market Average				74%	70%	68%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$42,398	\$48,501	\$54,604
Kalamazoo County as a % of Market Average			74%	70%	68%
Adjustment to Reach Market Average			36%	42%	47%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Executive Assistant

Administrative Support Job Family

Performs various executive duties specific to a Department/Court/Elected Office such as: reception, clerical duties, customer service recordkeeping. Records actions and provides accurate transcription of minutes. Prepares agendas and supporting material for meetings. Provides professional customer service, has organizational skills, utilizes problem solving skills and communicates effectively with supervisors, co-workers and citizens. May supervise.

Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience in public administration, accounting, finance, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Executive Administrative Assistant	Exempt	40	\$41,967	\$47,790	\$53,614
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Executive Asst.	Non-Exempt	40	\$44,778	\$49,271	\$53,764
Public Agency 4	Office Administrator	Non-Exempt	40	\$54,147	\$57,880	\$61,614
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Executive Assistant	Non-Exempt	40	\$46,654	\$52,687	\$58,721
Public Agency 7	Executive Secretary	Non-Exempt	40	\$47,703	\$55,808	\$63,913
Public Agency 8	Executive Assistant	Exempt	40	\$49,825	\$57,309	\$64,793
Local Government Market Average				\$47,512	\$53,458	\$59,403
Kalamazoo County	Executive Assistant	N/A	40	\$39,915	\$44,444	\$48,974
Kalamazoo County as a % of Local Government Market Average				84%	83%	82%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Executive Assistant - Level 2		40	\$52,825	\$61,037	\$72,619
Private Source 2	Executive Assistant		40	\$56,977	\$72,681	\$88,385
Published Survey Market Average				\$54,901	\$66,859	\$80,502
Kalamazoo County as a % of Market Average				73%	66%	61%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$51,207	\$60,158	\$69,953
Kalamazoo County as a % of Market Average			78%	74%	70%
Adjustment to Reach Market Average			28%	35%	43%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Health And Community Services Program Specialist

Administrative Support Job Family

Provides advice and guidance to individuals and families enrolling in programs offered by the Health and Community Services department. Responds to questions regarding programs and their benefits. Provides information on other community resources. Reviews, researches and corrects documentation, including entering and data information from Electronic Medical Records systems and a variety of other databases. Participates in outreach initiatives.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in customer service and with data entry

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Program Clerk	Non-Exempt	40	\$33,283	\$36,253	\$39,224
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Community Health Representative II	Non-Exempt	40	\$35,415	\$38,798	\$42,180
Public Agency 4	Outreach Worker	Non-Exempt	40	\$40,595	\$45,927	\$51,259
Public Agency 5	Program Clerk	Non-Exempt	40	\$33,927	\$39,016	\$44,104
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Community Health Clerk	Non-Exempt	40	\$35,534	\$40,860	\$46,185
Local Government Market Average				\$35,751	\$40,171	\$44,591
Kalamazoo County	Health And Community Services Program Specialist	N/A	40	\$36,553	\$40,699	\$44,845
Kalamazoo County as a % of Local Government Market Average				102%	101%	101%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Community Health Educator - Level 2		40	\$37,428	\$41,668	\$47,348
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$37,428	\$41,668	\$47,348
Kalamazoo County as a % of Market Average				98%	98%	95%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$36,589	\$40,919	\$45,969
Kalamazoo County as a % of Market Average			100%	99%	98%
Adjustment to Reach Market Average			0%	1%	3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Public Health Specialist

Administrative Support Job Family

Supports the delivery of clinical services and/or a public health program. Collects medical information for entry into Electronic Medical Records systems and various other databases. Completes billing and claims and financial reports. Performing insurance verifications or other similar authorizations to ensure services are paid for. Responds to citizen and provider inquiries.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in customer service and with data entry

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Program Technician I	Non-Exempt	40	\$34,536	\$38,365	\$42,195
Public Agency 2	Secretary	Non-Exempt	40	\$35,343	\$39,894	\$44,446
Public Agency 3	Medical Asst. I	Non-Exempt	40	\$39,860	\$43,698	\$47,535
Public Agency 4	Clerk II	Non-Exempt	40	\$35,850	\$40,368	\$44,885
Public Agency 5	Program Clerk	Non-Exempt	40	\$33,927	\$39,016	\$44,104
Public Agency 6	Public Health Technician	Non-Exempt	40	\$32,118	\$35,809	\$39,500
Public Agency 7	Public Health Technician	Non-Exempt	40	\$32,287	\$37,773	\$43,259
Public Agency 8	Health Technician	Non-Exempt	40	\$38,019	\$43,719	\$49,418
Local Government Market Average				\$35,243	\$39,830	\$44,418
Kalamazoo County	Public Health Specialist	N/A	40	\$34,008	\$37,866	\$41,725
Kalamazoo County as a % of Local Government Market Average				96%	95%	94%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$35,243	\$39,830	\$44,418
Kalamazoo County as a % of Market Average			96%	95%	94%
Adjustment to Reach Market Average			4%	5%	6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Radio Dispatcher

Administrative Support Job Family

Dispatches animal services and enforcement officers. Sells and updates licenses. Receives reports and provides customer service.

Minimum Qualifications: High School diploma or G.E.D. equivalency and Less than 1 year experience in dispatch and veterinary services

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Dispatcher	Non-Exempt	40	\$35,343	\$39,894	\$44,446
Public Agency 3	Animal Shelter Clerk	Non-Exempt	40	\$37,727	\$41,348	\$44,969
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Dispatch Specialist	Non-Exempt	40	\$38,276	\$48,654	\$59,031
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$37,115	\$43,299	\$49,482
Kalamazoo County	Radio Dispatcher	N/A	40	\$34,008	\$37,866	\$41,725
Kalamazoo County as a % of Local Government Market Average				92%	87%	84%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Dispatcher - Level 1		40	\$33,972	\$38,899	\$45,357
Private Source 2	Dispatcher I		40	\$30,200	\$39,461	\$52,246
Published Survey Market Average				\$32,086	\$39,180	\$48,801
Kalamazoo County as a % of Market Average				106%	97%	85%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$34,601	\$41,240	\$49,142
Kalamazoo County as a % of Market Average			98%	92%	85%
Adjustment to Reach Market Average			2%	9%	18%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Airport Director

Airport Operations Job Family

Develops and implements a different set of strategic goals and business objectives in line with contextual changes in legal, business and economic factors affecting the operations of the Airport. Advises the Board of Trustees organizational processes and industry trends, providing reports covering the activities and financial conditions governing the airport operations. Oversees and administers annual operating budget and capital improvement initiatives, with involvement also in public relations and marketing development initiatives.

Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 9+ years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Airport Manager	Exempt	40	\$66,336	\$76,286	\$86,236
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Manager Aviation & Transportation	Exempt	40	\$89,951	\$105,234	\$120,517
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$78,143	\$90,760	\$103,377
Kalamazoo County	Airport Director	N/A	40	\$113,547	\$126,443	\$139,339
Kalamazoo County as a % of Local Government Market Average				145%	139%	135%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$78,143	\$90,760	\$103,377
Kalamazoo County as a % of Market Average			145%	139%	135%
Adjustment to Reach Market Average			-31%	-28%	-26%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Airport Operations Technician

Airport Operations Job Family

Performs periodic inspections of airfield equipment, zoning and operations, such as pavement, signs and lighting. Conducts field condition assessments with measurement tools and other reporting techniques. Maintains security standards in the airfield, reporting security breaches and monitoring the adequate execution of operations, both in relation to passengers and aviation staff. When necessary, assists in the coordination of emergency services and supports its initial operations. Also, involved in assisting customer services with airport tenants and community representatives. Occasionally, assigned to perform specific duties, such as badging operations, concerning the management and coordination of badge audit, security training and record keeping.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience working in the aviation industry

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Airport Worker	Non-Exempt	40	\$29,357	\$33,761	\$38,166
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$29,357	\$33,761	\$38,166
Kalamazoo County	Airport Operations Technician	N/A	40	\$33,946	\$35,287	\$36,629
Kalamazoo County as a % of Local Government Market Average				116%	105%	96%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$29,357	\$33,761	\$38,166
Kalamazoo County as a % of Market Average			116%	105%	96%
Adjustment to Reach Market Average			-14%	-4%	4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Elections Coordinator

Clerk/Register Job Family

Coordinates voter registration and county elections. Ensures compliance with federal, state and local laws. Maintains databases. Trains poll workers. Provides support to other government agencies. Receives and reviews campaign finance and filing documents. Determines candidate eligibility to appear on ballots. Oversees records retention.

Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 3 to 5 years' experience with state election laws and procedures

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Election Director	Exempt	40	\$79,038	\$86,966	\$94,894
Public Agency 4	Elections Director	Exempt	40	\$71,998	\$76,941	\$81,884
Public Agency 5	Elections Coordinator / Deputy Clerk	Non-Exempt	40	\$50,998	\$58,648	\$66,297
Public Agency 6	Elections Coordinator	Exempt	40	\$57,228	\$64,734	\$72,240
Public Agency 7	Elections Specialist	Non-Exempt	40	\$57,983	\$65,020	\$72,057
Public Agency 8	Elections Coordinator	Exempt	40	\$53,432	\$61,443	\$69,455
Local Government Market Average				\$61,779	\$68,959	\$76,138
Kalamazoo County	Elections Coordinator	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				75%	74%	74%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$61,779	\$68,959	\$76,138
Kalamazoo County as a % of Market Average			75%	74%	74%
Adjustment to Reach Market Average			34%	34%	35%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Correctional Nurse Supervisor

Clinical, Nursing, Nutrition & Psychological Services Job Family

Performs professional nursing services within facility related to planning, organizing, monitoring and implementing medical care. Supervises subordinate correctional nurses. Ensures inmates and staff are provided with personal protection equipment. Coordinates medical supplies and health insurance for inmates at efficient costs. May be required to work in correctional or community health setting, based on assignment.

Minimum Qualifications: Associate's Degree or 2 Years of College and 5 to 7 years' experience in nursing, nursing management, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Public Health Program Supervisor	Exempt	40	\$83,199	\$84,239	\$85,279
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$83,199	\$84,239	\$85,279
Kalamazoo County	Correctional Nurse Supervisor	N/A	40	\$63,794	\$71,042	\$78,291
Kalamazoo County as a % of Local Government Market Average				77%	84%	92%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Nurse Supervisor Inpatient - Level 2		40	\$69,774	\$80,865	\$95,650
Private Source 2	Nurse Supervisor		40	\$77,211	\$92,110	\$107,009
Published Survey Market Average				\$73,493	\$86,488	\$101,329
Kalamazoo County as a % of Market Average				87%	82%	77%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$78,346	\$85,363	\$93,304
Kalamazoo County as a % of Market Average			81%	83%	84%
Adjustment to Reach Market Average			23%	20%	19%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Nurse I

Clinical, Nursing, Nutrition & Psychological Services Job Family

Provides medical and nursing services which may include but is not limited to immunizations, infectious disease testing, and administering medications. Performs assessments. Completes referrals. Maintains documentation. Performs care coordination and public education. Completes required ongoing certification and training. Work may be performed in jails, juvenile homes, schools, other county facilities or citizens' homes. May be required to work in correctional or community health setting, based on assignment.

Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience in nursing and community/public health

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Public Health Nurse	Non-Exempt	40	\$52,379	\$59,028	\$65,676
Public Agency 2	PHN	Non-Exempt	40	\$61,225	\$65,579	\$69,933
Public Agency 3	Immunization Nurse	Non-Exempt	40	\$55,192	\$60,760	\$66,328
Public Agency 4	Public Health Nurse	Non-Exempt	40	\$59,427	\$66,430	\$73,433
Public Agency 5	Public Health Nurse	Non-Exempt	40	\$56,098	\$64,512	\$72,927
Public Agency 6	Public Health Nurse	Non-Exempt	40	\$49,929	\$57,954	\$65,978
Public Agency 7	Public Health Nurse I	Non-Exempt	40	\$39,757	\$45,749	\$51,742
Public Agency 8	Community Health Nurse	Non-Exempt	40	\$57,159	\$65,738	\$74,316
Local Government Market Average				\$53,896	\$60,719	\$67,542
Kalamazoo County	Nurse I	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				99%	98%	97%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Nurse (RN) I		40	\$59,192	\$74,997	\$91,707
Published Survey Market Average				\$59,192	\$74,997	\$91,707
Kalamazoo County as a % of Market Average				90%	79%	71%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$56,544	\$67,858	\$79,625
Kalamazoo County as a % of Market Average			94%	87%	82%
Adjustment to Reach Market Average			6%	14%	22%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Nurse II

Clinical, Nursing, Nutrition & Psychological Services Job Family

Provides medical and nursing services. Conducts case management. Develops, implements, manages, and monitors a variety of public health programs. Conducts outreach to citizens and medical providers. Performs assessments. Completes referrals. Maintains documentation. Performs care coordination and public education. Completes required ongoing certification and training. May be required to work in correctional or community health setting, based on assignment.

Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience in nursing and community/public health

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Public Health Nurse II	Non-Exempt	40	\$55,714	\$62,706	\$69,698
Public Agency 2	PHN	Non-Exempt	40	\$61,225	\$65,579	\$69,933
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Nurse Program Coordinator	Non-Exempt	40	\$60,304	\$69,350	\$78,397
Public Agency 6	Registered Nurse	Non-Exempt	40	\$58,928	\$66,641	\$74,355
Public Agency 7	Public Health Nurse II	Non-Exempt	40	\$47,104	\$53,269	\$59,434
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$56,655	\$63,509	\$70,363
Kalamazoo County	Nurse II	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				94%	93%	93%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Nurse (RN) II		40	\$62,917	\$87,580	\$112,344
Published Survey Market Average				\$62,917	\$87,580	\$112,344
Kalamazoo County as a % of Market Average				85%	68%	58%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$59,786	\$75,545	\$91,354
Kalamazoo County as a % of Market Average			89%	78%	72%
Adjustment to Reach Market Average			12%	27%	40%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Nurse Supervisor

Clinical, Nursing, Nutrition & Psychological Services Job Family

Supervises the provision of medical, nursing, and case management services. Develops and implements quality assurance initiatives. Oversees referral and enrollment processes. Serves as a liaison to community partners. Participates in fundraising and budget administration to meet specified goals. May be required to work in correctional or community health setting, based on assignment.

Minimum Qualifications: Associate's Degree or 2 Years of College and 5 to 7 years' experience in nursing and community/public health, including prior supervisory experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Clinic Supervisor	Exempt	40	\$59,266	\$67,490	\$75,714
Public Agency 2	PHN Supervisor	Non-Exempt	40	\$58,445	\$66,936	\$75,428
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Public Health Nurse Supervisor	Exempt	40	\$83,199	\$84,239	\$85,279
Public Agency 5	Public Health Nursing Supervisor	Exempt	40	\$66,336	\$76,286	\$86,236
Public Agency 6	Nurse Supervisor	Non-Exempt	40	\$57,228	\$64,734	\$72,240
Public Agency 7	Supervisor Public Health Nursing	Exempt	40	\$67,122	\$78,527	\$89,932
Public Agency 8	Nurse Supervisor	Exempt	40	\$65,442	\$75,264	\$85,085
Local Government Market Average				\$65,291	\$73,354	\$81,416
Kalamazoo County	Nurse Supervisor	N/A	40	\$58,136	\$64,771	\$71,406
Kalamazoo County as a % of Local Government Market Average				89%	88%	88%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Nurse Supervisor Inpatient - Level 2		40	\$69,774	\$80,865	\$95,650
Private Source 2	Nurse Supervisor		40	\$77,211	\$92,110	\$107,009
Published Survey Market Average				\$73,493	\$86,488	\$101,329
Kalamazoo County as a % of Market Average				79%	75%	70%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$69,392	\$79,921	\$91,373
Kalamazoo County as a % of Market Average			84%	81%	78%
Adjustment to Reach Market Average			19%	23%	28%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Nutritionist

Clinical, Nursing, Nutrition & Psychological Services Job Family

Works within the Mi-WIC Program to assess clients' nutritional and medical needs. Performs necessary testing such as anthropometric, hematological, and lead testing. Educates clientele on assessment and refers them to appropriate community resources.

Minimum Qualifications: Bachelor's Degree in dietetics, nutrition, or related field and 1 to 3 years' experience in nursing and community/public health.

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Nutritionist	Non-Exempt	40	\$47,469	\$54,016	\$60,564
Public Agency 2	Nutritionist II	Non-Exempt	40	\$53,475	\$57,975	\$62,474
Public Agency 3	Nutrition Educator	Non-Exempt	40	\$48,150	\$52,985	\$57,819
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Nutritionist	Non-Exempt	40	\$50,998	\$58,648	\$66,297
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Public Health Nutritionist II	Non-Exempt	40	\$47,703	\$55,808	\$63,913
Public Agency 8	Nutritionist	Non-Exempt	40	\$53,432	\$61,443	\$69,455
Local Government Market Average				\$50,205	\$56,812	\$63,420
Kalamazoo County	Nutritionist	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				92%	90%	89%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Nutritionist - Level 3		40	\$48,266	\$54,763	\$63,549
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$48,266	\$54,763	\$63,549
Kalamazoo County as a % of Market Average				95%	94%	89%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$49,235	\$55,788	\$63,484
Kalamazoo County as a % of Market Average			93%	92%	89%
Adjustment to Reach Market Average			7%	9%	12%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Psychologist

Clinical, Nursing, Nutrition & Psychological Services Job Family

Provides individual and group psychological services. Administers assessments. Interacts with caseworkers, other county staff, citizens, and mental health providers. Develops and monitors treatment goals and objectives. Depending on assignment, may complete court-ordered psychological evaluations, adjudicative competence evaluations, and criminal responsibility evaluations and provide testimony, as needed.

Minimum Qualifications: Graduate Degree in psychology, social work, or related field and 5 to 7 years' experience in counseling

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Psychologist - Senior	Non-Exempt	40	\$74,004	\$86,577	\$99,150
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$74,004	\$86,577	\$99,150
Kalamazoo County	Psychologist	N/A	40	\$63,794	\$71,042	\$78,291
Kalamazoo County as a % of Local Government Market Average				86%	82%	79%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Psychologist - Level 2		40	\$61,234	\$70,492	\$83,081
Private Source 2	Psychologist		40	\$77,111	\$96,439	\$120,196
Published Survey Market Average				\$69,172	\$83,466	\$101,639
Kalamazoo County as a % of Market Average				92%	85%	77%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$71,588	\$85,021	\$100,394
Kalamazoo County as a % of Market Average			89%	84%	78%
Adjustment to Reach Market Average			12%	20%	28%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Community Corrections Director

Community Corrections & Probation Job Family

Develops, maintains and provides expert-level advice regarding the development and implementation of community corrections and pre-trial service plans. Monitors externally funded departmental budget, including drafting and negotiating contracts and sub-contracts. Establishes partnerships and serve as liaison to state/regional committees. Analyzes qualitative and quantitative data to identify potential program improvements and funding.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 5 to 7 years' experience in criminal justice, public administration, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Community Corrections Mgr	Exempt	40	\$73,616	\$81,001	\$88,385
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	CCAB Supervisor/Specialist	Exempt	40	\$56,098	\$64,512	\$72,927
Public Agency 6	Program Coordinator	Exempt	40	\$68,944	\$78,098	\$87,252
Public Agency 7	Manager Community Corrections	Exempt	40	\$89,954	\$105,235	\$120,517
Public Agency 8	Probation and Community Corrections Director	Exempt	40	\$80,180	\$92,200	\$104,221
Local Government Market Average				\$73,758	\$84,209	\$94,660
Kalamazoo County	Community Corrections Director	N/A	40	\$72,259	\$80,444	\$88,629
Kalamazoo County as a % of Local Government Market Average				98%	96%	94%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$73,758	\$84,209	\$94,660
Kalamazoo County as a % of Market Average			98%	96%	94%
Adjustment to Reach Market Average			2%	5%	7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Juvenile Probation Officer II

Community Corrections & Probation Job Family

Investigates clients and families to determine rehabilitation plans and implementation of applicable welfare services. Administers relevant assessments, makes recommendations and submits referrals to community agencies. Uses interpersonal skills to build rapport with families to help meet their systemic, emotional, and financial needs. Attends and partakes in court proceedings to provide court testimony and recommendations for appropriate placements. Completes required paperwork for court proceedings. Responds to critical situations to provide intervention and reassess needs of client and family. Possesses Judicial Institute Probation Certification and any necessary trainings.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 5 to 7 years' experience in social work, criminal justice, public administration, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Social Service Worker	Non-Exempt	40	\$52,921	\$59,074	\$65,227
Public Agency 3	Juvenile Court Officer	Non-Exempt	40	\$45,932	\$56,234	\$66,536
Public Agency 4	Juvenile Probation Officer	Non-Exempt	40	\$57,777	\$65,925	\$74,073
Public Agency 5	Union - Senior Probation Officer	Non-Exempt	40	\$53,665	\$58,897	\$64,129
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Youth & Family Caseworker II	Non-Exempt	40	\$52,593	\$61,528	\$70,463
Public Agency 8	Juvenile Court Officer	Non-Exempt	40	\$57,159	\$65,738	\$74,316
Local Government Market Average				\$53,341	\$61,233	\$69,124
Kalamazoo County	Juvenile Probation Officer II	N/A	40	\$49,754	\$57,221	\$64,688
Kalamazoo County as a % of Local Government Market Average				93%	93%	94%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$53,341	\$61,233	\$69,124
Kalamazoo County as a % of Market Average			93%	93%	94%
Adjustment to Reach Market Average			7%	7%	7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Probation Officer

Community Corrections & Probation Job Family

Enforces compliance of court orders for criminal offenders sentenced to probation by a district court judge. Supervises high-risk and needs individuals placed into treatment court programs. Develops treatment plans and strategies per client's needs and case. Implements crisis intervention and resolution when necessary. Investigates noncompliant behavior and brings charges of probation violation against the offender.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience in social work, criminal justice, public administration, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Probation Officer	Non-Exempt	40	\$44,074	\$51,480	\$58,886
Public Agency 2	Social Service Worker	Non-Exempt	40	\$52,921	\$59,074	\$65,227
Public Agency 3	Probation Officer	Non-Exempt	40	\$57,091	\$62,822	\$68,553
Public Agency 4	Adult Probation Officer	Non-Exempt	40	\$57,777	\$65,925	\$74,073
Public Agency 5	Union - Probation Officer	Non-Exempt	40	\$47,701	\$52,352	\$57,003
Public Agency 6	Probation Officer	Non-Exempt	40	\$46,218	\$52,221	\$58,223
Public Agency 7	Probation Officer - Senior	Non-Exempt	40	\$52,593	\$61,528	\$70,463
Public Agency 8	Probation Officer	Non-Exempt	40	\$57,159	\$65,738	\$74,316
Local Government Market Average				\$51,942	\$58,892	\$65,843
Kalamazoo County	Probation Officer	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				102%	101%	99%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$51,942	\$58,892	\$65,843
Kalamazoo County as a % of Market Average			102%	101%	99%
Adjustment to Reach Market Average			-2%	-1%	1%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Circuit/Probate Court Administrator

Court Services - Circuit Court Job Family

Administers the non-judicial functions of the 9th Circuit Court including the planning, development and implementation of policies, procedures and programs, including personnel management, budget development, quality assurance, and strategic planning initiatives.

Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 9+ years' experience in Law, Court Administration or Public Administration

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Circuit/Probate/FOC Administrator	Exempt	40	\$98,226	\$111,857	\$125,487
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Circuit Court Administrator	Exempt	40	\$114,037	\$125,477	\$136,917
Public Agency 4	Circuit Court Administrator	Exempt	40	\$128,879	\$137,727	\$146,575
Public Agency 5	Juvenile / Probate Court Administrator	Exempt	40	\$84,681	\$88,692	\$92,704
Public Agency 6	Circuit/Probate Court Administrator	Exempt	40	\$87,688	\$99,631	\$111,574
Public Agency 7	Court Administrator	Exempt	40	\$126,570	\$148,074	\$169,578
Public Agency 8	Trial Court Administrator	Exempt	40	\$108,062	\$124,271	\$140,479
Local Government Market Average				\$106,878	\$119,390	\$131,902
Kalamazoo County	Circuit/Probate Court Administrator	N/A	40	\$127,296	\$141,742	\$156,187
Kalamazoo County as a % of Local Government Market Average				119%	119%	118%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$106,878	\$119,390	\$131,902
Kalamazoo County as a % of Market Average			119%	119%	118%
Adjustment to Reach Market Average			-16%	-16%	-16%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Court Case Manager

Court Services - Circuit Court Job Family

Provides ongoing support, guidance, resources, problem-solving, and case management to problem-solving court participants suffering from substance use disorders. Meets with participants to assess program compliance, identify additional needs, problem-solve barriers to program compliance and provide crisis intervention as necessary. Communicates with and service providers stakeholders to provide client progress. Composes and distributes reports on client progress.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 1 to 3 years' experience with case management in a social services or court setting

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Case Manager	Non-Exempt	40	\$44,074	\$51,480	\$58,886
Public Agency 2	Social Service Worker	Non-Exempt	40	\$52,921	\$59,074	\$65,227
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Court Systems Supervisor	Exempt	40	\$54,637	\$61,790	\$68,944
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Recovery Court Case Manager	Non-Exempt	40	\$53,432	\$61,443	\$69,455
Local Government Market Average				\$51,266	\$58,447	\$65,628
Kalamazoo County	Court Case Manager	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				104%	101%	100%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$51,266	\$58,447	\$65,628
Kalamazoo County as a % of Market Average			104%	101%	100%
Adjustment to Reach Market Average			-4%	-1%	0%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Court Recorder/Judicial Aide

Court Services - Circuit Court Job Family

Records official court proceedings as required by statute using audio, video, or digital recording equipment, testing and adjusting equipment to ensure clarity and accuracy. Prepares and certifies court transcripts for future proceedings as requested by Circuit Court and other appropriate parties. Preserves and maintains all recorder logs, tapes, and all official documents per State retention schedule. Maintains smooth functioning of courtroom by managing files, preparing cases for pre-trial, render procedural guidance to court participants, screen incoming calls, and ensure presence of parties. May assist Judge by creating, preparing and serving all court orders/opinions issued by the Judge per Michigan Statutes and Michigan Court Rules.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in a courtroom or legal setting

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Court Recorder/Judicial Secretary	Non-Exempt	40	\$38,052	\$43,326	\$48,601
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Court Recorder	Non-Exempt	40	\$42,171	\$46,231	\$50,292
Public Agency 4	Court Recorder	N/A	40	\$46,143	\$52,517	\$58,891
Public Agency 5	Union - Court Recorder	Non-Exempt	40	\$37,525	\$41,184	\$44,843
Public Agency 6	Court Recorder	Exempt	40	\$37,758	\$43,781	\$49,805
Public Agency 7	Court Recorder	Exempt	40	\$50,088	\$58,598	\$67,108
Public Agency 8	Court Recorder/Technology Specialist	Non-Exempt	40	\$46,586	\$53,570	\$60,554
Local Government Market Average				\$42,618	\$48,458	\$54,299
Kalamazoo County	Court Recorder/Judicial Aide	N/A	40	\$41,642	\$46,363	\$51,085
Kalamazoo County as a % of Local Government Market Average				98%	96%	94%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Court Reporter - Level 1		40	\$40,389	\$45,053	\$51,564
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$40,389	\$45,053	\$51,564
Kalamazoo County as a % of Market Average				103%	103%	99%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$41,503	\$46,756	\$52,931
Kalamazoo County as a % of Market Average			100%	99%	97%
Adjustment to Reach Market Average			0%	1%	4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Court Services Specialist

Court Services - Circuit Court Job Family

Provides a variety of administrative support to internal and external parties in the processing of a variety of court-related proceedings such as those involving domestic, child protection and delinquency cases. Monitors and ensures the efficient flow of cases through the entire lifecycle from creation of a record through disposition of case by assisting with the scheduling of hearings, arranging meeting spaces or special accommodations and hosting/operating remote recording/livestream sessions. Maintains compliance with statutory mandates and is responsible for entering relevant information into the court's case management systems. Assists in recording and preserving Court proceedings by operating audio and video recording equipment. May assist hearing officials with research of relevant data. Reviews, analyzes, and assesses proper filings of all legal pleadings that will serve as the court record. Updates court records regarding the judicial action of all court events. Compiles, analyze, and monitor statistical data on domestic, child protective, and delinquency case activity.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 1 to 3 years' experience working in a court or legal setting

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Deputy Court Clerk	Non-Exempt	40	\$30,878	\$36,253	\$41,629
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Deputy Juvenile Register	Non-Exempt	40	\$44,630	\$48,932	\$53,233
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Court Administrative Coordinator	Non-Exempt	40	\$43,365	\$47,593	\$51,822
Public Agency 6	Court Services Specialist	Non-Exempt	40	\$34,482	\$38,784	\$43,087
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Circuit Court Clerk	Non-Exempt	40	\$38,019	\$43,719	\$49,418
Local Government Market Average				\$38,275	\$43,056	\$47,838
Kalamazoo County	Court Services Specialist	N/A	40	\$38,189	\$42,526	\$46,862
Kalamazoo County as a % of Local Government Market Average				100%	99%	98%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$38,275	\$43,056	\$47,838
Kalamazoo County as a % of Market Average			100%	99%	98%
Adjustment to Reach Market Average			0%	1%	2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Deputy Register

Court Services - Circuit Court Job Family

Reviews, analyzes, processes the Court's caseload, court orders, legal correspondence, and attorney/guardian ad litem appointments as well as conducts legal research and other Judicial acts in accordance with the Statutory Authority exclusively given to Deputy Probate Registers. Monitors, coordinates and schedules court proceedings and provides information and assistance to the public concerning legal proceedings as a subject matter expert for specific case types. Manages Court receivables, payables and all information needed to update financial records. Provides technical support for online/computer applications such as OnBase, JIS and Microsoft applications.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience working in a court or legal setting

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Deputy Probate Register	Non-Exempt	40	\$34,152	\$38,901	\$43,650
Public Agency 2	Deputy Register	Non-Exempt	40	\$35,981	\$44,588	\$53,195
Public Agency 3	Sr. Deputy Probate Register	Non-Exempt	40	\$44,630	\$48,932	\$53,233
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Deputy Probate Register	Non-Exempt	40	\$34,908	\$38,311	\$41,714
Public Agency 6	Deputy Register	Exempt	40	\$54,637	\$61,790	\$68,944
Public Agency 7	Deputy Register II	Non-Exempt	40	\$39,245	\$45,913	\$52,581
Public Agency 8	Deputy Probate Register	Non-Exempt	40	\$38,019	\$43,719	\$49,418
Local Government Market Average				\$40,225	\$46,022	\$51,819
Kalamazoo County	Deputy Register	N/A	40	\$38,189	\$42,526	\$46,862
Kalamazoo County as a % of Local Government Market Average				95%	92%	90%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$40,225	\$46,022	\$51,819
Kalamazoo County as a % of Market Average			95%	92%	90%
Adjustment to Reach Market Average			5%	8%	11%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Domestic Case Enforcement Officer

Court Services - Circuit Court Job Family

Investigates, determines enforcement action and executes enforcement of non-compliance of domestic relations orders in accordance with State and Federal Law. Responds to daily inquiries from litigants in person, via phone, mail and the internet regarding court processes, available services and options for legal relief.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience working in a court or legal setting

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Enforcement Officer	Non-Exempt	40	\$44,074	\$51,480	\$58,886
Public Agency 2	Social Service Worker	Non-Exempt	40	\$52,921	\$59,074	\$65,227
Public Agency 3	Investigator/Facilitator	Non-Exempt	40	\$62,272	\$68,523	\$74,773
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Support Enforcement Officer	Non-Exempt	40	\$47,701	\$52,352	\$57,003
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$51,742	\$57,857	\$63,972
Kalamazoo County	Domestic Case Enforcement Officer	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				103%	102%	102%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$51,742	\$57,857	\$63,972
Kalamazoo County as a % of Market Average			103%	102%	102%
Adjustment to Reach Market Average			-3%	-2%	-2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Domestic Case Intake Specialist

Court Services - Circuit Court Job Family

Screens domestic motions filed with the Court to determine initial Court action based on predetermined criteria and determines eligibility for alternative processes or referral to community agencies. Conducts conciliation inquiries using mediation techniques with parents requesting action on child custody, parenting time, child support and change of domicile in order to increase efficient use of judicial assets and resolve presenting issues. Drafts consent orders regarding resolved issues and child support orders for parents without legal representation.

Minimum Qualifications: Bachelor's Degree in nursing, public health, social work, or related field and 3 to 5 years' experience working with clients in a courtroom or legal setting

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Social Service Worker	Non-Exempt	40	\$52,921	\$59,074	\$65,227
Public Agency 3	Intake Referee	Non-Exempt	40	\$54,270	\$67,340	\$80,410
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Lead Enforcement Caseworker-Friend of the Court	Non-Exempt	40	\$43,365	\$47,593	\$51,822
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$50,185	\$58,002	\$65,820
Kalamazoo County	Domestic Case Intake Specialist	N/A	40	\$49,754	\$57,221	\$64,688
Kalamazoo County as a % of Local Government Market Average				99%	99%	98%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Intake Coordinator, Sr.		40	\$40,669	\$55,065	\$63,722
Published Survey Market Average				\$40,669	\$55,065	\$63,722
Kalamazoo County as a % of Market Average				122%	104%	102%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$45,427	\$56,534	\$64,771
Kalamazoo County as a % of Market Average			110%	101%	100%
Adjustment to Reach Market Average			-9%	-1%	0%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Juvenile Probation Services Supervisor

Court Services - Circuit Court Job Family

Manages the daily operations of the 9th Circuit Court juvenile probation department and all the Child Care funded programs. Responsible for pre and post dispositional supervision for all delinquent and neglected youth. Supervises juvenile probation officers and serves as a court liaison to external service providers.

Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 5 to 7 years' experience in implementing, monitoring and improving juvenile services

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Juvenile Probation Services Manager	Exempt	40	\$60,468	\$68,858	\$77,249
Public Agency 2	Casework Supervisor Family Division	Non-Exempt	40	\$58,445	\$66,936	\$75,428
Public Agency 3	Juvenile Programs Director	Exempt	40	\$84,553	\$93,035	\$101,517
Public Agency 4	Juvenile Services Manger	Exempt	40	\$99,083	\$105,886	\$112,689
Public Agency 5	Juvenile Services Supervisor	Non-Exempt	40	\$60,304	\$69,350	\$78,397
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Treatment Program Supervisor	Exempt	40	\$61,160	\$70,339	\$79,519
Local Government Market Average				\$70,669	\$79,068	\$87,466
Kalamazoo County	Juvenile Probation Services Supervisor	N/A	40	\$72,259	\$80,444	\$88,629
Kalamazoo County as a % of Local Government Market Average				102%	102%	101%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$70,669	\$79,068	\$87,466
Kalamazoo County as a % of Market Average			102%	102%	101%
Adjustment to Reach Market Average			-2%	-2%	-1%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Law Clerk

Court Services - Circuit Court Job Family

Assists Judges with legal research and drafting memos and other legal documentation such as motions for summary.

Minimum Qualifications: Graduate Degree in law, criminal justice, public administration, or a related field and No Experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Court Officer/Research Clerk	Non-Exempt	40	\$57,146	\$62,880	\$68,613
Public Agency 4	Law Clerk	Exempt	40	\$57,956	\$61,935	\$65,914
Public Agency 5	Law Clerk	Exempt	40	\$46,361	\$53,316	\$60,270
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$53,821	\$59,377	\$64,933
Kalamazoo County	Law Clerk	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				99%	100%	101%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Probate Attorney - Level 1		40	\$54,542	\$62,992	\$74,591
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$54,542	\$62,992	\$74,591
Kalamazoo County as a % of Market Average				98%	94%	88%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$54,181	\$61,184	\$69,762
Kalamazoo County as a % of Market Average			98%	97%	94%
Adjustment to Reach Market Average			2%	3%	7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Probate Attorney

Court Services - Circuit Court Job Family

Assists the Chief Probate Judge, Probate Register, Probate Court staff and the public. Receives, processes, evaluates incoming and filed legal proceedings. Reviews and conducts legal proceedings such as hearings and settlement conferences. Conducts legal research and drafts legal memoranda and documents.

Minimum Qualifications: Graduate Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience in researching and drafting legal documents

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Research Attorney	Exempt	40	\$50,998	\$58,648	\$66,297
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Judicial Staff Attorney	Exempt	40	\$70,480	\$82,454	\$94,428
Public Agency 8	Research Attorney	Exempt	40	\$57,159	\$65,738	\$74,316
Local Government Market Average				\$59,546	\$68,946	\$78,347
Kalamazoo County	Probate Attorney	N/A	40	\$63,794	\$71,042	\$78,291
Kalamazoo County as a % of Local Government Market Average				107%	103%	100%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Probate Attorney - Level 2		40	\$66,076	\$77,084	\$91,953
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$66,076	\$77,084	\$91,953
Kalamazoo County as a % of Market Average				97%	92%	85%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$62,811	\$73,015	\$85,150
Kalamazoo County as a % of Market Average			102%	97%	92%
Adjustment to Reach Market Average			-2%	3%	9%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Staff Attorney

Court Services - Circuit Court Job Family

Serves as a legal counsel for the Friend of the Court and the Family division. Attends hearings involving the Friend of the Court including enforcement actions. Performs day-to-day legal research and responds to legal questions from staff and the public. Prepares motions of summary and calculations in relation to child support and child support enforcement.

Minimum Qualifications: Graduate Degree in law, criminal justice, public administration, or a related field and 3 to 5 years' experience practicing family law or government

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Attorney Referee	Exempt	40	\$80,655	\$91,847	\$103,040
Public Agency 2	FOC Attorney III	Non-Exempt	40	\$69,249	\$84,697	\$100,145
Public Agency 3	Attorney/Referee	Exempt	40	\$84,553	\$93,035	\$101,517
Public Agency 4	Staff Attorney-FOC	Exempt	40	\$89,764	\$100,863	\$111,963
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	FOC Enforcement Attorney	Exempt	40	\$68,259	\$77,320	\$86,381
Public Agency 7	Judicial Staff Attorney	N/A	40	\$70,480	\$82,454	\$94,428
Public Agency 8	Attorney Referee	Exempt	40	\$85,793	\$98,661	\$111,529
Local Government Market Average				\$78,393	\$89,840	\$101,286
Kalamazoo County	Staff Attorney	N/A	40	\$72,259	\$80,444	\$88,629
Kalamazoo County as a % of Local Government Market Average				92%	90%	88%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Staff Attorney - Level 2		40	\$92,026	\$110,812	\$136,246
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$92,026	\$110,812	\$136,246
Kalamazoo County as a % of Market Average				79%	73%	65%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$85,210	\$100,326	\$118,766
Kalamazoo County as a % of Market Average			85%	80%	75%
Adjustment to Reach Market Average			18%	25%	34%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Customer Service Specialist

Customer Service Job Family

Provides specialized service and knowledge to customers regarding animal care. Files necessary reporting and documentation covering complaints, missing animals, and licensing. Intakes animals that are stray, surrendered, injured or sick. Approves animal adoption following standard policies and procedure. Handles animal recovery through verification, recording and researching of appropriate documentation. Prepares necessary documentation for courts and legal requests.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in customer service, clerical services, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Animal Shelter Clerk	Non-Exempt	40	\$37,727	\$41,348	\$44,969
Public Agency 4	Animal Shelter Technician	Non-Exempt	40	\$35,850	\$40,368	\$44,885
Public Agency 5	Animal Shelter Assistance	Non-Exempt	40	\$33,927	\$39,016	\$44,104
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Office Support Clerk - Senior	Non-Exempt	40	\$32,287	\$37,773	\$43,259
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$34,948	\$39,626	\$44,304
Kalamazoo County	Customer Service Specialist	N/A	40	\$34,008	\$37,866	\$41,725
Kalamazoo County as a % of Local Government Market Average				97%	96%	94%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$34,948	\$39,626	\$44,304
Kalamazoo County as a % of Market Average			97%	96%	94%
Adjustment to Reach Market Average			3%	5%	6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Environmental Health Specialist I

Environmental Health Job Family

Performs inspections and conducts plan reviews of a diverse set of fixed facility food establishments to determine compliance with food code standards. Enforce codes and issue permits.

Minimum Qualifications: Bachelor's Degree in biology, chemistry, environmental science, physics, geology or a related field and 1 to 3 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Sanitarian I	Non-Exempt	40	\$47,469	\$54,016	\$60,564
Public Agency 2	Environmental Health Sanitarian	Non-Exempt	40	\$53,475	\$57,975	\$62,474
Public Agency 3	Sanitarian I	Non-Exempt	40	\$52,160	\$57,395	\$62,630
Public Agency 4	Sanitarian	Non-Exempt	40	\$52,744	\$60,191	\$67,637
Public Agency 5	Environmental Sanitarian I	Non-Exempt	40	\$50,998	\$58,648	\$66,297
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Public Health Sanitarian	Non-Exempt	40	\$52,593	\$61,528	\$70,463
Public Agency 8	Environmental Health Technician	Non-Exempt	40	\$40,681	\$46,779	\$52,878
Local Government Market Average				\$50,017	\$56,647	\$63,278
Kalamazoo County	Environmental Health Specialist I	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				92%	91%	89%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Environmental Compliance Specialist I		40	\$31,710	\$63,219	\$97,143
Published Survey Market Average				\$31,710	\$63,219	\$97,143
Kalamazoo County as a % of Market Average				145%	81%	58%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$40,864	\$59,933	\$80,211
Kalamazoo County as a % of Market Average			113%	86%	71%
Adjustment to Reach Market Average			-11%	17%	42%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Environmental Health Specialist II

Environmental Health Job Family

Performs inspections of a diverse set of facility establishments and conducts plan reviews of remodeled facilities to ensure compliance with regulations. Engages in the dissemination of educational information regarding best practices.

Minimum Qualifications: Bachelor's Degree in biology, chemistry, environmental science, physics, geology or a related field and 3 to 5 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Sanitarian II	Non-Exempt	40	\$50,763	\$57,815	\$64,868
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Sanitarian II	Non-Exempt	40	\$62,266	\$68,516	\$74,765
Public Agency 4	Sanitarian Specialist	Non-Exempt	40	\$57,777	\$65,925	\$74,073
Public Agency 5	Environmental Sanitarian II	Non-Exempt	40	\$56,098	\$64,512	\$72,927
Public Agency 6	Environmental Health Officer II	Non-Exempt	40	\$47,607	\$53,744	\$59,882
Public Agency 7	Public Health Sanitarian - Senior	Non-Exempt	40	\$60,883	\$71,227	\$81,571
Public Agency 8	Environmental Health Specialist	Non-Exempt	40	\$49,835	\$57,314	\$64,793
Local Government Market Average				\$55,033	\$62,722	\$70,411
Kalamazoo County	Environmental Health Specialist II	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				97%	95%	93%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Environmental Compliance Specialist II		40	\$54,259	\$72,077	\$85,768
Published Survey Market Average				\$54,259	\$72,077	\$85,768
Kalamazoo County as a % of Market Average				98%	82%	76%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$54,646	\$67,400	\$78,090
Kalamazoo County as a % of Market Average			97%	88%	84%
Adjustment to Reach Market Average			3%	14%	20%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Epidemiologist

Environmental Health Job Family

Manages the public health disease surveillance system and regularly analyzes and reports on the health status of residents. Identifies problems and recommends corrective actions. Constructs relevant databases and performs data analysis for periodic reporting. Participates in consultation meetings with internal and external communities to consolidate recommendations and disseminate policy options.

Minimum Qualifications: Graduate Degree in nursing, public health, social work, or related field and 3 to 5 years' experience with communicable disease, chronic disease and social epidemiology and working with large datasets and with producing written reports and presentations.

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Epidemiologist	Non-Exempt	40	\$59,250	\$67,485	\$75,720
Public Agency 2	Epidemiologist	Non-Exempt	40	\$58,297	\$66,445	\$74,593
Public Agency 3	Epidemiologist	Non-Exempt	40	\$62,266	\$68,516	\$74,765
Public Agency 4	Public Health Epidemiologist	Exempt	40	\$71,998	\$76,941	\$81,884
Public Agency 5	Epidemiologist	Exempt	40	\$60,304	\$69,350	\$78,397
Public Agency 6	Epidemiologist	Exempt	40	\$77,113	\$87,584	\$98,055
Public Agency 7	Epidemiologist-	Exempt	40	\$60,883	\$71,227	\$81,571
Public Agency 8	Epidemiologist	Exempt	40	\$70,023	\$80,532	\$91,041
Local Government Market Average				\$65,017	\$73,510	\$82,003
Kalamazoo County	Epidemiologist	N/A	40	\$63,794	\$71,042	\$78,291
Kalamazoo County as a % of Local Government Market Average				98%	97%	95%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Epidemiologist - Level 2		40	\$64,685	\$74,679	\$88,149
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$64,685	\$74,679	\$88,149
Kalamazoo County as a % of Market Average				99%	95%	89%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$64,851	\$74,095	\$85,076
Kalamazoo County as a % of Market Average			98%	96%	92%
Adjustment to Reach Market Average			2%	4%	9%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

HHW Technician II

Environmental Health Job Family

Interacts with the general public for consultation, advisory services, and guidance regarding Household Hazardous Waste (HHW). Performs administrative duties related to billing and transactions. Provides education on a variety of recycling topics to the general public of the county. Assists with planning, monitoring, and purchase of new material, such as policy writing and revision of requirements for safe working environments. Engages in manual duties, such as unloading chemicals and electronics from various vehicles, along with sorting and packing the material.

Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience in Environmental Studies, Chemistry, Biology or Geology

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Solid Waste & Recycling Coordinator	Non-Exempt	40	\$59,250	\$67,485	\$75,720
Public Agency 2	Environmental Health Coordinator	Non-Exempt	40	\$48,979	\$57,305	\$65,631
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Public Works Coordinator	Non-Exempt	40	\$56,098	\$64,512	\$72,927
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$54,776	\$63,101	\$71,426
Kalamazoo County	HHW Technician II	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				84%	81%	79%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Hazardous Materials Coordinator I		40	\$52,246	\$68,252	\$80,533
Published Survey Market Average				\$52,246	\$68,252	\$80,533
Kalamazoo County as a % of Market Average				88%	75%	70%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$53,511	\$65,676	\$75,980
Kalamazoo County as a % of Market Average			86%	78%	74%
Adjustment to Reach Market Average			16%	28%	34%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Appraiser

Equalization Job Family

Conducts appraisal studies, economic condition factor and land value studies through collection and analysis of property data. Prepares related reports and recommendations based on findings. Assists taxpayers, real estate professionals and other with property tax questions, property descriptions and related tax maps.

Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience in accounting, finance, business, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Property Appraiser I	Non-Exempt	40	\$38,436	\$43,791	\$49,146
Public Agency 2	Examiner	Non-Exempt	40	\$55,545	\$62,041	\$68,536
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Appraiser I	Non-Exempt	40	\$46,143	\$52,517	\$58,891
Public Agency 5	Appraiser	Non-Exempt	40	\$42,147	\$48,469	\$54,791
Public Agency 6	Appraiser	Non-Exempt	40	\$43,108	\$48,685	\$54,263
Public Agency 7	Equalization Appraiser I Certified083	Non-Exempt	40	\$45,431	\$53,150	\$60,869
Public Agency 8	Appraiser I	Non-Exempt	40	\$46,586	\$53,570	\$60,554
Local Government Market Average				\$45,343	\$51,746	\$58,150
Kalamazoo County	Appraiser	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				117%	115%	112%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Appraiser - Level 1		40	\$48,798	\$56,008	\$66,028
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$48,798	\$56,008	\$66,028
Kalamazoo County as a % of Market Average				109%	106%	99%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$47,070	\$53,877	\$62,089
Kalamazoo County as a % of Market Average			113%	110%	105%
Adjustment to Reach Market Average			-12%	-9%	-5%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Assessment Support Specialist

Equalization Job Family

Determines value for residential class of property in each township and city in the county. Assists director and colleagues with other sales study related processes. Conducts sales studies by compiling and analyzing sales data. Audits sampling of local assessors' personal property recordings. Reviews and compares personal property statements entered in assessing software. Enters recorded sales into assessing software.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in accounting, equalization process, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Abstract Title Clerk II	Non-Exempt	40	\$40,595	\$45,927	\$51,259
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Assessment Administration Specialist	Non-Exempt	40	\$34,958	\$39,023	\$43,087
Public Agency 7	Equalization Clerk - Senior	Non-Exempt	40	\$33,902	\$39,662	\$45,421
Public Agency 8	Abstracting/Indexing Clerk	Non-Exempt	40	\$35,534	\$40,860	\$46,185
Local Government Market Average				\$36,247	\$41,368	\$46,488
Kalamazoo County	Assessment Support Specialist	N/A	40	\$41,642	\$46,363	\$51,085
Kalamazoo County as a % of Local Government Market Average				115%	112%	110%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Valuation Analyst - Level 1		40	\$40,512	\$45,628	\$52,740
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$40,512	\$45,628	\$52,740
Kalamazoo County as a % of Market Average				103%	102%	97%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$38,379	\$43,498	\$49,614
Kalamazoo County as a % of Market Average			109%	107%	103%
Adjustment to Reach Market Average			-8%	-6%	-3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Equalization Director

Equalization Job Family

Manages the equalization department. Establishes recommended equalized values for each local unit. Actively manages and participates in sale and appraisal studies. Prepares equalization and apportionment report for board of commissioners. Collects and reviews final assessment data from local units.

Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 9+ years' experience in equalization process, appraisals, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Equalization Director	Exempt	40	\$103,809	\$103,809	\$103,809
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Equalization Director	Exempt	40	\$110,279	\$117,851	\$125,422
Public Agency 5	Equalization Director	Exempt	40	\$88,541	\$101,822	\$115,104
Public Agency 6	Equalization Director	Exempt	40	\$98,159	\$110,258	\$122,356
Public Agency 7	Equalization Officer	Exempt	40	\$104,129	\$121,821	\$139,514
Public Agency 8	Equalization Director	Exempt	40	\$92,656	\$106,554	\$120,451
Local Government Market Average				\$99,596	\$110,353	\$121,109
Kalamazoo County	Equalization Director	N/A	40	\$88,670	\$98,769	\$108,867
Kalamazoo County as a % of Local Government Market Average				89%	90%	90%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$99,596	\$110,353	\$121,109
Kalamazoo County as a % of Market Average			89%	90%	90%
Adjustment to Reach Market Average			12%	12%	11%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Accountant I

Finance, Accounting & Purchasing Job Family

Performs accounting functions for the County by examining accounting documents, prepares journal entries, and researches/resolves account discrepancies. Maintains accurate financial records by monitoring, reviewing and completing monthly reconciliations on assigned accounts. Completes the annual budget allocations for funds, managing and monitoring the funds for budget variances. Reviews, develops and executes grant and general fund budgets. Provides guidance and direction through analysis and communication with program staff along with providing financial information and advising for decision making bodies. Prepares reconciliations, reports, closing entries, audit paperwork

Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 3 to 5 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Accountant	Non-Exempt	40	\$53,496	\$57,996	\$62,496
Public Agency 3	Accountant	Non-Exempt	40	\$57,085	\$62,816	\$68,546
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Accountant I	Non-Exempt	40	\$46,654	\$52,687	\$58,721
Public Agency 7	Accountant I	Non-Exempt	40	\$45,431	\$53,150	\$60,869
Public Agency 8	Accountant	Exempt	40	\$49,835	\$57,314	\$64,793
Local Government Market Average				\$50,500	\$56,793	\$63,085
Kalamazoo County	Accountant I	N/A	40	\$49,629	\$55,286	\$60,944
Kalamazoo County as a % of Local Government Market Average				98%	97%	97%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Accountant - Level 1		40	\$50,254	\$57,201	\$66,867
Private Source 2	Accountant I		40	\$44,293	\$53,756	\$64,125
Published Survey Market Average				\$47,274	\$55,479	\$65,496
Kalamazoo County as a % of Market Average				105%	100%	93%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$48,887	\$56,136	\$64,291
Kalamazoo County as a % of Market Average			102%	98%	95%
Adjustment to Reach Market Average			-1%	2%	5%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Accountant II

Finance, Accounting & Purchasing Job Family

Performs accounting functions for the County by examining accounting documents, prepares journal entries, and researches/resolves account discrepancies. Maintains accurate financial records by monitoring, reviewing and completing monthly reconciliations on assigned accounts. Completes the annual budget allocations for funds, managing and monitoring the funds for budget variances. Reviews, develops and executes grant and general fund budgets. Provides guidance and direction through analysis and communication with program staff along with providing financial information and advising for decision making bodies. Prepares reconciliations, reports, closing entries, audit paperwork

Minimum Qualifications:

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Financial Analyst	Non-Exempt	40	\$54,814	\$62,031	\$69,249
Public Agency 3	Lead Sr. Accountant	Non-Exempt	40	\$68,097	\$74,933	\$81,769
Public Agency 4	Financial Analyst	Exempt	40	\$62,303	\$66,580	\$70,858
Public Agency 5	Senior Accountant	Non-Exempt	40	\$56,098	\$64,512	\$72,927
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Accountant II	Non-Exempt	40	\$50,088	\$58,598	\$67,108
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$58,280	\$65,331	\$72,382
Kalamazoo County	Accountant II	N/A	40	\$58,136	\$64,771	\$71,406
Kalamazoo County as a % of Local Government Market Average				100%	99%	99%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Accountant - Level 2		40	\$55,281	\$63,267	\$74,369
Private Source 2	Accountant II		40	\$50,333	\$61,910	\$74,393
Published Survey Market Average				\$52,807	\$62,589	\$74,381
Kalamazoo County as a % of Market Average				110%	103%	96%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$55,544	\$63,960	\$73,381
Kalamazoo County as a % of Market Average			105%	101%	97%
Adjustment to Reach Market Average			-4%	-1%	3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Court Financial Services Manager

Finance, Accounting & Purchasing Job Family

Oversees financial operations of a Court. Leads annual budget process and prepares financial statements and reporting required by the county and external funding authorities. Ensures compliance with standard accounting principles and policies, along with the processing of all court receipts, disbursements, and journal entries from the authorities involved. Supervises and manages staff in several areas of the Finance Service unit. Coordinates and approves court contracts. Ensures proper and accurate billing of fees for contracted court services. Performs financial analysis of court revenues and expenditures. Oversees and prepares periodic recurrent financial accounting records. Conducts research in order to develop and implement procedures to ensure the accuracy, transparency, and integrity of financial records and data. strategies for the collection of outstanding revenues. Maintains knowledge to back up the role of Deputy Court Managers when they are out of the office.

Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 7 to 9 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Finance Division Director	Exempt	40	\$94,365	\$100,844	\$107,323
Public Agency 5	Court Financial Officer	Exempt	40	\$60,304	\$69,350	\$78,397
Public Agency 6	Circuit Court Finance Manager	Exempt	40	\$62,764	\$71,068	\$79,373
Public Agency 7	Court Business Manager	Exempt	40	\$85,668	\$100,223	\$114,778
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$75,775	\$85,371	\$94,968
Kalamazoo County	Court Financial Services Manager	N/A	40	\$71,833	\$79,992	\$88,150
Kalamazoo County as a % of Local Government Market Average				95%	94%	93%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$75,775	\$85,371	\$94,968
Kalamazoo County as a % of Market Average			95%	94%	93%
Adjustment to Reach Market Average			5%	7%	8%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Finance Director

Finance, Accounting & Purchasing Job Family

Directs accounting, financial and auditing functions. Serves as the primary financial advisor to elected and appointed officials. Develops, plans and implements fiscal strategies, policies, procedures, and internal controls. Leads development and oversight of the budget.

Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 9+ years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Finance Director	Exempt	40	\$98,226	\$111,857	\$125,487
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Financial Services Director	Exempt	40	\$91,098	\$100,236	\$109,375
Public Agency 4	Fiscal Director	Exempt	40	\$135,323	\$144,613	\$153,904
Public Agency 5	Deputy County Administrator/Financial Officer	Exempt	40	\$92,969	\$105,171	\$117,372
Public Agency 6	Finance Director	Exempt	40	\$109,915	\$123,258	\$136,601
Public Agency 7	Fiscal Services Officer	Exempt	40	\$99,171	\$116,020	\$132,869
Public Agency 8	Fiscal Services Director	Exempt	40	\$108,062	\$124,271	\$140,479
Local Government Market Average				\$104,966	\$117,918	\$130,870
Kalamazoo County	Finance Director	N/A	40	\$101,587	\$113,131	\$124,675
Kalamazoo County as a % of Local Government Market Average				97%	96%	95%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Finance Director - Employees: 800		40	\$127,840	\$138,239	\$153,683
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$127,840	\$138,239	\$153,683
Kalamazoo County as a % of Market Average				79%	82%	81%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$116,403	\$128,078	\$142,276
Kalamazoo County as a % of Market Average			87%	88%	88%
Adjustment to Reach Market Average			15%	13%	14%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Financial Operations Manager

Finance, Accounting & Purchasing Job Family

Oversees the performance of functions of county-wide grant administration and reporting to include, but not limited to: preparation and timely submission of grant applications, contracts and reports, development and adjustment of associated budgets, coordination of budgeted funds, screening and processing requests for expenditures, ensuring the timely application for reimbursement from the grantor and the single audit component of the annual audit. Ensures departmental compliance with grant regulations, laws, statutes, policies, standards and guidelines. Serves as a liaison with principals and other departments on issues regarding grants. Oversees the performance of functions of Health & Community accounts receivable administration and reporting including clinic claims submissions. Ensures integrity and accuracy of financial data and maintain systems and controls to deliver reliable analyses.

Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 5 to 7 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Deputy Finance Director	N/A	40	\$69,283	\$78,897	\$88,511
Public Agency 2	Accounting and Budget Manager	Non-Exempt	40	\$66,623	\$76,863	\$87,104
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Assistant Fiscal Services Director	Exempt	40	\$85,793	\$98,661	\$111,529
Local Government Market Average				\$73,899	\$84,807	\$95,715
Kalamazoo County	Financial Operations Manager	N/A	40	\$79,872	\$88,941	\$98,010
Kalamazoo County as a % of Local Government Market Average				108%	105%	102%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Financial Planning and Analysis Manager - Level 2		40	\$81,850	\$96,181	\$115,033
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$81,850	\$96,181	\$115,033
Kalamazoo County as a % of Market Average				98%	92%	85%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$77,875	\$90,494	\$105,374
Kalamazoo County as a % of Market Average			103%	98%	93%
Adjustment to Reach Market Average			-3%	2%	8%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Financial Specialist

Finance, Accounting & Purchasing Job Family

Manages all court accounts receivables, payables, and pass-thru funds handled in Court Finance Unit. Enters invoices for court-Manages information needed to update financial records of the Court Finance Unit and any associated activities and programs.

Minimum Qualifications: 6 months+ training beyond High School and 1 to 3 years' experience in accounting or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Accounts Payable Coordinator	Non-Exempt	40	\$38,941	\$44,337	\$49,732
Public Agency 2	Senior Account Clerk	Non-Exempt	40	\$35,981	\$43,881	\$51,781
Public Agency 3	Account Clerk - Circuit Court	Non-Exempt	40	\$39,861	\$43,698	\$47,535
Public Agency 4	Collections Clerk I	Non-Exempt	40	\$38,862	\$43,988	\$49,114
Public Agency 5	Accounting Assistant	Non-Exempt	40	\$39,206	\$45,087	\$50,968
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Reimbursement Accounts Specialist	Non-Exempt	40	\$45,431	\$53,150	\$60,869
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$39,714	\$45,690	\$51,667
Kalamazoo County	Financial Specialist	N/A	40	\$36,305	\$40,371	\$44,438
Kalamazoo County as a % of Local Government Market Average				91%	88%	86%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Financial Specialist - Level 1		40	\$43,753	\$49,801	\$58,143
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$43,753	\$49,801	\$58,143
Kalamazoo County as a % of Market Average				83%	81%	76%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$41,733	\$47,746	\$54,905
Kalamazoo County as a % of Market Average			87%	85%	81%
Adjustment to Reach Market Average			15%	18%	24%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Purchasing Manager

Finance, Accounting & Purchasing Job Family

Supervises County-wide financial operations and major supplies and services purchasing functions. Maintain fixed asset records and making sure all financial operations and purchasing functions are in compliance with policy as well as applicable State and Federal laws and regulations. Maintains fixed asset records and follows up with on-line requests, bids, and contract extensions, along with preparing and processing request procedures. Prepares and maintains requisitions for goods and services that do not comply with purchasing policies. Leads the work of staff involved in providing financial and purchasing services.

Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 5 to 7 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Purchasing Manager	N/A	40	\$58,445	\$66,936	\$75,428
Public Agency 3	Purchasing Director	Exempt	40	\$84,553	\$93,035	\$101,517
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Procurement Supervisor	Non-Exempt	40	\$65,812	\$74,521	\$83,230
Public Agency 7	Administrator Purchasing	Exempt	40	\$81,588	\$95,450	\$109,312
Public Agency 8	Purchasing Manager	Exempt	40	\$65,442	\$75,264	\$85,085
Local Government Market Average				\$71,168	\$81,041	\$90,914
Kalamazoo County	Purchasing Manager	N/A	40	\$63,794	\$71,042	\$78,291
Kalamazoo County as a % of Local Government Market Average				90%	88%	86%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Purchasing Manager - Level 1		40	\$75,718	\$88,782	\$106,189
Private Source 2	Purchasing Manager		40	\$77,413	\$105,297	\$131,370
Published Survey Market Average				\$76,565	\$97,040	\$118,779
Kalamazoo County as a % of Market Average				83%	73%	66%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$73,867	\$89,040	\$104,847
Kalamazoo County as a % of Market Average			86%	80%	75%
Adjustment to Reach Market Average			16%	25%	34%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Cook I

Food Services Job Family

Prepares meals and accounts for special diet requirements. Performs loading and unloading of food supply and clean the working spaces. May monitor inmate workers in the kitchen for adherence to sanitation guidelines, hygiene standards, and interpersonal conflicts. Ensures compliance with FDA standards.

Minimum Qualifications: 6 months+ training beyond High School and Less than 1 year experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Cook	Non-Exempt	40	\$28,514	\$31,373	\$34,233
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Cook	Non-Exempt	40	\$37,727	\$41,348	\$44,969
Public Agency 4	Cook	Non-Exempt	40	\$34,592	\$42,926	\$51,259
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Second Cook	Non-Exempt	40	\$29,427	\$33,884	\$38,340
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$32,565	\$37,383	\$42,200
Kalamazoo County	Cook I	N/A	40	\$28,288	\$30,878	\$33,467
Kalamazoo County as a % of Local Government Market Average				87%	83%	79%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Cook I		40	\$25,871	\$32,717	\$40,166
Published Survey Market Average				\$25,871	\$32,717	\$40,166
Kalamazoo County as a % of Market Average				109%	94%	83%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$29,218	\$35,050	\$41,183
Kalamazoo County as a % of Market Average			97%	88%	81%
Adjustment to Reach Market Average			3%	14%	23%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Cook II

Food Services Job Family

Prepares meals and provides dietary modifications when needed. Gives directions to kitchen staff for maintaining clean environment, service areas, and equipment. Oversees compliance with health inspection standard requirements. Coordinates and reviews the maintenance and operations of food supply and inventory.

Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	First Cook	Non-Exempt	40	\$30,605	\$35,239	\$39,873
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$30,605	\$35,239	\$39,873
Kalamazoo County	Cook II	N/A	40	\$38,782	\$44,569	\$50,357
Kalamazoo County as a % of Local Government Market Average				127%	126%	126%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Cook II		40	\$28,589	\$35,837	\$44,696
Published Survey Market Average				\$28,589	\$35,837	\$44,696
Kalamazoo County as a % of Market Average				136%	124%	113%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$29,597	\$35,538	\$42,285
Kalamazoo County as a % of Market Average			131%	125%	119%
Adjustment to Reach Market Average			-24%	-20%	-16%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Community Liaison

Health & Community Services Job Family

Supports Drug Treatment Court case management. Delivers incentives or phase-up/graduation materials. Performs residence, community service and employment verifications. Transports participants of the Drug Treatment program. Completes case note documentation. Much of the work this position does is performed in citizens' homes.

Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience in law enforcement, probation, parole, or community corrections

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Drug Court Case Manager	Non-Exempt	40	\$44,074	\$51,480	\$58,886
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Resource Coordinator - Adult Drug Court	Non-Exempt	40	\$39,206	\$45,087	\$50,968
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Recovery Court Case Manager	Non-Exempt	40	\$53,432	\$61,443	\$69,455
Local Government Market Average				\$45,571	\$52,670	\$59,770
Kalamazoo County	Community Liaison	N/A	40	\$34,008	\$37,866	\$41,725
Kalamazoo County as a % of Local Government Market Average				75%	72%	70%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$45,571	\$52,670	\$59,770
Kalamazoo County as a % of Market Average			75%	72%	70%
Adjustment to Reach Market Average			34%	39%	43%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Veterans Service Specialist

Health & Community Services Job Family

Advises veterans, their dependents and/or survivors in obtaining educational, financial, and social services and other benefits. Interviews dependents and/or survivors to determine eligibility. Maintains and updates records and case files. Maintains individual accreditation as required by law. Participates in public outreach and engagement. Conducts research and interprets laws.

Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 1 to 3 years' experience performing analysis and in customer service

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Service Officer	Non-Exempt	40	\$41,568	\$47,338	\$53,107
Public Agency 2	Veterans Services Officer	Non-Exempt	40	\$48,979	\$57,305	\$65,631
Public Agency 3	Veterans Benefits Counselor	Non-Exempt	40	\$44,779	\$49,271	\$53,764
Public Agency 4	Veterans Services Representative	Non-Exempt	40	\$48,268	\$54,962	\$61,655
Public Agency 5	Veterans Benefits Counselor II	Non-Exempt	40	\$42,147	\$48,469	\$54,791
Public Agency 6	Veterans Resource Analyst	Non-Exempt	40	\$49,805	\$56,284	\$62,764
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$45,924	\$52,272	\$58,619
Kalamazoo County	Veterans Service Specialist	N/A	40	\$41,642	\$46,363	\$51,085
Kalamazoo County as a % of Local Government Market Average				91%	89%	87%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Veterans Contact Representative - Level 1		40	\$53,540	\$58,250	\$64,430
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$53,540	\$58,250	\$64,430
Kalamazoo County as a % of Market Average				78%	80%	79%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$49,732	\$55,261	\$61,524
Kalamazoo County as a % of Market Average			84%	84%	83%
Adjustment to Reach Market Average			19%	19%	20%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Human Resources Director

Human Resources Job Family

Develops and direct the implementation of personnel policies and procedures. Recommends proposals for policy changes to the competent governing bodies and union organizations. Develops and coordinates the activities and staff of the Human Resources (HR) Department. Conducts research, analyze data, and prepare statistical reports for a variety of HR-related issues and topics, while also managing the department's budget submission, including employee benefits and payroll. Provides HR guidance to several committees, engaging in meetings and relationship building activities.

Minimum Qualifications: Bachelor's Degree in human resources, labor relations, public administration, or related field and 9+ years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Hr & Labor Relations Director	Exempt	40	\$98,226	\$111,857	\$125,487
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	HR Director	Exempt	40	\$84,553	\$93,035	\$101,517
Public Agency 4	Human Resources Director	Exempt	40	\$128,879	\$137,727	\$146,575
Public Agency 5	Human Resources / Labor Relations Director	Exempt	40	\$88,541	\$101,822	\$115,104
Public Agency 6	Human Resources Director	Exempt	40	\$92,000	\$104,555	\$117,110
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Human Resources Director	Exempt	40	\$100,069	\$115,078	\$130,087
Local Government Market Average				\$98,711	\$110,679	\$122,647
Kalamazoo County	Human Resources Director	N/A	40	\$101,587	\$113,131	\$124,675
Kalamazoo County as a % of Local Government Market Average				103%	102%	102%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Human Resources Director - Employees: 800		40	\$98,727	\$114,083	\$134,290
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$98,727	\$114,083	\$134,290
Kalamazoo County as a % of Market Average				103%	99%	93%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$98,719	\$112,381	\$128,469
Kalamazoo County as a % of Market Average			103%	101%	97%
Adjustment to Reach Market Average			-3%	-1%	3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Human Resources Generalist

Human Resources Job Family

Assists in the operations of the Human Resources Department, with specific responsibilities regarding the onboarding of new hires, conducting background checks, and redacting resumes. Oversees comprehensive management of administrative duties, such as keeping personnel records, managing invoices, maintaining and copying documentation, together with customer service abilities to manage relationships with new employees, third-party personnel, and the general public. Organizes and conduct HR sponsored trainings for both internal and external audiences.

Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	HR Asst.	Non-Exempt	40	\$44,779	\$49,271	\$53,764
Public Agency 4	Human Resources Specialist I	Non-Exempt	40	\$54,147	\$57,880	\$61,614
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Benefit & Retirement Specialist	Non-Exempt	40	\$43,268	\$50,619	\$57,970
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$47,398	\$52,590	\$57,783
Kalamazoo County	Human Resources Generalist	N/A	40	\$41,642	\$46,363	\$51,085
Kalamazoo County as a % of Local Government Market Average				88%	88%	88%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Human Resources Generalist - Level 1		40	\$47,286	\$53,937	\$63,147
Private Source 2	Human Resources Generalist I		40	\$44,293	\$56,172	\$68,453
Published Survey Market Average				\$45,790	\$55,054	\$65,800
Kalamazoo County as a % of Market Average				91%	84%	78%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$46,594	\$53,822	\$61,791
Kalamazoo County as a % of Market Average			89%	86%	83%
Adjustment to Reach Market Average			12%	16%	21%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Human Resources Specialist

Human Resources Job Family

Assists in the human resources operations of recruiting, payroll, and benefit administration, including management of the county's job classification system and structure, and the administration of benefits. Coordinates interviews and selection of applicants. Serves as a coordinator for specific training programs and assist senior staff on special projects. Administers lump sum distributions and ensure that benefit calculations are in accordance with organizational goals and legislative requirements. Prepares reports and perform mathematical computations to audit, review, and correct payroll data as needed.

Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	HR Specialist	Non-Exempt	40	\$48,863	\$55,663	\$62,463
Public Agency 2	Human Resources Representative	Non-Exempt	40	\$46,430	\$56,321	\$66,211
Public Agency 3	HR Generalist	Non-Exempt	40	\$68,166	\$75,003	\$81,840
Public Agency 4	Human Resources Specialist II	Exempt	40	\$57,956	\$61,935	\$65,914
Public Agency 5	Human Resources Specialist	Non-Exempt	40	\$39,206	\$45,087	\$50,968
Public Agency 6	Human Resources Specialist	Non-Exempt	40	\$41,407	\$46,767	\$52,127
Public Agency 7	Human Resources Analyst	Non-Exempt	40	\$50,088	\$58,598	\$67,108
Public Agency 8	Human Resources Specialist	Exempt	40	\$49,835	\$57,314	\$64,793
Local Government Market Average				\$50,244	\$57,086	\$63,928
Kalamazoo County	Human Resources Specialist	N/A	40	\$47,434	\$52,822	\$58,209
Kalamazoo County as a % of Local Government Market Average				94%	93%	91%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Human Resources Specialist - Level 2		40	\$40,565	\$45,830	\$53,235
Private Source 2	Human Resources Specialist		40	\$83,251	\$106,807	\$132,679
Published Survey Market Average				\$61,908	\$76,319	\$92,957
Kalamazoo County as a % of Market Average				77%	69%	63%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$56,076	\$66,702	\$78,443
Kalamazoo County as a % of Market Average			85%	79%	74%
Adjustment to Reach Market Average			18%	26%	35%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Information Technology Director

Information Technology Job Family

Directs information technology and information security activities for the county. Establishes policies, procedures, standards, and strategies for technology enablement of business operations and compliance with statutory mandates. Identifies and drives investment of financial resources in technology. Develops and administers annual operating and capital budgets. Advises elected and appointed officials on matters concerning IT and information security governance.

Minimum Qualifications: Bachelor's Degree in information technology, computer science, public administration, or related field and 9+ years' experience in information technology, including prior supervisory experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	IT Director	Exempt	40	\$81,340	\$92,628	\$103,915
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Chief Information Officer	Exempt	40	\$119,589	\$131,587	\$143,585
Public Agency 4	Information Technology Director	Exempt	40	\$128,879	\$137,727	\$146,575
Public Agency 5	Chief Information Officer	Exempt	40	\$92,969	\$106,914	\$120,859
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Director Information Technology	Exempt	40	\$126,570	\$148,074	\$169,578
Public Agency 8	Innovation and Technology Director	Exempt	40	\$100,069	\$115,078	\$130,087
Local Government Market Average				\$108,236	\$122,001	\$135,766
Kalamazoo County	Information Technology Director	N/A	40	\$101,587	\$113,131	\$124,675
Kalamazoo County as a % of Local Government Market Average				94%	93%	92%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Information Technology Director - Employees: 800		40	\$107,850	\$122,489	\$142,144
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$107,850	\$122,489	\$142,144
Kalamazoo County as a % of Market Average				94%	92%	88%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$108,043	\$122,245	\$138,955
Kalamazoo County as a % of Market Average			94%	93%	90%
Adjustment to Reach Market Average			6%	8%	11%

NA = Data Not Available

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The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

IT Systems Administrator

Information Technology Job Family

Designs, maintains, and administers IT infrastructure and systems. Administers databases. Develops and executes project plans for implementation. Oversees vendors. Completes advanced troubleshooting. Determines, configures, and deploys information security solutions. Additional responsibilities include architecture and training or reviewing the work of lower levels in the job family.

Minimum Qualifications: Bachelor's Degree in information technology, computer science, public administration, or related field and 5 to 7 years' experience in network, server, and database administration

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Systems Operations Manager	Exempt	40	\$69,283	\$78,897	\$88,511
Public Agency 2	IT Network Engineer	Non-Exempt	40	\$82,093	\$88,115	\$94,136
Public Agency 3	Senior Network Administrator	Non-Exempt	40	\$84,485	\$92,962	\$101,440
Public Agency 4	Network Engineer	Exempt	40	\$83,199	\$88,911	\$94,623
Public Agency 5	Systems Manager - IT	Exempt	40	\$71,311	\$82,007	\$92,704
Public Agency 6	IT Systems Administrator	Exempt	40	\$75,931	\$86,236	\$96,541
Public Agency 7	Systems Administrator II	Exempt	40	\$81,588	\$95,450	\$109,312
Public Agency 8	Network Administrator	Exempt	40	\$80,180	\$92,200	\$104,221
Local Government Market Average				\$78,509	\$88,097	\$97,686
Kalamazoo County	IT Systems Administrator	N/A	40	\$72,259	\$80,444	\$88,629
Kalamazoo County as a % of Local Government Market Average				92%	91%	91%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	IT Systems Administrator - Level 3		40	\$67,831	\$79,145	\$94,546
Private Source 2	IT Systems Administrator III		40	\$78,117	\$98,955	\$120,196
Published Survey Market Average				\$72,974	\$89,050	\$107,371
Kalamazoo County as a % of Market Average				99%	90%	83%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$75,742	\$88,574	\$102,528
Kalamazoo County as a % of Market Average			95%	91%	86%
Adjustment to Reach Market Average			5%	10%	16%

NA = Data Not Available

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The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

IT Infrastructure Specialist

Information Technology Job Family

Supports a variety of IT infrastructure. Deploys and configures network devices. Builds, deploys, and maintains servers. Performs network maintenance. Installs upgrades and patches. Completes basic to intermediate troubleshooting.

Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience in network administration, Windows server administration, Active Directory, and with application management

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	IT Data Center Engineer	Non-Exempt	40	\$82,093	\$88,115	\$94,136
Public Agency 3	Network Administrator I	Non-Exempt	40	\$57,085	\$62,816	\$68,546
Public Agency 4	Network Analyst	N/A	40	\$77,756	\$83,094	\$88,431
Public Agency 5	Network Administrator	Non-Exempt	40	\$66,336	\$76,286	\$86,236
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	IT Services Technician II	Non-Exempt	40	\$50,088	\$58,598	\$67,108
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$66,672	\$73,782	\$80,892
Kalamazoo County	IT Infrastructure Specialist	N/A	40	\$58,136	\$64,771	\$71,406
Kalamazoo County as a % of Local Government Market Average				87%	88%	88%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	IT Infrastructure Engineer II		40	\$68,353	\$89,392	\$108,720
Published Survey Market Average				\$68,353	\$89,392	\$108,720
Kalamazoo County as a % of Market Average				85%	72%	66%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$67,512	\$81,587	\$94,806
Kalamazoo County as a % of Market Average			86%	79%	75%
Adjustment to Reach Market Average			16%	26%	33%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Juvenile Home Director

Juvenile Home Services Job Family

Administers county juvenile home services including planning, organizing, and directing activities related to detention and treatment services. Conducts hiring, training, and disciplinary action of staff. Develops and implements juvenile home compliance standards with state and federal licensing agencies. Maintains compliance with applicable legislation. Monitors and documents staff and resident interactions to ensure safety. Administers necessary safety precautions in juvenile home such as security systems.

Minimum Qualifications: Bachelor's Degree in human resources, labor relations, public administration, or related field and 9+ years' experience in organizational management, juvenile courts, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Juvenile Home Director	Exempt	40	\$75,214	\$85,652	\$96,089
Public Agency 2	Juvenile Justice Center Director	Exempt	40	\$56,759	\$66,837	\$76,914
Public Agency 3	Youth Center Director	Exempt	40	\$84,553	\$93,035	\$101,517
Public Agency 4	Juvenile Detention Center Superintendent	Exempt	40	\$94,365	\$100,844	\$107,323
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Juvenile Transition Center Superintendent	Exempt	40	\$66,786	\$75,464	\$84,142
Public Agency 7	Manager Children's Village	Exempt	40	\$94,448	\$110,495	\$126,542
Public Agency 8	Superintendent of Detention	Exempt	40	\$85,793	\$98,661	\$111,529
Local Government Market Average				\$79,703	\$90,141	\$100,579
Kalamazoo County	Juvenile Home Director	N/A	40	\$88,670	\$98,769	\$108,867
Kalamazoo County as a % of Local Government Market Average				111%	110%	108%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$79,703	\$90,141	\$100,579
Kalamazoo County as a % of Market Average			111%	110%	108%
Adjustment to Reach Market Average			-10%	-9%	-8%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Youth Specialist II

Juvenile Home Services Job Family

Ensures safety, security, and welfare of youth detained in juvenile home. Monitors residents' daily routine and attends treatment team meetings with families and court staff. Provides input on youth behavior whether it be achievements or areas that need improvement. Utilizes moral recognition therapy treatment method that the program is structured around. Requires a Bachelor's degree.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 1 to 3 years' experience in social work or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Youth Specialist II	Non-Exempt	40	\$35,768	\$40,729	\$45,691
Public Agency 2	Youth Specialist	Non-Exempt	40	\$36,205	\$37,566	\$38,927
Public Agency 3	Juvenile Detention Devt. Specialist	Non-Exempt	40	\$49,945	\$54,776	\$59,608
Public Agency 4	Youth Specialist	Non-Exempt	40	\$42,286	\$47,969	\$53,652
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Youth Specialist	Non-Exempt	40	\$36,348	\$40,650	\$44,953
Public Agency 7	Youth Specialist II	Non-Exempt	40	\$39,882	\$45,895	\$51,909
Public Agency 8	Youth Specialist	Non-Exempt	40	\$43,528	\$65,171	\$86,814
Local Government Market Average				\$40,566	\$47,537	\$54,507
Kalamazoo County	Youth Specialist II	N/A	40	\$36,629	\$41,028	\$45,427
Kalamazoo County as a % of Local Government Market Average				90%	86%	83%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$40,566	\$47,537	\$54,507
Kalamazoo County as a % of Market Average			90%	86%	83%
Adjustment to Reach Market Average			11%	16%	20%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Auto Maintenance Supervisor

Labor & Trades Job Family

Supervises and instructs subordinate mechanics to keep accurate repair records. Performs maintenance and repairs on county vehicle fleet, including lawn and snow equipment. Work with vendors to schedule and transport vehicles for repair, warranty work, and recalls. Submits all repair work orders and invoices, along with any necessary documentation to management and/or purchasing departments. Manages garage inventory and purchases equipment as needed.

Minimum Qualifications: 6 months+ training beyond High School and 5 to 7 years' experience in auto maintenance, machinery maintenance, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Auto Mechanic Supervisor	Non-Exempt	40	\$58,445	\$66,936	\$75,428
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Fleet Services Supervisor	Exempt	40	\$77,756	\$83,095	\$88,434
Public Agency 5	Fleet Manager	Non-Exempt	40	\$42,147	\$48,469	\$54,791
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Garage Supervisor	Non-Exempt	40	\$60,883	\$71,227	\$81,571
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$59,808	\$67,432	\$75,056
Kalamazoo County	Auto Maintenance Supervisor	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				77%	76%	75%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Automotive Mechanic Supervisor II		40	\$46,508	\$69,963	\$97,445
Published Survey Market Average				\$46,508	\$69,963	\$97,445
Kalamazoo County as a % of Market Average				99%	73%	58%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$53,158	\$68,698	\$86,251
Kalamazoo County as a % of Market Average			87%	75%	66%
Adjustment to Reach Market Average			15%	34%	53%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Building & Grounds Director

Labor & Trades Job Family

Oversees development and implementation of strategic facilities planning, maintenance, custodial and projects into measured outcomes. Monitors creation and review of contracts, request for proposals, agreements, and applicable data reports. Builds budgets and financial capital planning strategies that effect budget outcomes and long range spending for the department. Communicates information to staff regarding department related contracts, policies, communications and information. Manages approvals for capital improvement projects and contractual reviews. Handles hiring, interviewing, and disciplinary action of employees.

Minimum Qualifications: Bachelor's Degree in engineering, construction management, or related field and 9+ years' experience in engineering, project management, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Facilities Director	Exempt	40	\$91,098	\$100,236	\$109,375
Public Agency 4	Facilities Management Director	Exempt	40	\$116,897	\$124,923	\$132,948
Public Agency 5	Facilities Services Director	Exempt	40	\$71,311	\$82,007	\$92,704
Public Agency 6	Public Works Engineer & Projects Manager	Exempt	40	\$79,642	\$92,975	\$106,307
Public Agency 7	Director Facilities Management	Exempt	40	\$126,570	\$148,074	\$169,578
Public Agency 8	Facilities Director	Exempt	40	\$92,656	\$106,554	\$120,451
Local Government Market Average				\$96,362	\$109,128	\$121,894
Kalamazoo County	Building & Grounds Director	N/A	40	\$101,587	\$113,131	\$124,675
Kalamazoo County as a % of Local Government Market Average				105%	104%	102%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Facility Maintenance Manager		40	\$84,963	\$109,928	\$129,558
Published Survey Market Average				\$84,963	\$109,928	\$129,558
Kalamazoo County as a % of Market Average				120%	103%	96%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$90,663	\$109,528	\$125,726
Kalamazoo County as a % of Market Average			112%	103%	99%
Adjustment to Reach Market Average			-11%	-3%	1%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Building & Grounds Maintenance Supervisor

Labor & Trades Job Family

Ensures that all buildings, grounds and facilities meet all requirements per safety, maintenance and environmental guidelines. Reviews and staffs requests for maintenance work. Answers questions regarding maintenance and scheduling activities.

Minimum Qualifications: Associate's Degree or 2 Years of College and 5 to 7 years' experience in contraction management, electricity, plumbing, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Building Supervisor	Non-Exempt	40	\$46,560	\$53,016	\$59,473
Public Agency 2	Building & Grounds Maintenance Supervisor	Non-Exempt	40	\$58,445	\$66,936	\$75,428
Public Agency 3	Bldg. Maintenance Supv.	Non-Exempt	40	\$44,630	\$48,932	\$53,233
Public Agency 4	Facilities Operations Manager	Exempt	40	\$83,199	\$88,777	\$94,355
Public Agency 5	Maintenance Supervisor	Non-Exempt	40	\$50,998	\$58,648	\$66,297
Public Agency 6	Facilities Management Supervisor	Exempt	40	\$72,365	\$82,183	\$92,000
Public Agency 7	Maintenance Supervisor II	Non-Exempt	40	\$63,927	\$74,788	\$85,648
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$60,018	\$67,611	\$75,205
Kalamazoo County	Building & Grounds Maintenance Supervisor	N/A	40	\$53,227	\$59,280	\$65,333
Kalamazoo County as a % of Local Government Market Average				89%	88%	87%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Building & Grounds Supervisor - Level 2		40	\$58,368	\$66,729	\$78,534
Private Source 2	Maintenance Supervisor II		40	\$57,179	\$74,896	\$94,325
Published Survey Market Average				\$57,773	\$70,812	\$86,429
Kalamazoo County as a % of Market Average				92%	84%	76%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$58,895	\$69,212	\$80,817
Kalamazoo County as a % of Market Average			90%	86%	81%
Adjustment to Reach Market Average			11%	17%	24%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Building Maintenance Technician I

Labor & Trades Job Family

Maintains grounds and buildings of county facilities. Maintains, repairs, rebuilds and services small equipment as needed. Performs grounds keeping work and repairs to maintain grounds of facilities and buildings. Conducts electrical and HVAC repairs. Prepares infrastructures for painting or remodeling.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in facilities maintenance or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Maintenance Mechanic I	Non-Exempt	40	\$31,019	\$34,132	\$37,244
Public Agency 2	Utility Worker	Non-Exempt	40	\$35,343	\$42,261	\$49,179
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Assistant Maintenance Mechanic - Facilities	Non-Exempt	40	\$31,560	\$36,294	\$41,027
Public Agency 6	Building Maintenance Technician I	Non-Exempt	40	\$32,118	\$35,809	\$39,500
Public Agency 7	Skilled Maintenance Mechanic I	Non-Exempt	40	\$40,053	\$46,102	\$52,151
Public Agency 8	Maintenance Worker	Non-Exempt	40	\$40,681	\$46,779	\$52,878
Local Government Market Average				\$35,129	\$40,229	\$45,330
Kalamazoo County	Building Maintenance Technician I	N/A	40	\$29,661	\$32,594	\$35,526
Kalamazoo County as a % of Local Government Market Average				84%	81%	78%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Building Maintenance Worker - Level 1		40	\$37,812	\$41,378	\$46,300
Private Source 2	Maintenance Repair Worker I		40	\$26,878	\$35,938	\$47,414
Published Survey Market Average				\$32,345	\$38,658	\$46,857
Kalamazoo County as a % of Market Average				92%	84%	76%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$33,737	\$39,444	\$46,094
Kalamazoo County as a % of Market Average			88%	83%	77%
Adjustment to Reach Market Average			14%	21%	30%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Building Maintenance Technician II

Labor & Trades Job Family

Performs daily maintenance of facility operations, including buildings, grounds and equipment, heating/cooling, landscaping, light fixture replacements, plumbing, garbage disposal, and snow removal. Provides customer assistance to the public and communicates with staff regarding building related issues. Delivers necessary supplies to building staff. Assists in planning and project development with outside contractors. Ensures a safe environment is achieved through utilizing safety measures, inspections and preventative maintenance. May oversee buildings with operation hours longer than the business week.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in construction, building maintenance, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Maintenance Mechanic II	Non-Exempt	40	\$34,495	\$37,941	\$41,386
Public Agency 2	Maintenance Mechanic	Non-Exempt	40	\$42,510	\$50,723	\$58,936
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Maintenance Technician	Non-Exempt	40	\$48,268	\$54,962	\$61,655
Public Agency 5	Maintenance Mechanic - Facilities	Non-Exempt	40	\$36,471	\$41,942	\$47,413
Public Agency 6	Building Maintenance Technician II	Non-Exempt	40	\$43,108	\$48,690	\$54,273
Public Agency 7	Skilled Maintenance Mechanic II	Non-Exempt	40	\$41,661	\$47,938	\$54,216
Public Agency 8	Maintenance Technician	Non-Exempt	40	\$46,586	\$53,570	\$60,554
Local Government Market Average				\$41,871	\$47,967	\$54,062
Kalamazoo County	Building Maintenance Technician II	N/A	40	\$32,625	\$35,807	\$38,990
Kalamazoo County as a % of Local Government Market Average				78%	75%	72%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Building Maintenance Worker - Level 2		40	\$40,774	\$44,656	\$50,029
Private Source 2	Maintenance Repair Worker II		40	\$34,529	\$44,696	\$54,863
Published Survey Market Average				\$37,651	\$44,676	\$52,446
Kalamazoo County as a % of Market Average				87%	80%	74%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$39,761	\$46,321	\$53,254
Kalamazoo County as a % of Market Average			82%	77%	73%
Adjustment to Reach Market Average			22%	29%	37%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Carpenter

Labor & Trades Job Family

Meets with department heads to assist with building and construction of cabinets and similar structures in an efficient manner. Accomplishes projects with proper materials while following building codes and ADA standards. Maintains upkeep of wood shop tools, dust collection system and other cabinetry tools. Exchanges and maintains lock bodies, spindles, and cylinders for doors. builds partition walls, suspended ceiling grids, and drywall construction.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in carpentry, construction, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Skilled Maintenance Mechanic - Carpenter	Non-Exempt	40	\$51,844	\$60,034	\$68,224
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$51,844	\$60,034	\$68,224
Kalamazoo County	Carpenter	N/A	40	\$36,670	\$42,203	\$47,736
Kalamazoo County as a % of Local Government Market Average				71%	70%	70%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Carpenter (Gen/Maint) - Level 2		40	\$45,512	\$51,159	\$59,006
Private Source 2	Carpenter II		40	\$45,099	\$57,078	\$70,970
Published Survey Market Average				\$45,305	\$54,118	\$64,988
Kalamazoo County as a % of Market Average				81%	78%	73%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$48,575	\$57,076	\$66,606
Kalamazoo County as a % of Market Average			75%	74%	72%
Adjustment to Reach Market Average			32%	35%	40%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Custodial Supervisor

Labor & Trades Job Family

Oversees daily custodial operations for the organization. Schedules and works with subordinate staff to ensure work is completed in a timely and safe manner. Conducts performance reviews, grievance procedures and necessary disciplinary actions.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in custodial operations or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Custodian Shift Leader	Non-Exempt	40	\$31,560	\$36,294	\$41,027
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Custodial Work Supervisor-	Non-Exempt	40	\$43,268	\$50,619	\$57,970
Public Agency 8	Custodial Supervisor	Exempt	40	\$40,681	\$46,779	\$52,878
Local Government Market Average				\$38,503	\$44,564	\$50,625
Kalamazoo County	Custodial Supervisor	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				120%	115%	112%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Custodial Supervisor - Level 1		40	\$44,898	\$50,883	\$59,389
Private Source 2	Janitorial/Yard Labor Supervisor I		40	\$30,200	\$43,085	\$62,212
Published Survey Market Average				\$37,549	\$46,984	\$60,800
Kalamazoo County as a % of Market Average				123%	109%	93%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$38,026	\$45,774	\$55,713
Kalamazoo County as a % of Market Average			121%	112%	102%
Adjustment to Reach Market Average			-17%	-11%	-1%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Custodian

Labor & Trades Job Family

Cleans and disinfects work areas in compliance with cleaning standards. Ensures bathrooms are fully stocked daily with essential materials. Keeps track and maintains inventory of supply closets and cleaning equipment. Removes trash and recycling bins, and disposes of waste in its respective waste collection area. Makes certain buildings are locked and secured at night with lights turned off. Arranges furniture and equipment as directed for set-up and teardown of events.

Minimum Qualifications: Less than a High School diploma and Less than 1 year experience in custodial operations or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Custodian	Non-Exempt	40	\$31,150	\$34,112	\$37,073
Public Agency 4	Building Custodian II- Stores Clerk	Non-Exempt	40	\$35,850	\$40,368	\$44,885
Public Agency 5	Custodian	Non-Exempt	40	\$29,357	\$33,761	\$38,166
Public Agency 6	Custodian	Non-Exempt	40	\$32,698	\$35,944	\$39,189
Public Agency 7	Custodial Worker	Non-Exempt	40	\$29,136	\$33,547	\$37,959
Public Agency 8	Custodian	Non-Exempt	40	\$31,021	\$35,675	\$40,328
Local Government Market Average				\$31,536	\$35,568	\$39,600
Kalamazoo County	Custodian	N/A	40	\$25,064	\$27,518	\$29,973
Kalamazoo County as a % of Local Government Market Average				79%	77%	76%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Custodian - Level 1		40	\$27,132	\$29,833	\$34,019
Private Source 2	Janitor I		40	\$23,455	\$29,697	\$38,656
Published Survey Market Average				\$25,293	\$29,765	\$36,338
Kalamazoo County as a % of Market Average				99%	92%	82%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$28,415	\$32,666	\$37,969
Kalamazoo County as a % of Market Average			88%	84%	79%
Adjustment to Reach Market Average			13%	19%	27%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Electrician

Labor & Trades Job Family

Conducts necessary lighting repairs, improvements, and retrofitting in order to maintain efficiency. Troubleshoots equipment and administers electrical inspections with scope of work including HVAC, lighting controllers, receptacles, circuits, etc. Travels to various vendors and utilizes online resources to source necessary parts and equipment for electrical repairs.

Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience in an electrical trade

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Maintenance Tech/Electrician	Non-Exempt	40	\$62,266	\$68,516	\$74,765
Public Agency 4	Electrician	Non-Exempt	40	\$50,248	\$58,943	\$67,637
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Electrician	Non-Exempt	40	\$55,113	\$60,131	\$65,149
Public Agency 7	Skilled Maintenance Mechanic Electrician	Non-Exempt	40	\$58,076	\$67,250	\$76,424
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$56,426	\$63,710	\$70,994
Kalamazoo County	Electrician	N/A	40	\$41,850	\$47,632	\$53,414
Kalamazoo County as a % of Local Government Market Average				74%	75%	75%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Electrician Journeyman - Level 3		40	\$52,935	\$61,216	\$72,428
Private Source 2	Electrician III		40	\$53,454	\$65,836	\$79,124
Published Survey Market Average				\$53,194	\$63,526	\$75,776
Kalamazoo County as a % of Market Average				79%	75%	70%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$54,810	\$63,618	\$73,385
Kalamazoo County as a % of Market Average			76%	75%	73%
Adjustment to Reach Market Average			31%	34%	37%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Equipment Mechanic

Labor & Trades Job Family

Performs maintenance and repairs on vehicles and road maintenance equipment. Tests equipment to ensure safe and efficient operation, which includes changing oil, checking batteries, repairing and replacing tires and tubes and lubricating equipment and machinery.

Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience in heavy equipment operation or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Mechanic	Non-Exempt	40	\$43,367	\$45,145	\$46,923
Public Agency 2	Auto Mechanic	Non-Exempt	40	\$45,928	\$53,679	\$61,430
Public Agency 3	Mechanic	Non-Exempt	40	\$49,487	\$54,310	\$59,133
Public Agency 4	Automotive Mechanic	Non-Exempt	40	\$43,936	\$50,073	\$56,210
Public Agency 5	Mechanic/Driver	Non-Exempt	40	\$36,471	\$41,942	\$47,413
Public Agency 6	Transit Maintenance Mechanic	Non-Exempt	40	\$47,607	\$53,744	\$59,882
Public Agency 7	Grounds Equipment Mechanic	Non-Exempt	40	\$36,490	\$41,999	\$47,507
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$43,327	\$48,699	\$54,071
Kalamazoo County	Equipment Mechanic	N/A	40	\$34,278	\$37,482	\$40,685
Kalamazoo County as a % of Local Government Market Average				79%	77%	75%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Mechanic - Level 3		40	\$44,487	\$50,149	\$57,973
Private Source 2	Maintenance Repair Worker III		40	\$40,971	\$52,145	\$65,534
Published Survey Market Average				\$42,729	\$51,147	\$61,753
Kalamazoo County as a % of Market Average				80%	73%	66%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$43,028	\$49,923	\$57,912
Kalamazoo County as a % of Market Average			80%	75%	70%
Adjustment to Reach Market Average			26%	33%	42%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Equipment Operator

Labor & Trades Job Family

Performs road maintenance through snow and ice removal. Operates machinery for grounds keeping such as lawn mower. Performs daily inspection of airport grounds to maintain safety and manage any potential hazards. Checks and fuels vehicles; and performs occasional maintenance duties.

Minimum Qualifications: 6 months+ training beyond High School and 3 to 5 years' experience in heavy equipment operations or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Road Worker	Non-Exempt	40	\$41,851	\$43,629	\$45,408
Public Agency 2	Maintenance Mechanic	Non-Exempt	40	\$42,510	\$50,723	\$58,936
Public Agency 3	Highway Worker 4	Non-Exempt	40	\$45,881	\$48,899	\$51,918
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Airport Worker	Non-Exempt	40	\$29,357	\$33,761	\$38,166
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$39,900	\$44,253	\$48,607
Kalamazoo County	Equipment Operator	N/A	40	\$37,315	\$39,114	\$40,914
Kalamazoo County as a % of Local Government Market Average				94%	88%	84%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Equipment Operator Construction - Level 1		40	\$40,439	\$45,524	\$52,690
Private Source 2	Equipment Operator I		40	\$30,401	\$44,193	\$52,749
Published Survey Market Average				\$35,420	\$44,858	\$52,720
Kalamazoo County as a % of Market Average				105%	87%	78%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$37,660	\$44,556	\$50,663
Kalamazoo County as a % of Market Average			99%	88%	81%
Adjustment to Reach Market Average			1%	14%	24%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

HVAC Technician

Labor & Trades Job Family

Maintains air conditioning, heating, ventilation and refrigeration systems for all County facilities. Controls, adjusts, monitors and maintains energy management systems throughout the facilities, to include mechanical and electrical components of the systems. Works with building occupants to determine correct schedules and settings for energy management.

Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience in heating and cooling, plumbing, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Maintenance Mechanic III	Non-Exempt	40	\$37,547	\$42,750	\$47,954
Public Agency 2	Maintenance Mechanic	Non-Exempt	40	\$42,510	\$50,723	\$58,936
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	HVAC Technician	N/A	40	\$50,248	\$58,943	\$67,637
Public Agency 5	Maintenance Supervisor	Non-Exempt	40	\$50,998	\$58,648	\$66,297
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Skilled Maintenance Mech HVAC	Non-Exempt	40	\$51,805	\$59,989	\$68,172
Public Agency 8	Maintenance Technician	Non-Exempt	40	\$46,586	\$52,418	\$58,249
Local Government Market Average				\$46,616	\$53,912	\$61,208
Kalamazoo County	HVAC Technician	N/A	40	\$36,670	\$42,203	\$47,736
Kalamazoo County as a % of Local Government Market Average				79%	78%	78%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	HVAC Mechanic - Level 2		40	\$47,443	\$53,087	\$60,950
Private Source 2	HVAC Mechanic II		40	\$43,689	\$55,669	\$68,051
Published Survey Market Average				\$45,566	\$54,378	\$64,500
Kalamazoo County as a % of Market Average				80%	78%	74%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$46,091	\$54,145	\$62,854
Kalamazoo County as a % of Market Average			80%	78%	76%
Adjustment to Reach Market Average			26%	28%	32%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Parks Maintenance Worker

Labor & Trades Job Family

Maintains grounds and buildings of county facilities and parks. Performs preventative maintenance tasks, completes equipment inspections, and places orders to replenish inventory. Maintains maintenance logs and records. Installs and repairs facility infrastructures. Performs pesticide and fertilizer application.

Minimum Qualifications: 6 months+ training beyond High School and 1 to 3 years' experience in facilities maintenance or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Maintenance Worker I	Non-Exempt	40	\$40,850	\$43,771	\$46,692
Public Agency 3	Park Ranger	Non-Exempt	40	\$42,704	\$47,969	\$53,233
Public Agency 4	Maintenance Specialist	Non-Exempt	40	\$52,517	\$56,550	\$60,583
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Parks Maintenance Worker	Non-Exempt	40	\$40,681	\$46,779	\$52,878
Local Government Market Average				\$44,188	\$48,767	\$53,346
Kalamazoo County	Parks Maintenance Worker	N/A	40	\$34,278	\$37,482	\$40,685
Kalamazoo County as a % of Local Government Market Average				78%	77%	76%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	Property Maintenance Technician I		40	\$36,743	\$42,884	\$53,454
Published Survey Market Average				\$36,743	\$42,884	\$53,454
Kalamazoo County as a % of Market Average				93%	87%	76%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$40,466	\$45,826	\$53,400
Kalamazoo County as a % of Market Average			85%	82%	76%
Adjustment to Reach Market Average			18%	22%	31%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Plumber

Labor & Trades Job Family

Supports maintenance requests and maintains inventory of repairs parts. Maintains plumbing systems. Responds to service problems with drains, faucets, hot water. Troubleshoots pneumatic systems. Maintains backflow devices.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 3 to 5 years' experience in plumbing, irrigation, facility maintenance, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Plumber	Non-Exempt	40	\$50,248	\$58,943	\$67,637
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Skilled Maintenance Mechanic Plumber	Non-Exempt	40	\$58,474	\$67,711	\$76,948
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$54,361	\$63,327	\$72,293
Kalamazoo County	Plumber	N/A	40	\$36,670	\$42,203	\$47,736
Kalamazoo County as a % of Local Government Market Average				67%	67%	66%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Plumber - Level 2		40	\$48,046	\$54,705	\$63,861
Private Source 2	Plumber II		40	\$43,991	\$55,367	\$68,856
Published Survey Market Average				\$46,019	\$55,036	\$66,359
Kalamazoo County as a % of Market Average				80%	77%	72%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$50,190	\$59,182	\$69,326
Kalamazoo County as a % of Market Average			73%	71%	69%
Adjustment to Reach Market Average			37%	40%	45%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Laboratory Specialist

Laboratory Services Job Family

Processes clinical and environmental samples requiring testing, in line with medical protocols. Analyzes data and conducts research throughout the lifecycle stages of laboratory testing. Keeps laboratory equipment calibrated and in good working order, including budgeting for and purchasing new equipment as needed.

Minimum Qualifications: Bachelor's Degree in biology, chemistry, public health, or a related field and 3 to 5 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Medical Technologist	Non-Exempt	40	\$57,085	\$62,816	\$68,546
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Laboratory Technician	Non-Exempt	40	\$50,261	\$54,761	\$59,260
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$53,673	\$58,788	\$63,903
Kalamazoo County	Laboratory Specialist	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				86%	87%	89%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Laboratory Technician - Level 3		40	\$46,609	\$52,591	\$60,927
Private Source 2	Laboratory Technician III		40	\$38,052	\$51,139	\$66,541
Published Survey Market Average				\$42,331	\$51,865	\$63,734
Kalamazoo County as a % of Market Average				109%	99%	89%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$48,002	\$55,326	\$63,818
Kalamazoo County as a % of Market Average			96%	93%	89%
Adjustment to Reach Market Average			4%	8%	13%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Animal Services & Enforcement Director

Law Enforcement Job Family

Directs Animal Services & Enforcement operations. Enforces local, county, and state animal laws and ordinances. Oversees the sale of dog licenses. Educates the public on animal care and safety. Directs criminal cases, citations, and investigations. Prepares and delivers public education programs.

Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 7 to 9 years' experience in law enforcement

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Animal Control Director	Exempt	40	\$64,611	\$69,779	\$74,948
Public Agency 3	Animal Control Director	Exempt	40	\$79,038	\$86,966	\$94,894
Public Agency 4	Public Health Division Director	Exempt	40	\$94,365	\$100,844	\$107,323
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Manager Animal Control	Exempt	40	\$85,668	\$100,223	\$114,778
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$80,920	\$89,453	\$97,986
Kalamazoo County	Animal Services & Enforcement Director	N/A	40	\$79,872	\$88,941	\$98,010
Kalamazoo County as a % of Local Government Market Average				99%	99%	100%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$80,920	\$89,453	\$97,986
Kalamazoo County as a % of Market Average			99%	99%	100%
Adjustment to Reach Market Average			1%	1%	0%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Animal Services & Enforcement Officer

Law Enforcement Job Family

Enforces local, county, and state animal laws and ordinances. Responds to calls and captures animals that may be sick, injured, or aggressive. Performs euthanasia. Educates the public on animal laws. Investigates complaints and issues citations.

Minimum Qualifications: 6 months+ training beyond High School and 1 to 3 years' experience as a kennel technician or veterinarian assistant

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Animal Control Officer	Non-Exempt	40	\$40,554	\$44,070	\$47,586
Public Agency 3	Animal Control Officer	Non-Exempt	40	\$38,959	\$44,501	\$50,043
Public Agency 4	Animal Control Officer	Non-Exempt	40	\$42,286	\$47,969	\$53,652
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Animal Control Officer	Non-Exempt	40	\$38,693	\$44,534	\$50,375
Public Agency 8	Animal Control Deputy	Non-Exempt	44	\$36,982	\$42,526	\$48,070
Local Government Market Average				\$39,495	\$44,720	\$49,945
Kalamazoo County	Animal Services & Enforcement Officer	N/A	40	\$35,838	\$39,125	\$42,411
Kalamazoo County as a % of Local Government Market Average				91%	87%	85%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$39,495	\$44,720	\$49,945
Kalamazoo County as a % of Market Average			91%	87%	85%
Adjustment to Reach Market Average			10%	14%	18%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Corrections Officer

Law Enforcement Job Family

Ensures the safety and security of county jail inmates, and staff. Investigates complaints. Book inmates into the jail management system. Interviews inmates. Researches individuals for warrants. Processes bonds. Responds to questions and inquiries from other county justice and legal staff.

Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience in criminal justice, law enforcement, or public safety

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Correctional Officer	Non-Exempt	36	\$46,456	\$55,483	\$64,509
Public Agency 2	Corrections Deputy	Non-Exempt	40	\$42,595	\$49,475	\$56,355
Public Agency 3	Corrections Deputy	Non-Exempt	40	\$49,490	\$56,263	\$63,036
Public Agency 4	Corrections Officer	Non-Exempt	40	\$56,148	\$67,245	\$78,343
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Corrections Deputy I	Non-Exempt	40	\$36,686	\$48,449	\$60,212
Public Agency 8	Corrections Deputy	Non-Exempt	44	\$45,304	\$52,103	\$58,902
Local Government Market Average				\$46,113	\$54,836	\$63,559
Kalamazoo County	Corrections Officer	N/A	40	\$47,757	\$56,295	\$64,834
Kalamazoo County as a % of Local Government Market Average				104%	103%	102%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$46,113	\$54,836	\$63,559
Kalamazoo County as a % of Market Average			104%	103%	102%
Adjustment to Reach Market Average			-3%	-3%	-2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Crime Lab Specialist

Law Enforcement Job Family

Examines crime scenes, including the investigation of human remains and non-human items. Examines substances to determine the nature and processes needed items in the laboratory, in conjunction with specialized institutions for the determination of traces. Analyzes data and compiles reports of the findings to ultimately testify in court as needed.

Minimum Qualifications: Bachelor's Degree in law, criminal justice, public administration, or a related field and 1 to 3 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	Scientific Support Unit Specialist	Non-Exempt	40	\$56,127	\$67,235	\$78,343
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Forensic Laboratory Analyst	Non-Exempt	40	\$60,883	\$71,227	\$81,571
Public Agency 8	Evidence Technician	Non-Exempt	40	\$61,160	\$70,339	\$79,519
Local Government Market Average				\$59,390	\$69,600	\$79,811
Kalamazoo County	Crime Lab Specialist	N/A	40	\$53,768	\$65,073	\$76,378
Kalamazoo County as a % of Local Government Market Average				91%	93%	96%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Crime Laboratory Analyst - Level 2		40	\$53,122	\$60,720	\$71,172
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$53,122	\$60,720	\$71,172
Kalamazoo County as a % of Market Average				101%	107%	107%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$56,256	\$65,160	\$75,491
Kalamazoo County as a % of Market Average			96%	100%	101%
Adjustment to Reach Market Average			5%	0%	-1%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Kennel Technician II

Law Enforcement Job Family

Provides veterinary care. Vaccinates animals. Maintains records. Cleans animal services facilities and equipment. Performs euthanasia when needed or required. Maintains inventory and stock levels. Balances schedule II drug logs.

Minimum Qualifications: 6 months+ training beyond High School and 1 to 3 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Animal Care Specialist	Non-Exempt	40	\$33,872	\$38,841	\$43,809
Public Agency 3	Animal Care Specialist	Non-Exempt	40	\$38,898	\$43,187	\$47,476
Public Agency 4	Animal Care Specialist	Non-Exempt	40	\$35,850	\$40,368	\$44,885
Public Agency 5	Veterinarian Technician	Non-Exempt	40	\$36,471	\$41,942	\$47,413
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Animal Shelter Attendant	Non-Exempt	40	\$30,584	\$35,931	\$41,277
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$35,135	\$40,054	\$44,972
Kalamazoo County	Kennel Technician II	N/A	40	\$29,661	\$32,594	\$35,526
Kalamazoo County as a % of Local Government Market Average				84%	81%	79%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$35,135	\$40,054	\$44,972
Kalamazoo County as a % of Market Average			84%	81%	79%
Adjustment to Reach Market Average			18%	23%	27%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Captain/Chief Deputy

Law Enforcement Job Family

Manages operations of the Sheriff's Office to include food service, technology, accreditation, evidence, etc. Conducts internal and criminal investigations. Assists the Sheriff and Undersheriff with media relations. Serves as a liaison with attorneys during cases of civil litigation. Reports to Undersheriff.

Minimum Qualifications: Associate's Degree in criminal justice or related field, and 9+ years of experience supervising law enforcement and jail operations.

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Chief Deputy Sheriff	Exempt	40	\$71,633	\$81,574	\$91,515
Public Agency 2	Captain	Non-Exempt	40	\$59,648	\$68,056	\$76,464
Public Agency 3	Captain	Exempt	40	\$86,739	\$89,106	\$91,472
Public Agency 4	Chief Deputy	Exempt	40	\$110,279	\$117,851	\$125,422
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Captain	Exempt	40	\$92,367	\$95,452	\$98,538
Public Agency 8	Chief Deputy	Exempt	40	\$92,656	\$106,554	\$120,451
Local Government Market Average				\$85,554	\$93,099	\$100,643
Kalamazoo County	Captain/Chief Deputy	N/A	40	\$103,709	\$103,709	\$103,709
Kalamazoo County as a % of Local Government Market Average				121%	111%	103%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$85,554	\$93,099	\$100,643
Kalamazoo County as a % of Market Average			121%	111%	103%
Adjustment to Reach Market Average			-18%	-10%	-3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Undersheriff

Law Enforcement Job Family

Directs operations of the Sheriff's Office under the supervision of the Sheriff.

Minimum Qualifications: Bachelor's Degree in criminal justice or related field, and 9+ years of command experience, preferably at each rank within the office.

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Undersheriff	N/A	40	\$107,380	\$107,380	\$107,380
Public Agency 2	Undersheriff	Non-Exempt	40	\$74,770	\$88,996	\$103,223
Public Agency 3	Undersheriff	Exempt	40	\$106,236	\$116,895	\$127,554
Public Agency 4	Undersheriff	Exempt	40	\$122,742	\$131,169	\$139,596
Public Agency 5	Undersheriff	Exempt	40	\$84,324	\$96,973	\$109,623
Public Agency 6	Undersheriff	Exempt	40	\$73,836	\$83,862	\$93,887
Public Agency 7	Undersheriff	Exempt	40	\$132,899	\$145,801	\$158,703
Public Agency 8	Undersheriff	Exempt	40	\$92,656	\$106,554	\$120,451
Local Government Market Average				\$99,355	\$109,704	\$120,052
Kalamazoo County	Undersheriff	N/A	40	\$101,587	\$113,131	\$124,675
Kalamazoo County as a % of Local Government Market Average				102%	103%	104%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$99,355	\$109,704	\$120,052
Kalamazoo County as a % of Market Average			102%	103%	104%
Adjustment to Reach Market Average			-2%	-3%	-4%

NA = Data Not Available

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The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Lieutenant

Law Enforcement Job Family

Assists in the management and direction of a major vision of the Sheriff's Office by coordinating shift activities, section activities and monitoring responsibilities of personnel. Reports to Captain.

Minimum Qualifications: Associate's Degree in criminal justice or related field, or 2 years of military service in related field, and 5 years of supervisory experience as a Sergeant or higher rank.

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Lieutenant	Non-Exempt	40	\$76,791	\$76,791	\$76,791
Public Agency 2	Lieutenant	Non-Exempt	40	\$54,421	\$63,043	\$71,665
Public Agency 3	Lieutenant	Non-Exempt	40	\$82,033	\$83,316	\$84,598
Public Agency 4	Lieutenant	Exempt	40	\$105,309	\$105,309	\$105,309
Public Agency 5	Lieutenant	Exempt	40	\$72,341	\$76,191	\$80,041
Public Agency 6	Lieutenant	Exempt	40	\$84,578	\$86,475	\$88,372
Public Agency 7	Lieutenant	Non-Exempt	40	\$84,407	\$86,994	\$89,580
Public Agency 8	Lieutenant	Exempt	40	\$80,180	\$92,200	\$104,221
Local Government Market Average				\$80,007	\$83,790	\$87,572
Kalamazoo County	Lieutenant	N/A	40	\$93,642	\$93,642	\$93,642
Kalamazoo County as a % of Local Government Market Average				117%	112%	107%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$80,007	\$83,790	\$87,572
Kalamazoo County as a % of Market Average			117%	112%	107%
Adjustment to Reach Market Average			-15%	-11%	-6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Captain

Law Enforcement Job Family

Manages a major division within the Sheriff's Office i.e. Operations, Jail or Support. Reports to Undersheriff.

Minimum Qualifications: Associate's Degree in criminal justice or related field, or 2 years of military service in related field, and 5 years of supervisory experience as a Sergeant or higher rank.

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Captain	Non-Exempt	40	\$82,914	\$82,914	\$82,914
Public Agency 2	Captain	Non-Exempt	40	\$59,648	\$68,056	\$76,464
Public Agency 3	Captain	Non-Exempt	40	\$86,739	\$89,106	\$91,472
Public Agency 4	Captain	Exempt	40	\$117,502	\$117,502	\$117,502
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Captain	Exempt	40	\$90,612	\$94,779	\$98,946
Public Agency 7	Captain	Exempt	40	\$92,367	\$95,452	\$98,538
Public Agency 8	Captain	Exempt	40	\$85,793	\$98,661	\$111,529
Local Government Market Average				\$87,939	\$92,353	\$96,766
Kalamazoo County	Captain	N/A	40	\$103,282	\$103,282	\$103,282
Kalamazoo County as a % of Local Government Market Average				117%	112%	107%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$87,939	\$92,353	\$96,766
Kalamazoo County as a % of Market Average			117%	112%	107%
Adjustment to Reach Market Average			-15%	-11%	-6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Deputy/Co II

Law Enforcement Job Family

Performs law enforcement functions for the Sheriff's Office to include enforcement of all criminal and traffic laws. Reports to Sergeant.

Minimum Qualifications: Associate's Degree in criminal justice or related field, or 2 years of military service in related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Deputy	Non-Exempt	36	\$46,456	\$55,483	\$64,509
Public Agency 2	Police Deputy	Non-Exempt	40	\$46,552	\$52,713	\$58,874
Public Agency 3	Sheriff Deputy	Non-Exempt	40	\$51,232	\$58,244	\$65,255
Public Agency 4	Road Patrol Officer	Non-Exempt	40	\$57,035	\$68,390	\$79,745
Public Agency 5	Field Services Officer	Non-Exempt	40	\$42,571	\$52,876	\$63,180
Public Agency 6	Deputy/Co II	Non-Exempt	40	\$47,856	\$56,927	\$65,999
Public Agency 7	Deputy II	Non-Exempt	40	\$51,247	\$60,491	\$69,736
Public Agency 8	Road Patrol Deputy	Non-Exempt	44	\$51,886	\$59,447	\$67,008
Local Government Market Average				\$49,354	\$58,071	\$66,788
Kalamazoo County	Deputy/Co II	N/A	40	\$48,831	\$59,092	\$69,352
Kalamazoo County as a % of Local Government Market Average				99%	102%	104%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$49,354	\$58,071	\$66,788
Kalamazoo County as a % of Market Average			99%	102%	104%
Adjustment to Reach Market Average			1%	-2%	-4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Sergeant

Law Enforcement Job Family

Serves as shift supervisor, leads and manages Deputies and other personnel in various actives within the Sheriff's Office. Reports to Lieutenant.

Minimum Qualifications: Associate's Degree in criminal justice or related field and 3 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Sergeant	Non-Exempt	40	\$71,112	\$71,112	\$71,112
Public Agency 2	Sergeant	Non-Exempt	40	\$50,795	\$59,831	\$68,866
Public Agency 3	Sergeant	Non-Exempt	40	\$77,867	\$79,148	\$80,429
Public Agency 4	Sergeant	Non-Exempt	40	\$84,283	\$87,976	\$91,668
Public Agency 5	Sergeant	Non-Exempt	40	\$63,034	\$66,962	\$70,890
Public Agency 6	Sergeant	Exempt	40	\$69,586	\$74,500	\$79,415
Public Agency 7	Sergeant	Non-Exempt	40	\$78,122	\$79,779	\$81,437
Public Agency 8	Sergeant	Non-Exempt	44	\$72,917	\$74,307	\$75,696
Local Government Market Average				\$70,965	\$74,202	\$77,439
Kalamazoo County	Sergeant	N/A	40	\$58,136	\$70,622	\$83,108
Kalamazoo County as a % of Local Government Market Average				82%	95%	107%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$70,965	\$74,202	\$77,439
Kalamazoo County as a % of Market Average			82%	95%	107%
Adjustment to Reach Market Average			22%	5%	-7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Assistant Prosecuting Attorney III

Legal & Trial Services Job Family

Represents citizens in the vest of attorneys in criminal, quasi-criminal, and civil matters by reviewing, enforcing, and litigating the applicable laws. Conducts screening, charging, and handling of complex capital felony and homicide cases in the Appellate, Circuit, District and Family courts. Conducts trial preparations, reviewing and assessing investigative reports and evidence. Reviews charging requests and assigns cases and projects to staff. Ensures completion of tasks, develops procedures and best practices, monitors performances, and provides legal and tactical strategies to other assistant prosecutors. Advises staff concerning changes in the law, and ensures compliance with federal and state regulations.

Minimum Qualifications: Juris doctor degree and 5 to 7 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Assistant Prosecuting Attorney II	Exempt	40	\$72,632	\$87,482	\$102,332
Public Agency 2	APA II	Non-Exempt	40	\$60,369	\$80,257	\$100,145
Public Agency 3	Asst. Prosecuting Atty.	Non-Exempt	40	\$63,702	\$86,438	\$109,173
Public Agency 4	Assistant Prosecution Attorney III	Exempt	40	\$100,601	\$110,409	\$120,217
Public Agency 5	Assistant Prosecuting Attorney III	Exempt	40	\$84,324	\$96,973	\$109,623
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Assistant Prosecutor Senior	Exempt	40	\$74,004	\$86,577	\$99,150
Public Agency 8	Assistant Prosecuting Attorney	Exempt	40	\$85,793	\$98,661	\$111,529
Local Government Market Average				\$77,346	\$92,399	\$107,453
Kalamazoo County	Assistant Prosecuting Attorney III	N/A	40	\$79,872	\$88,941	\$98,010
Kalamazoo County as a % of Local Government Market Average				103%	96%	91%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Attorney (General) - Level 2		40	\$92,026	\$110,812	\$136,246
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$92,026	\$110,812	\$136,246
Kalamazoo County as a % of Market Average				87%	80%	72%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$84,686	\$101,606	\$121,849
Kalamazoo County as a % of Market Average			94%	88%	80%
Adjustment to Reach Market Average			6%	14%	24%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Legal Assistant II

Legal & Trial Services Job Family

Coordinates and controls the progression of domestic cases, monitors all functions that affect movements of cases in order to comply with statutory mandates. Serves as first line of support of the platform by diagnosing issues and executing corrective measures. Monitors and reviews district court and court of appeals legal events, distributing motions and preparing documentation needed to carry on juridical duties. Evaluates incoming data from different law enforcement agencies. Performs legal research, interpretation of laws and regulations, providing analysis and fact gathering related to various issues. Addresses unique questions by staff and law enforcement agencies regarding information on cases. Ensures completion of tasks, develops procedures and best practices, monitors performances, and provides legal and tactical strategies to other assistant prosecutors. Represents citizens on behalf of the prosecuting attorney in criminal, child abuse and neglect, delinquency, paternity and support, and other quasi-criminal and civil matters.

Minimum Qualifications: Associate's Degree or 2 Years of College and 3 to 5 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Legal Secretary II	Non-Exempt	40	\$34,495	\$37,941	\$41,386
Public Agency 2	Paralegal	Non-Exempt	40	\$38,180	\$46,439	\$54,697
Public Agency 3	Adult and Juvenile Legal Asst.	Non-Exempt	40	\$49,945	\$54,776	\$59,608
Public Agency 4	Court Clerk/Legal Clerk	Non-Exempt	40	\$35,025	\$43,142	\$51,259
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Legal Secretary Prosecuting Attorney	Non-Exempt	40	\$41,208	\$48,209	\$55,210
Public Agency 8	Legal Assistant II	Non-Exempt	40	\$40,681	\$46,779	\$52,878
Local Government Market Average				\$39,922	\$46,214	\$52,506
Kalamazoo County	Legal Assistant II	N/A	40	\$37,492	\$41,749	\$46,006
Kalamazoo County as a % of Local Government Market Average				94%	90%	88%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Legal Assistant - Level 2		40	\$46,380	\$53,026	\$62,229
Private Source 2	Legal Secretary II		40	\$47,011	\$58,890	\$73,386
Published Survey Market Average				\$46,696	\$55,958	\$67,808
Kalamazoo County as a % of Market Average				80%	75%	68%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$43,309	\$51,086	\$60,157
Kalamazoo County as a % of Market Average			87%	82%	76%
Adjustment to Reach Market Average			16%	22%	31%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Victim Advocate

Legal & Trial Services Job Family

Provides crisis intervention assistance and advocacy to crime victims, serving as a community resources liaison. Provides flow of information about the criminal justice system to victims according to the Crime Victim Rights Act (CVRA). Interviews victims and compiles pertinent information. Provides explanation and updates of court proceedings to victims through various communication channels. Assists prosecutor with trial management and preparation, providing police reports and witness material. Arranges translation and special-needs services. Remains up to date with training and development on new professional requirements for performing the role. Maintains detailed information about crime victim demographics.

Minimum Qualifications: Associate's Degree or 2 Years of College and 1 to 3 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Victim Services Assistant	Non-Exempt	40	\$35,768	\$40,729	\$45,691
Public Agency 2	Social Service Worker	Non-Exempt	40	\$52,921	\$59,074	\$65,227
Public Agency 3	Victim Witness Asst	Non-Exempt	40	\$42,171	\$46,231	\$50,292
Public Agency 4	Victim Witness Advocate	Non-Exempt	40	\$46,143	\$52,517	\$58,891
Public Agency 5	Victims Rights Advocate Coordinator	Non-Exempt	40	\$42,147	\$48,469	\$54,791
Public Agency 6	Crime Victim Rights Navigator	Non-Exempt	40	\$34,461	\$38,929	\$43,398
Public Agency 7	Victim Advocate	Non-Exempt	40	\$47,703	\$55,808	\$63,913
Public Agency 8	Victim Advocate	Non-Exempt	40	\$43,528	\$50,060	\$56,593
Local Government Market Average				\$43,105	\$48,977	\$54,849
Kalamazoo County	Victim Advocate	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				107%	105%	103%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$43,105	\$48,977	\$54,849
Kalamazoo County as a % of Market Average			107%	105%	103%
Adjustment to Reach Market Average			-6%	-5%	-3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Health Educator

Maternal & Child Health Job Family

Designs, develops, and implements, and delivers public health education programs. Coordinates training. Serves as a liaison and provides assistance to medical professionals, community health partners, and individuals. Develops and executes marketing and promotional strategies. Performs research and develops reports. Makes referrals to other community resources. Performs outreach and recruitment for eligible participants.

Minimum Qualifications: Bachelor's Degree in nursing, public health, social work, or related field and 1 to 3 years' experience in nursing, public health, program development, social work or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Health Educator	Non-Exempt	40	\$45,327	\$50,571	\$55,815
Public Agency 2	Health Educator	N/A	40	\$5,241	\$31,914	\$58,587
Public Agency 3	Health Educator - Lead	Non-Exempt	40	\$62,266	\$68,516	\$74,765
Public Agency 4	Public Health Educator I	Non-Exempt	40	\$52,744	\$60,191	\$67,637
Public Agency 5	Health Promotion Specialist	Non-Exempt	40	\$50,998	\$58,648	\$66,297
Public Agency 6	Public Health Educator	Non-Exempt	40	\$43,398	\$49,017	\$54,637
Public Agency 7	Public Health Educator I	Non-Exempt	40	\$39,245	\$45,913	\$52,581
Public Agency 8	Health Educator	Non-Exempt	40	\$53,432	\$61,443	\$69,455
Local Government Market Average				\$44,081	\$53,277	\$62,472
Kalamazoo County	Health Educator	N/A	40	\$49,629	\$55,286	\$60,944
Kalamazoo County as a % of Local Government Market Average				113%	104%	98%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Health Education Coordinator - Level 2		40	\$43,766	\$48,572	\$55,306
Private Source 2	Health Education Specialist		40	\$51,441	\$70,366	\$92,009
Published Survey Market Average				\$47,603	\$59,469	\$73,658
Kalamazoo County as a % of Market Average				104%	93%	83%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$45,842	\$56,373	\$68,065
Kalamazoo County as a % of Market Average			108%	98%	90%
Adjustment to Reach Market Average			-8%	2%	12%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

WIC Supervisor

Maternal & Child Health Job Family

Serves as the local agency representative for the administration, implementation, and evaluation of the county's WIC program. Monitors program budget and technician caseloads. Ensures compliance with state and federal requirements. Provides nutrition counseling.

Minimum Qualifications: Bachelor's Degree in dietetics, nutrition, or related field and 5 to 7 years' experience working with WIC

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	WIC Supervisor	Exempt	40	\$59,266	\$67,490	\$75,714
Public Agency 2	Public Health Supervisor	Non-Exempt	40	\$58,445	\$62,552	\$66,659
Public Agency 3	WIC Program Coordinator	Non-Exempt	40	\$68,166	\$75,003	\$81,840
Public Agency 4	Public Health Program Supervisor	Exempt	40	\$83,199	\$88,911	\$94,623
Public Agency 5	Nutritionist/WIC Program Coordinator	Non-Exempt	40	\$56,098	\$64,512	\$72,927
Public Agency 6	WIC Supervisor	Exempt	40	\$57,228	\$64,734	\$72,240
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$63,734	\$70,534	\$77,334
Kalamazoo County	WIC Supervisor	N/A	40	\$58,136	\$64,771	\$71,406
Kalamazoo County as a % of Local Government Market Average				91%	92%	92%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$63,734	\$70,534	\$77,334
Kalamazoo County as a % of Market Average			91%	92%	92%
Adjustment to Reach Market Average			10%	9%	8%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

WIC Technician

Maternal & Child Health Job Family

Determines WIC program eligibility. Administers food benefits. Performs anthropological measurements and hematological and lead testing. Checks and maintains inventory. Recruits new participants.

Minimum Qualifications: High School diploma or G.E.D. equivalency and 1 to 3 years' experience in dietetics, nutrition, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Program Technician I	Non-Exempt	40	\$34,536	\$38,365	\$42,195
Public Agency 2	PHN Coordinator	Non-Exempt	40	\$53,475	\$55,146	\$56,816
Public Agency 3	Medical Asst. I	Non-Exempt	40	\$41,667	\$44,601	\$47,535
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Program Clerk III	Non-Exempt	40	\$36,471	\$41,942	\$47,413
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	No Match	N/A	N/A	N/A	N/A	N/A
Local Government Market Average				\$41,537	\$45,013	\$48,490
Kalamazoo County	WIC Technician	N/A	40	\$34,008	\$37,866	\$41,725
Kalamazoo County as a % of Local Government Market Average				82%	84%	86%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$41,537	\$45,013	\$48,490
Kalamazoo County as a % of Market Average			82%	84%	86%
Adjustment to Reach Market Average			22%	19%	16%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Park Supervisor

Parks & Expo Center Job Family

Manages and operates parks to provide quality services, facilities, and experiences for visitors. Serves as point of contact for clients, special events, and the general public. Oversees cash handling at applicable parks and provides proper accounting of such fees. Ensures daily maintenance of clean and safe facilities through maintenance, repairs, trash removal, and grounds keeping. Hires, trains and disciplines subordinate staff. Assists with planning and implementation of capital improvement and park improvement projects.

Minimum Qualifications: Bachelor's Degree in public administration, political science, business, or related field and 3 to 5 years' experience in facilities management, recreation management, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Park Superintendent	Non-Exempt	40	\$58,445	\$66,936	\$75,428
Public Agency 3	Parks Manager	Non-Exempt	40	\$73,616	\$81,001	\$88,385
Public Agency 4	Parks Operations Manager	Exempt	40	\$83,199	\$88,911	\$94,623
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Parks Maintenance Supervisor	Non-Exempt	40	\$47,420	\$53,517	\$59,613
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Parks Supervisor	Exempt	40	\$53,432	\$61,443	\$69,455
Local Government Market Average				\$63,222	\$70,362	\$77,501
Kalamazoo County	Park Supervisor	N/A	40	\$41,850	\$47,632	\$53,414
Kalamazoo County as a % of Local Government Market Average				66%	68%	69%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Grounds Maintenance Foreman - Level 3		40	\$50,960	\$57,749	\$67,370
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				\$50,960	\$57,749	\$67,370
Kalamazoo County as a % of Market Average				82%	82%	79%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$57,091	\$64,055	\$72,435
Kalamazoo County as a % of Market Average			73%	74%	74%
Adjustment to Reach Market Average			36%	34%	36%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Parks & Expo Center Director

Parks & Expo Center Job Family

Plans and directs the acquisition, development, construction, operation, and maintenance of all county recreational sites. Develops, recommends, and administers annual department budget. Manages account activity to ensure revenue supports budgeted expenditures based on revenue generated through services rendered. Supervises and leads staff to ensure the efficient and effective delivery of services.

Minimum Qualifications: Bachelor's Degree in public administration, natural resource management, or related field and 9+ years' experience in facilities management or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Director of Parks & Recreation	Exempt	40	\$117,428	\$117,428	\$117,428
Public Agency 3	Parks Director	Exempt	40	\$91,098	\$100,236	\$109,375
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Community Development Director	Exempt	40	\$87,688	\$99,631	\$111,574
Public Agency 7	Director Parks & Recreation	Exempt	40	\$109,335	\$127,911	\$146,488
Public Agency 8	Parks and Recreation Director	Exempt	40	\$92,656	\$106,554	\$120,451
Local Government Market Average				\$99,641	\$110,352	\$121,063
Kalamazoo County	Parks & Expo Center Director	N/A	40	\$88,670	\$98,769	\$108,867
Kalamazoo County as a % of Local Government Market Average				89%	90%	90%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$99,641	\$110,352	\$121,063
Kalamazoo County as a % of Market Average			89%	90%	90%
Adjustment to Reach Market Average			12%	12%	11%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

GIS Supervisor

Planning & Development Job Family

Coordinates and organizes all aspects of the GIS system within the county as well as the public. Maintains GIS databases, manages access permissions, performs analysis and answers spatial queries, documents current and new procedures, and coordinates projects. Supervises GIS technician through assignment and delegation of tasks.

Minimum Qualifications: Bachelor's Degree in planning, development, construction, or related field and 5 to 7 years' experience in GIS systems, planning, development, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	GIS Manager	Exempt	40	\$53,931	\$61,414	\$68,898
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	Tax Mapping Deputy/GIS Analyst	Non-Exempt	40	\$57,085	\$62,816	\$68,546
Public Agency 4	GIS Analyst	Exempt	40	\$77,756	\$86,190	\$94,623
Public Agency 5	GIS Technician	Non-Exempt	40	\$56,098	\$64,512	\$72,927
Public Agency 6	GIS Administrator	Exempt	40	\$65,812	\$74,521	\$83,230
Public Agency 7	Supervisor GIS CAD	Non-Exempt	40	\$55,222	\$64,605	\$73,987
Public Agency 8	GIS Supervisor	Exempt	40	\$80,180	\$92,200	\$104,221
Local Government Market Average				\$63,726	\$72,323	\$80,919
Kalamazoo County	GIS Supervisor	N/A	40	\$58,136	\$64,771	\$71,406
Kalamazoo County as a % of Local Government Market Average				91%	90%	88%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	GIS Manager - Level 3		40	\$63,783	\$74,205	\$88,511
Private Source 2	Geographic Information Systems (GIS) Supervisor		40	\$84,661	\$89,493	\$103,385
Published Survey Market Average				\$74,222	\$81,849	\$95,948
Kalamazoo County as a % of Market Average				78%	79%	74%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$68,974	\$77,086	\$88,433
Kalamazoo County as a % of Market Average			84%	84%	81%
Adjustment to Reach Market Average			19%	19%	24%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Planning Director

Planning & Development Job Family

Provides direct management of county planning and development functions. Communicates with board members, staff and local municipalities regarding planning and development strategies. Writes and submits grant applications. Manages requests related to GIS systems. Prepares budgets through evaluation of invoices and reviewing quotes.

Minimum Qualifications: Bachelor's Degree in planning, development, construction, or related field and 9+ years' experience in planning, development, construction, or related field

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	Community Development Director	Exempt	40	\$71,633	\$81,574	\$91,515
Public Agency 2	Planning Director	Exempt	40	\$114,492	\$114,492	\$114,492
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	Planning Director	Exempt	40	\$76,659	\$88,158	\$99,657
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	Manager Facilities Planning & Engineering	Exempt	40	\$89,951	\$105,234	\$120,517
Public Agency 8	Strategic Impact Director	Exempt	40	\$92,656	\$106,554	\$120,451
Local Government Market Average				\$89,078	\$99,202	\$109,326
Kalamazoo County	Planning Director	N/A	40	\$79,872	\$88,941	\$98,010
Kalamazoo County as a % of Local Government Market Average				90%	90%	90%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$89,078	\$99,202	\$109,326
Kalamazoo County as a % of Market Average			90%	90%	90%
Adjustment to Reach Market Average			12%	12%	12%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Clinical Social Worker

Social Workers & Case Management Services Job Family

Provides comprehensive assessment and evaluation of needs for the elderly population in line with standards of good life. Develops care services, including monitoring, supporting, and advocating the specific needs of vulnerable adults for access to specific services, when required. Uses technology resources to perform written assessments, compile service plans, and record medical files. Engages in the research of opportunities for community resources, bridging clients' needs with the local community. Provides guidance to students within university social work programs when requested, while also counseling families and community members regarding several mental health problems and non-pharmacological challenges.

Minimum Qualifications: Graduate Degree in psychology, social work, or related field and 1 to 3 years' experience in case management

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	Master's Level Clinician	Exempt	40	\$56,108	\$63,459	\$70,810
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Public Health Social Worker	Non-Exempt	40	\$53,432	\$61,443	\$69,455
Local Government Market Average				\$54,770	\$62,451	\$70,132
Kalamazoo County	Clinical Social Worker	N/A	40	\$46,030	\$51,293	\$56,555
Kalamazoo County as a % of Local Government Market Average				84%	82%	81%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	Clinical Social Worker - Licensed - Level 1		40	\$49,635	\$54,909	\$62,242
Private Source 2	Licensed Clinical Social Worker		40	\$59,192	\$74,091	\$84,359
Published Survey Market Average				\$54,414	\$64,500	\$73,300
Kalamazoo County as a % of Market Average				85%	80%	77%

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$54,592	\$63,476	\$71,716
Kalamazoo County as a % of Market Average			84%	81%	79%
Adjustment to Reach Market Average			19%	24%	27%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Chief Deputy Treasurer

Treasurer Job Family

Collaborates with the Treasurer and promotes the financial sustainability of the County. Directs the comprehensive management of the department's administration and operations. Leads the planning, implementation, and achievement of strategic objectives, providing appropriate services as mandated by state and federal laws.

Reviews local policies and procedures to ensure alignment with regulations. Supervises internal staff of the department and performs employee appraisal evaluation, overseeing personnel dynamics and performance. Conducts financial and investment reviews and analyses, such as preserving financial schedules, coordinating annual reports, tax collection and debt payment billings. Advises upon complex issues relating to tax matters and enforces varying tax mandates, along with performing tax searches and confirming tax billing calculations. Interfaces with committees and boards, presenting accurate findings and trends regarding financial activities.

Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 7 to 9 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	Chief Deputy Treasurer	Non-Exempt	40	\$66,623	\$76,863	\$87,104
Public Agency 3	Chief Deputy Treasurer	Exempt	40	\$79,038	\$86,966	\$94,894
Public Agency 4	Deputy County Treasurer	Exempt	40	\$99,083	\$105,886	\$112,689
Public Agency 5	Chief Deputy Treasurer	Exempt	40	\$66,336	\$76,286	\$86,236
Public Agency 6	Deputy Treasurer	Exempt	40	\$73,836	\$83,862	\$93,887
Public Agency 7	Chief Deputy Treasurer	Exempt	40	\$132,899	\$145,801	\$158,703
Public Agency 8	Chief Deputy Treasurer	Exempt	40	\$74,924	\$86,163	\$97,402
Local Government Market Average				\$84,677	\$94,547	\$104,417
Kalamazoo County	Chief Deputy Treasurer	N/A	40	\$72,259	\$80,444	\$88,629
Kalamazoo County as a % of Local Government Market Average				85%	85%	85%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$84,677	\$94,547	\$104,417
Kalamazoo County as a % of Market Average			85%	85%	85%
Adjustment to Reach Market Average			17%	18%	18%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Kalamazoo County Detailed Market Data (Adjusted)

Deputy Treasurer

Treasurer Job Family

Collaborates with the Chief Deputy Treasurer, serving as back-up in their absence. Manages forfeiture and foreclosure processes, coordinating troubleshooting issues with information technology and daily matters arising within the department, such as performance reviews and hiring and promotion decisions. Assists in the development and implementation of policies and procedures. Assesses the impact of new and existing proposed legislations, along with providing recommendations to enhance overall department functionalities. Stands up as the primary spokesman for annual tax sale auctions, reviews bank account reconciliation work performed by department staff, and supports the management of banking relationships.

Minimum Qualifications: Bachelor's Degree in finance, accounting, business, or related field and 3 to 5 years' experience

Local Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Agency 1	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 2	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 3	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 4	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 5	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 6	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 7	No Match	N/A	N/A	N/A	N/A	N/A
Public Agency 8	Deputy Treasurer	Exempt	40	\$57,159	\$65,738	\$74,316
Local Government Market Average				\$57,159	\$65,738	\$74,316
Kalamazoo County	Deputy Treasurer	N/A	40	\$63,794	\$71,042	\$78,291
Kalamazoo County as a % of Local Government Market Average				112%	108%	105%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th
Private Source 1	No Match		N/A	N/A	N/A	N/A
Private Source 2	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Kalamazoo County as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average			\$57,159	\$65,738	\$74,316
Kalamazoo County as a % of Market Average			112%	108%	105%
Adjustment to Reach Market Average			-10%	-7%	-5%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Appendix C: Salary Structures (100% of Market)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
101	\$29,188	\$30,355	\$31,570	\$32,832	\$34,146	\$35,512	\$36,932	\$38,409	\$39,946
102	\$30,647	\$31,873	\$33,148	\$34,474	\$35,853	\$37,287	\$38,779	\$40,330	\$41,943
103	\$32,793	\$34,104	\$35,469	\$36,887	\$38,363	\$39,897	\$41,493	\$43,153	\$44,879
104	\$35,088	\$36,492	\$37,951	\$39,469	\$41,048	\$42,690	\$44,398	\$46,174	\$48,021
105	\$38,597	\$40,141	\$41,746	\$43,416	\$45,153	\$46,959	\$48,837	\$50,791	\$52,823
106	\$42,457	\$44,155	\$45,921	\$47,758	\$49,668	\$51,655	\$53,721	\$55,870	\$58,105
107	\$47,551	\$49,453	\$51,432	\$53,489	\$55,628	\$57,854	\$60,168	\$62,574	\$65,077
108	\$53,258	\$55,388	\$57,603	\$59,908	\$62,304	\$64,796	\$67,388	\$70,083	\$72,887
109	\$59,648	\$62,034	\$64,516	\$67,096	\$69,780	\$72,572	\$75,474	\$78,493	\$81,633
110	\$66,806	\$69,479	\$72,258	\$75,148	\$78,154	\$81,280	\$84,531	\$87,913	\$91,429
111	\$74,823	\$77,816	\$80,929	\$84,166	\$87,532	\$91,034	\$94,675	\$98,462	\$102,401
112	\$83,802	\$87,154	\$90,640	\$94,266	\$98,036	\$101,958	\$106,036	\$110,278	\$114,689
113	\$93,858	\$97,612	\$101,517	\$105,578	\$109,801	\$114,193	\$118,760	\$123,511	\$128,451
114	\$105,121	\$109,326	\$113,699	\$118,247	\$122,977	\$127,896	\$133,012	\$138,332	\$143,865
115	\$117,736	\$122,445	\$127,343	\$132,436	\$137,734	\$143,243	\$148,973	\$154,932	\$161,129
116	\$131,864	\$137,138	\$142,624	\$148,329	\$154,262	\$160,433	\$166,850	\$173,524	\$180,465

Appendix D - Health Benefits Summary

Total Health Benefits

Total Health Benefits Employer Costs

Kalamazoo County Distribution of Employee by Tier for the Most Populous Plan		Market Average Weighted Employer Annual Health Contribution	Kalamazoo County Average Weighted Employer Annual Contribution
Employee Only	34%	\$15,101	\$14,736
Employee + Spouse	26%		
Employee + Family	41%		

Survey Participant	Total Health and Welfare				Plan Type	Health			Prescription Drug			Dental			Vision		
	EE Only	EE + Spouse	EE + Family	Wgtd Avg Cost		EE Only	EE + Spouse	EE + Family	EE Only	EE + Spouse	EE + Family	EE Only	EE + Spouse	EE + Family	EE Only	EE + Spouse	EE + Family
Public Agency 1	\$622	\$1,239	\$1,719	\$1,238	PPO	\$588	\$1,175	\$1,605	N/A	N/A	N/A	\$26	\$48	\$88	\$8	\$16	\$26
Public Agency 2	\$690	\$1,354	\$1,742	\$1,301	PPO	\$609	\$1,273	\$1,660	N/A	N/A	N/A	\$71	\$71	\$71	\$11	\$11	\$11
Public Agency 3	--	--	--	--	PPO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$4	N/A	N/A	N/A
Public Agency 4	\$649	\$1,255	\$1,484	\$1,156	PPO	\$437	\$917	\$1,091	\$111	\$234	\$278	\$93	\$93	\$93	\$8	\$12	\$22
Public Agency 5	\$524	\$1,224	\$1,564	\$1,138	PPO	\$495	\$1,167	\$1,464	N/A	N/A	N/A	\$29	\$57	\$100	\$0	\$0	\$0
Public Agency 6	\$699	\$1,592	\$1,978	\$1,462	PPO	\$636	\$1,527	\$1,908	N/A	N/A	N/A	\$59	\$59	\$59	\$4	\$7	\$11
Public Agency 7	\$584	\$1,323	\$1,782	\$1,273	PPO	\$541	\$1,242	\$1,628	N/A	N/A	N/A	\$39	\$71	\$127	\$4	\$10	\$28
Public Agency 8	\$598	\$1,337	\$1,683	\$1,241	PPO	\$570	\$1,283	\$1,597	N/A	N/A	N/A	\$24	\$46	\$76	\$4	\$7	\$10
Market Average	\$624	\$1,332	\$1,707	\$1,258	N/A	\$554	\$1,226	\$1,565	\$111	\$234	\$278	\$48	\$64	\$77	\$6	\$9	\$15
Kalamazoo County	\$558	\$1,325	\$1,692	\$1,228	PPO	\$522	\$1,252	\$1,565	N/A	N/A	N/A	\$32	\$64	\$111	\$5	\$9	\$15

NOTES:
Public Agency 3 did not provide their health benefit cost sharing and did not have the information available online.

Appendix E - Retirement Benefits Summary

Kalamazoo County Total Compensation Survey

Retirement Benefits

Total Retirement Contributions

Survey Participant	Defined Benefit			DC Contribution		Deferred Plan		SS Contribution			Total Employer Contrib.
	ER Normal Cost Contrib.	EE Contribution Picked up by ER?	EE Contrib.	ER Contrib.	Max Match	ER Contrib.	Max Match	Contrib to SS?	OASDI	Medicare	
Public Agency 1	N/A	N/A	N/A	N/A	7.00%	N/A	N/A	Yes	6.20%	1.45%	14.65%
Public Agency 2	N/A	N/A	N/A	5.00%	N/A	0.00%	N/A	Yes	6.20%	1.45%	12.65%
Public Agency 3	N/A	No	N/A	N/A	1.00%	N/A	N/A	N/A	0.00%	1.45%	--
Public Agency 4	8.65%	No	9.66%	N/A	N/A	0.00%	0.00%	Yes	6.20%	1.45%	16.30%
Public Agency 5	N/A	N/A	N/A	N/A	4.00%	0.00%	0.00%	Yes	6.20%	1.45%	11.65%
Public Agency 6	N/A	N/A	N/A	4.50%	N/A	See note	N/A	Yes	6.20%	1.45%	12.15%
Public Agency 7	N/A	N/A	N/A	8.00%	N/A	N/A	N/A	No	0.00%	1.45%	9.45%
Public Agency 8	N/A	N/A	N/A	N/A	6.00%	N/A	N/A	Yes	6.20%	1.45%	13.65%
Market Average											12.93%
Kalamazoo County	6.52%	No	0.00%	N/A	N/A	N/A	N/A	Yes	6.20%	1.45%	14.17%

NOTES

- Public Agency 2 DC contributions vary based on CBA. Employer contributions are either 3%, 5% or 7%. Employee required contributions are either 8% or 10%.
- Public Agency 3 was excluded from the market average. The County participates in the Municipal Employee's Retirement System, however, contribution rates were not provided and unavailable online. For the Defined Contribution plan, UAW new hires are required to contribute 1% and the County matches up to 1%.
- Public Agency 5 Defined Contribution employer contributions are applicable to non-union employees.
- Public Agency 6: Employer contributions vary based on position. Employer contributions are either 3%, 5%, 4.5% or 5%. For the Deferred Compensation Plan, Administrators and Directors get up to \$4,500 in matched contributions.
- Public Agency 7 matches up to \$500 for non-represented employees.
- Public Agency 8 employer contributions toward Deferred Compensation Plan vary based on employee group.
- Kalamazoo County's Defined Benefit Plan is 100% employer funded. Actuarially determined employer contributions range from 0% - 10.96% for year ending in 2021. The employer cost contribution shown in the summary table represents an average of the contribution rates. The County also has a Deferred Compensation Plan that is optional and includes a Roth option.