



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

In April 2012, MRPA conducted a salary survey to be used as a resource by our members. A total of 45 agencies responded. The figures enclosed are listed as provided by each responding agency; any blank field is a result of no information being provided. The following report includes salary information for a variety of parks and recreation positions; results are sorted by the population of each service area.

For the complete survey results and agency profiles, please visit www.mrpaonline.org/salarysurvey.

A special thank you to all the MRPA members who participated in the 2012 salary survey:

- | | | |
|---|---|---|
| Acme Township | City of Grosse Pointe Farms | Petoskey Parks and Recreation |
| Adrian Parks and Recreation | City of Grosse Pointe Woods | Portland Parks and Recreation |
| City of Ann Arbor | Holland Community Aquatic Center | Saline Parks and Recreation |
| Bath Charter Township Parks and Recreation | Huron Valley Recreation and Community Education | South Lyon Recreation Authority |
| Byron Township | Independence Township Parks, Recreation and Seniors | Southeastern Livingston County Recreation Authority |
| Canton Leisure Services | Isabella County Parks and Recreation | St. Clair County Parks and Recreation Commission |
| Cedar Springs Area Parks and Recreation | Kalamazoo Parks and Recreation | Sterling Heights Parks and Recreation |
| Centerline Recreation | City of Kentwood | Tecumseh Parks and Recreation |
| Chesterfield Township | Lansing Parks and Recreation | Traverse City Parks and Recreation |
| Clinton Township Parks and Recreation | Macomb Township Parks and Recreation | West Bloomfield Parks and Recreation |
| Dearborn Recreation | Marine City Parks and Recreation | City of Wyoming |
| Dearborn Heights Parks and Recreation | City of Marshall Recreation | |
| DeWitt Area Recreation Authority | City of Menominee | |
| City of East Lansing | Michigan Department of Natural Resources | |
| Frankenmuth Parks and Recreation | Monroe Recreation | |
| Grand Blanc Parks and Recreation Commission | City of Mt. Pleasant | |
| Grand Traverse County Parks and Recreation | Oakland County Parks | |



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

Population of Service Area	Agency Name	Total Department Budget	Full Time Positions	Minimum Salary	Maximum Salary	Actual Average	Number of Furlough Days
4375	Acme Township	\$126,513	Division/Facility Supervisor			\$48,633	0
61049	Adrian Parks and Recreation	\$2,899,249	Director/Lead Administrator	\$70,607	\$91,985	\$88,575	0
			Division Manager	\$45,826	\$72,401	\$53,763	0
			Division/Facility Supervisor	\$45,826	\$62,685	\$57,589	0
			Division/Facility Coordinator	\$37,951	\$49,422	\$47,609	0
			Programmer/Specialist	\$39,848	\$51,913	\$48,136	0
			Laborer	\$26,959	\$37,521	\$36,897	0
			Secretary	\$31,293	\$40,767	\$36,399	0
115000	City of Ann Arbor	\$12,750,000	Director/Lead Administrator	\$75,000	\$105,000	\$90,000	
			Assistant Director	\$65,000	\$95,000	\$80,000	
			Division Manager	\$60,000	\$90,000	\$75,000	
			Division/Facility Supervisor	\$50,000	\$65,000	\$57,500	
			Volunteer Coordinator	\$50,000	\$60,000	\$50,000	
			Natural Area Techs	\$50,000	\$60,000	\$50,000	
			Parks Maintenance	\$40,000	\$60,000	\$50,000	
			Administrative Assistant	\$40,000	\$60,000	\$50,000	
11558	Bath Charter Township Parks and Recreation	\$86,600	Director/Lead Administrator	\$20,057.39	\$26,743.18		0
20000	Byron Township	\$789,450	Director/Lead Administrator		\$47,051		
			Programmer/Specialist		\$35,169		
			Maintenance		\$47,051		
90173	Canton Leisure Services	\$13,798,075	Director/Lead Administrator	\$95,419	\$124,048	\$107,222	13
			Division Manager	\$77,891	\$101,260	\$89,707	13
			Division/Facility Supervisor	\$61,000	\$89,609	\$74,134	13
			Division/Facility Coordinator	\$53,281	\$69,264	\$67,067	13
			Programmer/Specialist	\$46,536	\$60,497	\$53,913	13
			Equipment Operator	\$52,748	\$53,955	\$53,352	13
			Laborer	\$36,379	\$51,472	\$51,472	13
			Maintenance - 2 levels	\$36,379	\$66,372	\$58,759	13
			Custodial - 2 levels	\$28,100	\$43,659	\$38,610	13
			Secretary	\$44,389	\$50,348	\$48,911	13
			Clerk - 2 levels	\$35,160	\$42,170	\$41,012	13
25000	Cedar Springs Area Parks and Recreation	\$100,000	Director/Lead Administrator			\$25,000	14
16000	Center Line Recreation	\$333,900	Director/Lead Administrator			\$45,466	
45000	Chesterfield Township	\$893,265	Director/Lead Administrator		\$61,890		0
			Laborer		\$37,250		0
			Clerk		\$47,440	\$47,400	0

The Michigan Recreation and Park Association – serving the park and recreation profession since 1935.
Learn more at www.mrpaonline.org.
Current as of May 2012.



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

Population of Service Area	Agency Name	Total Department Budget	Full Time Positions	Minimum Salary	Maximum Salary	Actual Average	Number of Furlough Days
			Senior Center Director		\$54,740	\$54,740	0
96000	Clinton Township Parks and Recreation	\$810,000	Director/Lead Administrator	\$86,641	\$96,986		2
			Assistant Director	\$73,498	\$82,617		2
			Programmer/Specialist	\$32,375	\$39,646		0
			Clerk	\$37,674			
98153	Dearborn Recreation	\$11,952,957	Director/Lead Administrator			\$94,035	
			Assistant Director	\$67,640	\$81,168		
			Division Manager	\$63,922	\$75,505		
			Division/Facility Supervisor	\$41,820	\$58,098		
			Division/Facility Coordinator	\$50,650	\$60,778		
			Maintenance	\$40,934	\$42,245		
			Custodial	\$30,701	\$35,859		
			Secretary	\$38,184	\$47,021		
			Clerk	\$27,937	\$41,069		
			Aquatic Supervisor/Director	\$48,412	\$59,098		
52000	Dearborn Heights Parks and Recreation	\$1,200,000	Director/Lead Administrator		\$68,500		1 per week
			Assistant Director		\$53,460		1 per week
			Programmer/Specialist		\$37,664		1 per week
			Clerk Typist	\$26,187	\$34,918	\$30,552	1 per week
			Senior Center Supervisor/Director		\$32,795		1 per week
18828	DeWitt Area Recreation Authority	\$250,000	Director/Lead Administrator	\$47,000	\$59,000	\$51,000	0
48579	City of East Lansing	\$4,027,526	Director/Lead Administrator			\$109,604	0
			Assistant Director			\$79,152	0
			Programmer/Specialist			\$30,222	0
			Secretary/Administrative	\$42,000	\$53,500	\$46,258	0
			Clerk	\$8,700	\$20,000	\$13,927	0
			Cultural Arts	\$5,500	\$35,000	\$19,749	0
			Aquatic Supervisor/Director			\$30,100	0
			Athletic Coordinator			\$30,100	0
			Aquatic Staff			\$3,449	0
			Child Care Coordinator			\$60,200	0
			Child Care Staff			\$12,830	0
			Community Center Coordinator			\$60,444	0
			Event Planning Staff			\$43,083	0
			Adult Day Service Coordinator			\$60,200	0
			Adult Day Service Staff	\$9,800	\$40,000	\$22,618	0
			Field Supervisors	\$2,200	\$12,000	\$6,678	0
			Personal Training/Massage			\$37,226	0
7000	Frankenmuth	\$475,000	Director/Lead Administrator	\$44,005	\$54,695	\$54,695	0

The Michigan Recreation and Park Association – serving the park and recreation profession since 1935.
Learn more at www.mrpaonline.org.
Current as of May 2012.



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

Population of Service Area	Agency Name	Total Department Budget	Full Time Positions	Minimum Salary	Maximum Salary	Actual Average	Number of Furlough Days
	Parks and Recreation		Programmer/Specialist	\$30,658	\$38,113	\$32,543	0
			Maintenance	\$37,835	\$46,982	\$46,982	0
45000	Grand Blanc Parks and Recreation Commission	\$1,001,318	Director/Lead Administrator	\$57,000	\$74,000	\$68,670	0
			Assistant Director	\$42,000	\$57,000	\$52,685	0
			Programmer/Specialist	\$27,000	\$41,000	\$29,000	0
			Laborer	\$8.00/hr.	\$12.00/hr.	\$8.96/hr.	0
			Maintenance	\$28,000	\$43,000	\$35,275	0
			Custodial	\$8.00/hr.	\$10.00/hr.	\$8.75/hr.	0
			Secretary	\$22,000	\$37,000	\$30,970	0
			Clerk	\$8.45/hr.	\$8.75/hr.	\$8.60/hr.	0
			Senior Center Supervisor/Director	\$28,000	\$43,000	\$33,000	0
			Aquatic Supervisor/Director	\$15.00/hr.		\$15.00/hr.	0
			Senior Programmer/Coordinator	\$15.55/hr.		\$15.55/hr.	0
86986	Grand Traverse County Parks and Recreation	\$1,200,000	Director/Lead Administrator	\$53,109	\$66,404	\$66,404	0
			Division Manager	\$41,921	\$52,399	\$45,802	0
			Custodial	\$29,203	\$36,442	\$36,442	0
			Secretary	\$26,266	\$32,779	\$32,779	0
			Full Time (Unionized) Lifeguards	\$26,266	\$32,779	\$32,779	0
			Park Ranger			\$12.77/hr.	0
			Park Attendant			\$10.41/hr.	0
			Custodial Assistant			\$9.15/hr.	0
			Part Time Lifeguard/WSI			\$8.51/hr.	0
9764	City of Grosse Pointe Farms	\$1,257,642	Director/Lead Administrator		\$70,255	\$70,255	54
			Division/Facility Supervisor		\$43,589	\$43,589	46
			Maintenance		\$45,531	\$45,531	37
			Clerk		\$38,039	\$38,039	46
16400	City of Grosse Pointe Woods	\$1,880,000	Division Manager			\$65,000	5
48000	Holland Community Aquatic Center	\$2,000,000	Director/Lead Administrator			\$70,050	0
			Division/Facility Supervisor	\$45,523	\$51,962	\$47,354	0
			Maintenance	\$9.65/hr.	\$17.80/hr.	\$39,562	0
			Custodial	\$11.03/hr.	\$16.46/hr.	\$13.99/hr.	0
			Secretary			\$37,668	0
			Clerk			\$14.08/hr.	0
			Aquatic Supervisor/Director			\$46.07	0
107000	Huron Valley Recreation and Community	\$2,500,000	Director/Lead Administrator	\$55,000	\$70,000	\$67,000	
			Programmer/Specialist	\$29,650	\$33,154	\$32,000	
			Secretary	\$31,160	\$37,750	\$34,455	
			Aquatic Supervisor/Director	\$50,000	\$70,000	\$64,000	
			Special Events	\$29,500	\$35,000	\$29,500	

The Michigan Recreation and Park Association – serving the park and recreation profession since 1935.
Learn more at www.mrpaonline.org.
Current as of May 2012.



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

Population of Service Area	Agency Name	Total Department Budget	Coordinator/Supervisor				Number of Furlough Days
			Full Time Positions	Minimum Salary	Maximum Salary	Actual Average	
			Early Childhood Coordinator	\$35,000	\$39,000	\$39,000	
34681	Independence Township Parks, Recreation and Seniors	\$2,264,162	Director/Lead Administrator			\$59,000	0
			Division Manager-Recreation			\$47,379	0
			Programmer/Specialist-Recreation	\$36,670	\$43,305	\$42,445	0
			Clerk	\$30,264	\$39,083	\$37,259	0
			Senior Center Supervisor/Director			\$40,400	0
			Senior Bus Drivers	\$29,224	\$32,468	\$32,468	0
			Superintendent	\$48,827	\$47,590	\$47,590	0
			Park Superintendent	\$44,907	\$49,920	\$49,920	0
90000	Isabella County Parks and Recreation	\$568,000	Director/Lead Administrator	\$45,240	\$56.00		
			Secretary	\$28,570	\$35,315		
78000	Kalamazoo Parks and Recreation	\$2,371,843	Director/Lead Administrator	\$69,660	\$103,567	\$90,005	0
			Division Manager	\$48,827	\$79,584	\$63,644	0
			Division/Facility Supervisor	\$40,258	\$54,079	\$41,063	0
			Programmer/Specialist	\$35,183	\$48,442	\$44,245	0
			Equipment Operator	\$35,496	\$40,841	\$39,589	0
			Laborer	\$35,496	\$38,336	\$38,101	0
			Maintenance	\$37,396	\$40,841	\$40,841	0
			Secretary/Cashier	\$30,360	\$35,997	\$35,997	0
			Financial Director/Manager	\$48,827	\$67,879	\$57,212	0
			Aquatic Supervisor/Director	\$42,512	\$50,738	\$48,191	0
			Ornamental Gardner	\$37,396	\$40,841	\$40,841	0
47000	City of Kentwood	\$1,500,000	Director/Lead Administrator		\$76,000		
			Assistant Director		\$60,000		
			Programmer/Specialist	\$38,700	\$48,400		
			Secretary		\$44,900		
			Clerk		\$11.00/hr.		
113802	Lansing Parks and Recreation	\$6,938,900	Director/Lead Administrator	\$98,384			21
			Division Manager	\$65,656			21
			Programmer/Specialist	\$55,499			21
			Laborer	\$44,360			13
			Clerk	\$35,934	\$41,467		21
			Accounting Manager	\$45,581			21
			Special Events Coordinator/Supervisor	\$43,472			21
			Landscape Architect	\$67,567			21
			Sports Supervisor	\$54,371			21

The Michigan Recreation and Park Association – serving the park and recreation profession since 1935.
Learn more at www.mrpaonline.org.
Current as of May 2012.



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

Population of Service Area	Agency Name	Total Department Budget	Full Time Positions	Minimum Salary	Maximum Salary	Actual Average	Number of Furlough Days
			Sports Coordinator	\$52,450			21
			Cemetery Office Manager	\$41,450			21
			Golf Supervisor	\$60,614			21
79560	Macomb Township Parks and Recreation	\$5,000,000	Director/Lead Administrator		\$92,000		0
			Division/Facility Supervisor		\$60,000		0
			Programmer Specialist		\$44,000		0
			Custodial		\$44,000		0
			Secretary		\$44,000		0
4700	Marine City Parks and Recreation	\$74,535	Director/Lead Administrator	\$14,500	\$17,167	\$15,834	0
			Aquatic Supervisor/Director	\$12.00/hr.	\$14.00/hr.	\$13.00/hr.	0
15345	City of Marshall Recreation	\$403,000	Division/Facility Supervisor			\$54,186	0
			Programmer/Specialist			\$41,200	0
			Secretary			\$29,069	0
9130	City of Menominee		Director/Lead Administrator	\$38,000	\$44,000		NA
9876187	Michigan Department of Natural Resources	\$97,866,300	Director/Lead Administrator	\$89,000	\$118,000	\$117,000	0
			Assistant Director	\$67,000	\$96,000	\$90,000	0
			Division Manager	\$51,000	\$79,000	\$76,000	0
			Division/Facility Supervisor	\$35,500	\$69,000	\$56,000	0
			Programmer Specialist	\$37,500	\$77,500	\$63,500	0
			Equipment Operator	\$35,500	\$50,000	\$50,000	0
			Maintenance	\$35,500	\$45,000	\$45,000	0
			Custodial	\$31,500	\$40,000	\$39,000	0
			Secretary	\$36,500	\$51,000	\$48,000	0
			Clerk	\$32,500	\$48,000	\$43,000	0
			Park Ranger	\$32,000	\$45,000	\$50,000	0
			Food Service/Cook	\$33,000	\$46,000	\$39,000	0
20733	Monroe Recreation	\$296,227	Director/Lead Administrator	\$45,425	\$66,700	\$62,562	0
			Secretary	\$27,766	\$41,649	\$34,707	0
26106	City of Mt. Pleasant	\$1,678,130	Director/Lead Administrator	\$58,400	\$70,000	\$67,818	NA
			Division Manager	\$41,100	\$55,700	\$50,000	NA
			Maintenance	\$15.98/hr.	\$19.37/hr.	\$19.37/hr.	NA
			Secretary		\$18.39/hr.	\$18.39/hr.	NA
			Recreation Coordinator	\$33,700	\$48,400	\$37,121	NA
1200000	Oakland County Parks	\$21,049,000	Director/Lead Administrator	\$107,552	\$122,920	\$115,236	
			Assistant Director	\$73,579	\$95,723	\$86,651	
			Division Manager	\$59,067	\$76,860	\$67,963	
			Division/Facility Supervisor	\$47,453	\$61,913	\$54,683	
			Programmer/Specialist	\$27,803	\$53,355	\$54,683	
			Maintenance	\$33,903	\$44,144	\$40,579	
			Secretary	\$25,332	\$36,214	\$39,023	
			Clerk	\$37,281	\$48,534	\$30,773	
			Aquatic Supervisor/Director	\$45,065	\$58,655	\$42,907	

The Michigan Recreation and Park Association – serving the park and recreation profession since 1935.
Learn more at www.mrpaonline.org.
Current as of May 2012.



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

Population of Service Area	Agency Name	Total Department Budget	Full Time Positions	Minimum Salary	Maximum Salary	Actual Average	Number of Furlough Days
			Administrative Assistant	\$49,960	\$65,355	\$51,860	
			Business Development Reps	\$37,281	\$48,534	\$57,657	
			Marketing and Communications Supervisor	\$52,605	\$68,998	\$42,907	
			Architect	\$47,453	\$61,913	\$60,601	
			Employee Records Coordinator	\$37,281	\$48,534	\$54,683	
			Education Resources Planner	\$45,065	\$58,655	\$42,907	
			Recreation and Trails Planner	\$45,065	\$58,655	\$51,860	
			Natural Resources Planner	\$47,453	\$61,913	\$54,683	
			Planning Supervisor	\$52,605	\$68,998	\$60,801	
			User Support Specialist	\$45,065	\$58,655	\$51,860	
17000	Petoskey Parks and Recreation	\$1,926,677	Director/Lead Administrator		\$85,800		
			Division/Facility Supervisor		\$56,118		
			Division/Facility Coordinator	\$35,817	\$41,745	\$37,793	
			Programmer/Specialist		\$33,051		
			Maintenance		\$33,051	\$33,051	
			Administrative Assistant		\$41,516		
12000	Portland Parks and Recreation	\$424,000	Director/Lead Administrator	\$51,600	\$71,722		0
			Programmer/Specialist	\$28,600	\$36,471		0
			Laborer	\$8.76	\$9.76		0
25000	Saline Parks and Recreation	\$1,500,000	Director/Lead Administrator	\$70,000	\$89,000	\$85,000	0
			Division/Facility Supervisor	\$36,266	\$46,146	\$45,146	0
			Programmer/Specialist	\$36,266	\$45,146	\$45,146	0
			Maintenance	\$46,207	\$51,239	\$51,239	0
			Secretary	\$36,289	\$44,307	\$44,307	0
			Aquatic Supervisor/Director	\$36,266	\$45,146	\$45,146	0
41500	South Lyon Area Recreation Authority	\$494,391.74	Director/Lead Administrator	\$40,000	\$55,000		0
50000	Southeastern Livingston County Recreation Authority	\$650,000	Director/Lead Administrator	\$55,000	\$75,000		0
			Division Manager	\$28,000	\$38,000		0
			Programmer/Specialist	\$23,000	\$30,000		0
			Financial Director/Manager	\$30,000	\$45,000		0
160000	St. Clair County Parks and Recreation Commission	\$3,904,000	Director/Lead Administrator	\$59,956	\$78,898	\$78,898	0
			Division/Facility Supervisor	\$43,811	\$57,650	\$44,687	0
			Division/Facility Coordinator	\$36,986	\$41,444	\$41,444	0
			Maintenance	\$34,213	\$38,224	\$38,224	0
			Financial Director/Manager	\$35,660	\$39,882	\$39,882	0
			Special Events	\$42,221	\$47,498	\$47,498	0

The Michigan Recreation and Park Association – serving the park and recreation profession since 1935.
Learn more at www.mrpaonline.org.
Current as of May 2012.



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

Population of Service Area	Agency Name	Total Department Budget	Full Time Positions	Minimum Salary	Maximum Salary	Actual Average	Number of Furlough Days
128000	Sterling Heights Parks and Recreation	\$1,848,420	Coordinator/Supervisor				
			Division Manager	\$66,817	\$82,840	\$81,215	8
			Division/Facility Coordinator	\$57,870	\$65,317	\$65,317	8
			Secretary	\$43,424	\$50,727	\$50,727	8
			Clerk	\$39,335	\$45,975	\$45,975	8
14674	Sterling Heights Continued	\$1,725,600 *does not cemetery or marina	Senior Center Supervisor/Director	\$57,870	\$65,317	\$65,317	8
			TR Programmer/Coordinator	\$57,870	\$65,317	\$65,317	8
			Lead Bus Driver	\$33,924	\$42,164	\$42,164	8
16972	City of Tecumseh Parks and Recreation	\$340,099	Director/Lead Administrator			\$56,700	0
			Programmer/Specialist			\$11.00/hr.	0
			Maintenance			\$10.00/hr.	0
			Custodial			\$11.60/hr.	0
			Clerk			\$9.50/hr.	0
65000	West Bloomfield Parks and Recreation	\$5,411,779	Director/Lead Administrator	\$87,367	\$113,577	100,472	0
			Assistant Director	\$75,971	\$98,762	\$87,367	0
			Custodial	\$31,479	\$40,923	\$36,701	0
			Public Information Specialist	\$40,546	\$52,709	\$46,628	0
			Bus Drivers	\$22,406	\$29,128	\$25,767	0
			Recreation Coordinator II/Aquatic Supervisor/Programmer	\$49,952	\$64,938	\$57,445	0
			Recreation Coordinator II/Special Event Coordinator/Programmer	\$49,952	\$64,938	\$57,445	0
Naturalist	\$45,411	\$59,034	\$52,223	0			
Business/Technology Coordinator	\$40,546	\$52,709	\$46,628	0			
Recreation Coordinator I/Senior Programmer	\$45,411	\$59,034	\$52,223	0			
Park Superintendent	\$57,445	\$75,678	\$66,062	0			
Assistant Parker Supervisor	\$45,411	\$59,034	\$52,223	0			
Accountant	\$45,411	\$59,034	\$52,223	0			
Customer Service Representative	\$28,107	\$36,539	\$32,323	0			

The Michigan Recreation and Park Association – serving the park and recreation profession since 1935.
Learn more at www.mrpaonline.org.
Current as of May 2012.



2012 MRPA Salary Survey Results
Sorted Alphabetically by Agency/Department Name

			Park Operations II	\$36,201	\$47,062	\$41,632	0
			Parks Technician	\$40,546	\$52,709	\$46,628	0
72125	City of Wyoming	\$4,515,042,.72	Director/Lead Administrator			\$105,000	
			Division/Facility Supervisor	\$59,300.80	\$75,088	\$71,656	
			Division/Facility Coordinator/Rec 2	\$45,635.20	\$57,616	\$52,457	
Population of Service Area	Agency Name	Total Department Budget	Full Time Positions	Minimum Salary	Maximum Salary	Actual Average	Number of Furlough Days
	City of Wyoming Continued		Programmer/Specialist/Rec 1	\$39,478.40	\$49,899.20	\$43,014.40	
			Equipment Operator/Park Tech 3	\$38,907	\$48,017	\$48,017	38 hour work week
			Laborer/Parks Tech 1	\$34,738	\$43,334	\$43,334	38 hour work week
			Maintenance/ Maint. 2	\$33,177	\$41,456	\$41,456	38 hour work week
			Custodial/ Maint. Helper	\$29,680	\$36,358	\$32,604	38 hour work week
			Secretary	\$31,695	\$38,907	\$38,907	38 hour work week
			Clerk		\$10.54/hr.	\$10,54/hr.	20 hour work week
			Senior Center Supervisor/Director	\$45,635.20	\$57,616	\$57,616	
			TR Programmer/Coordinator	\$39,478.40	\$49,899.20	\$49,899.20	