



## 2012 MRPA Salary Survey Results

Sorted by Total Department Budget

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 total department budget of each service area.

For the complete survey results and agency profiles, please visit [www.mrpaonline.org/salariesurvey](http://www.mrpaonline.org/salariesurvey).

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 Blank Parks and Recreation Commission | City of Mt. Pleasant                                |   |
| Grand Traverse County Parks and Recreation  | Oakland County Parks                                |   |



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| Population of Service Area | Agency Name                                | Total Department Budget | Full Time Positions          | Minimum Salary | Maximum Salary | Actual Average | Furlough days? How Many? |
|----------------------------|--|-------------------------|------------------------------|----------------|----------------|----------------|--------------------------|
| 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                        |
| 11,558                     | Bath Charter Township Parks and Recreation | \$86,600                | Director/Lead Administrator  | \$20,057.39    | \$26,743.18    |                | 0                        |
| 25,000                     | Cedar Springs Area Parks and Recreation    | \$100,000               | Director/Lead Administrator  |                |                | \$25,000       | 14 days                  |
| 4375                       | Acme Township                              | \$126,513               | Division/Facility Supervisor |                |                | \$48,633       | 0                        |
| 18,828                     | DeWitt Area Recreation Authority           | \$250,000               | Director/Lead Administrator  | \$47,000       | \$59,000       | \$510,000      | 0                        |
| 20,733                     | Monroe Recreation                          | \$296,227               | Director/Lead Administrator  | \$45,425       | \$66,700       | \$62,562       | 0                        |
|                            |  |                         | Secretary                    | \$27,766       | \$41,649       | \$34,707       | 0                        |
| 16,000                     | Center Line Recreation                     | \$333,900               | Director/Lead Administrator  |                |                | \$45,466       |                          |
| 16,972                     | 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                        |
| 15,345                     | City of Marshall Recreation                | \$403,000               | Division/Facility Supervisor |                |                | \$54,186       | 0                        |
|                            |  |                         | Programmer/Specialist        |                |                | \$41,200       | 0                        |
|                            |  |                         | Secretary                    |                |                | \$29,069       | 0                        |
| 12,000                     | 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                        |
| 7,000                      | Frankenmuth Parks and Recreation           | \$475,000               | Director/Lead Administrator  | \$44,005       | \$54,695       | \$54,695       | 0                        |
|                            |  |                         | Programmer/Specialist        | \$30,658       | \$38,113       | \$32,543       | 0                        |
|                            |  |                         | Maintenance                  | \$37,835       | \$46,982       | \$46,982       | 0                        |
| 41,500                     | South Lyon Area Recreation Authority       | \$494,391.74            | Director/Lead Administrator  | \$40,000       | \$55,000       |                | 0                        |
| 90,000                     | Isabella County Parks and Recreation       | \$568,000               | Director/Lead Administrator  | \$45,240       | \$56.00        |                |                          |
|                            |  |                         | Secretary                    | \$28,570       | \$35,315       |                |                          |

The Michigan Recreation and Park Association – serving the park and recreation profession since 1935.  
Learn more at [www.mrpaonline.org](http://www.mrpaonline.org).  
Current as of May 2012.



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| 50,000                        | 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                        |
| 20,000                        | Byron Township                                      | \$789,450               | Director/Lead Administrator       |                | \$47,051       |                |                          |
|                               |   |                         | Programmer/Specialist             |                | \$35,169       |                |                          |
|                               |   |                         | Maintenance                       |                | \$47,051       |                |                          |
| 96,000                        | 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       |                |                |                          |
| 45,000                        | Chesterfield Township                               | \$893,265               | Director/Lead Administrator       |                | \$61,890       |                | 0                        |
|                               |   |                         | Laborer                           |                | \$37,250       |                | 0                        |
|                               |   |                         | Clerk                             |                | \$47,440       | \$47,400       | 0                        |
|                               |   |                         | Senior Center Supervisor/Director |                | \$54,740       | \$54,740       | 0                        |
| 45,000                        | 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              |                |                |                          |
| 52,000                        | 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               |
| 86,986                        | 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                        |

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|                            | Grand Traverse County Continued    |   | 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                        |
| 9,764                      | 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                       |
| 47,000                     | 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.    |                |                          |
| 25,000                     | 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                        |
| 26,106                     | 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                       |
| 14,674                     | Traverse City Parks and Recreation | \$1,725,600<br>*does not include cemetery or marina | Director/Lead Administrator       | \$49,288       | \$70,242       |                | 0                        |
|                            |                                    |   | Assistant Director                | \$43,665       | \$56,680       |                | 0                        |
|                            |                                    |   | Equipment Operator                | \$37,939       | \$41,995       |                | 0                        |
|                            |                                    |   | Maintenance/Repair Specialist     | \$38,730       | \$42,806       |                | 0                        |
|                            |                                    |   | Secretary                         | \$35,484.80    | \$39,582.40    |                | 0                        |
|                            |                                    |   | Ski Area/Marina Manager           | \$43,665       | \$56,680       |                | 0                        |
|                            |                                    |   | Recreation Maintenance Specialist | \$37,939       | \$41,995       |                | 0                        |
|                            |                                    |   | Lead Bus Driver                   | \$33,924       | \$42,164       | \$42,164       | 8                        |
| 16,400                     | City of Grosse Pointe Woods        | \$1,880,000   | Division Manager                  |                |                | \$65,000       | 5                        |
| 17,000                     | 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       |                |                          |



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| 48,000                     | 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                        |
| 34,681                     | 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              |                |                |                          |
| 78,000                     | 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              |                |                |                          |
| 107,000                    | 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 Coordinator/Supervisor | \$29,500       | \$35,000       | \$29,500       |                          |
|                            |   |                         | Early Childhood Coordinator           | \$35,000       | \$39,000       | \$39,000       |                          |
| 61,049                     | 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                        |



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|                            | Adrian Continued                                 |                         | Laborer                               | \$26,959       | \$37,521       | \$36,897       | 0                        |
|                            |  |                         | Secretary                             | \$31,293       | \$40,767       | \$36,399       | 0                        |
| 160,000                    | 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 Coordinator/Supervisor | \$42,221       | \$47,498       | \$47,498       | 0                        |
| 48,579                     | 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              |                |                |                          |
| 72,125                     | 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       |                          |
|                            |  |                         | 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        |
| 65,000                     | West Bloomfield Parks and Recreation             | \$5,411,799             | 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    |                          |

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|                             | West Bloomfield Continued    |                         | Recreation/ Special Event Coordinator      | \$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                        |
|                             |                              |                         | Park Operations II                         | \$36,201       | \$47,062       | \$41,632       | 0                        |
|                             |                              |                         | Parks Technician                           | \$40,546       | \$52,709       | \$46,628       | 0                        |
| 113,802                     | Lansing Parks and Recreation | \$6,938,900             | Director/Lead Administrator                | \$98,384       |                |                | 21                       |
|                             |                              |                         | Division Manager                           | \$65,656       |                |                | 21                       |
|                             |                              |                         | Programmer/Specialist                      | \$55,499       |                |                | 63                       |
|                             |                              |                         | Laborer                                    | \$44,360       |                |                | 65                       |
|                             |                              |                         | Clerk                                      | \$35,934       | \$41,467       |                | 42                       |
|                             |                              |                         | Accounting Manager                         | \$45,581       |                |                | 21                       |
|                             |                              |                         | Special Events Coordinator/Supervisor      | \$43,472       |                |                | 21                       |
|                             |                              |                         | Landscape Architect                        | \$67,567       |                |                | 21                       |
|                             |                              |                         | Sports Supervisor                          | \$54,371       |                |                | 21                       |
|                             |                              |                         | Sports Coordinator                         | \$52,450       |                |                | 21                       |
|                             |                              |                         | Cemetery Office Manager                    | \$41,450       |                |                | 21                       |
|                             |                              |                         | Golf Supervisor                            | \$60,614       |                |                | 21                       |
| 98,153                      | 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                |  |                |                |                |                          |
| 115,000                     | 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       |                          |

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Current as of May 2012.



**2012 MRPA Salary Survey Results**  
Sorted by Total Department Budget

| Population of Service Area | Agency Name                              | Total Department Budget | Full Time Positions                     | Minimum Salary | Maximum Salary | Actual Average | Furlough days? How Many? |
|----------------------------|--|-------------------------|---|----------------|----------------|----------------|--------------------------|
|                            | Ann Arbor Continued                      |                         | Parks Maintenance                       | \$40,000       | \$60,000       | \$50,000       |                          |
|                            |  |                         | Administrative Assistant                | \$40,000       | \$60,000       | \$50,000       |                          |
| 90,173                     | Canton                                   | \$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                       |
| 1,200,000                  | 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       |                          |
|                            |  |                         | 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                                |                |                |                |                          |
| 9,876,187                  | 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                        |

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|----------------------------|------------------------|-------------------------|-----------------------------|----------------|----------------|----------------|--------------------------|
|                            | Michigan DNR Continued |                         | 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                        |
| 9,130                      | City of Menominee      |                         | Director/Lead Administrator | \$38,000       | \$44,000       |                | NA                       |