City Government at a Glance

The City of Midland conducts salary and benefits benchmarking to ensure it offers a competitive compensation program for recruiting and retaining high-quality employees. Public and private sector data is found in a variety of sources including the Bureau of Labor Statistics, the Michigan Municipal League, and Salary.com.

City officials also monitor this information to ensure your tax dollar resources are managed appropriately by verifying that the City employee total compensation program is appropriate and in line with local employers and the general marketplace.
City of Midland Salary Benchmarking - Public and Private Sector Employers
December 1, 2010

**Clerk/Office Assistant**

- Michigan Private Sector: 0
- Michigan Municipalities: 10,000
- Midland Salary Range Maximum: 20,000

**Confidential Administrative Assistant**

- Michigan Private Sector: 40,000
- Michigan Municipalities: 30,000
- Midland Salary Range Maximum: 50,000

**Heavy Equipment Operator**

- Michigan Private Sector: 40,000
- Michigan Municipalities: 30,000
- Midland Salary Range Maximum: 50,000
Fringe Benefits Benchmarking - Public and Private Sector Employers
Data as of 2010

<table>
<thead>
<tr>
<th></th>
<th>U.S. All Industries</th>
<th>Michigan Private Sector</th>
<th>Michigan Public Sector</th>
<th>City of Midland</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPO Deductible (In-Network)</td>
<td>$400</td>
<td>$250</td>
<td>$250</td>
<td>$250</td>
</tr>
<tr>
<td>PPO Coinsurance (In-Network)</td>
<td>80%</td>
<td>80%</td>
<td>100%</td>
<td>80%</td>
</tr>
<tr>
<td>PPO Max Co-Insurance (In-Network)</td>
<td>$2,000</td>
<td>$1,500</td>
<td>$750</td>
<td>$1,000</td>
</tr>
<tr>
<td>PPO Office Call Co-Pay (In-Network)</td>
<td>$20</td>
<td>$20</td>
<td>$10</td>
<td>$10</td>
</tr>
<tr>
<td>Rx Copay Generic</td>
<td>$11</td>
<td>$10</td>
<td>$10</td>
<td>$15</td>
</tr>
<tr>
<td>Rx Copay Brand</td>
<td>$26</td>
<td>$30</td>
<td>$20</td>
<td>$30</td>
</tr>
<tr>
<td>Rx Copay 3rd Tier (non-formulary)</td>
<td>$47</td>
<td>$50</td>
<td>$45</td>
<td></td>
</tr>
<tr>
<td>PPO Monthly Premium Share Individual</td>
<td>$79</td>
<td>$103</td>
<td>$52</td>
<td>$40</td>
</tr>
<tr>
<td>PPO Monthly Premium Share Family</td>
<td>$326</td>
<td>$314</td>
<td>$154</td>
<td>$120</td>
</tr>
<tr>
<td>PPO Monthly Individual Premium</td>
<td>$427</td>
<td>$432</td>
<td>$494</td>
<td>$399</td>
</tr>
<tr>
<td>PPO Monthly Family Premium (Employer Share)</td>
<td>$843</td>
<td>$885</td>
<td>$1,199</td>
<td>$1,077</td>
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<tr>
<td>PPO Monthly Family Premium</td>
<td>$1,169</td>
<td>$1,199</td>
<td>$1,353</td>
<td>$1,197</td>
</tr>
<tr>
<td>Average Premium % Share</td>
<td>24.0%</td>
<td>24.0%</td>
<td>11.0%</td>
<td>10.0%</td>
</tr>
</tbody>
</table>

![PPO Deductible (In-Network) Chart](chart1)

![PPO Coinsurance (In-Network) Chart](chart2)
### PPO Max Co-Insurance (In-Network)

- **U.S. All Industries**: $2,000
- **Michigan Private Sector**: $1,500
- **Michigan Public Sector**: $750
- **City of Midland**: $1,000

### PPO Office Call Co-Pay (In-Network)

- **U.S. All Industries**: $20
- **Michigan Private Sector**: $20
- **Michigan Public Sector**: $10
- **City of Midland**: $10

### Rx Copay Generic

- **U.S. All**: $11
- **Michigan**: $10
- **Michigan Public**: $10
- **City of Midland**: $15

### Rx Copay Brand

- **U.S. All**: $26
- **Michigan**: $30
- **Michigan Public**: $20
- **City of Midland**: $30
### Monthly Premium for Family Plan

(Employee share represented as lighter portion)

- **U.S. All Industries**: $1,169
- **Michigan Private Sector**: $1,199
- **Michigan Public Sector**: $1,353
- **City of Midland**: $1,197