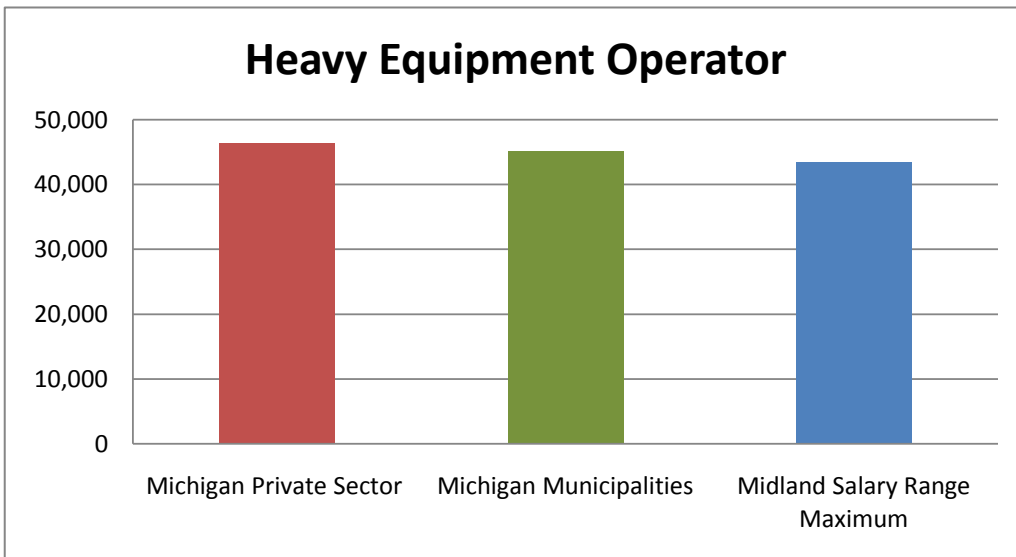
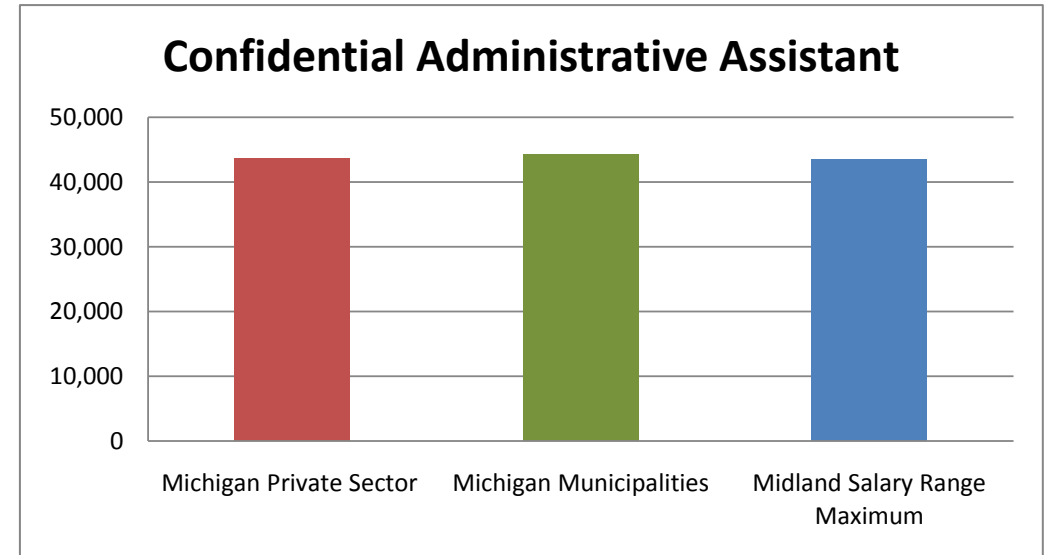
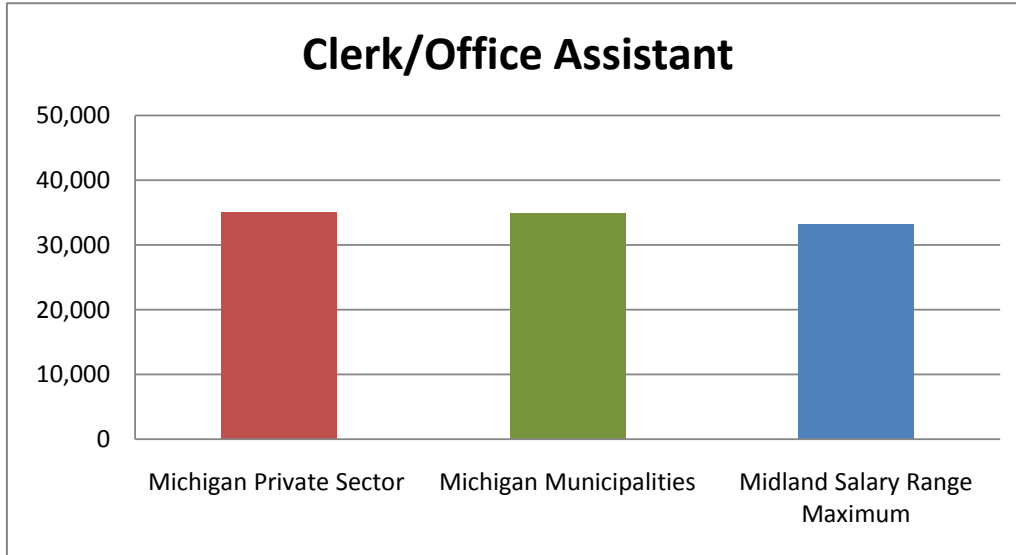


City Government at a Glance

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.

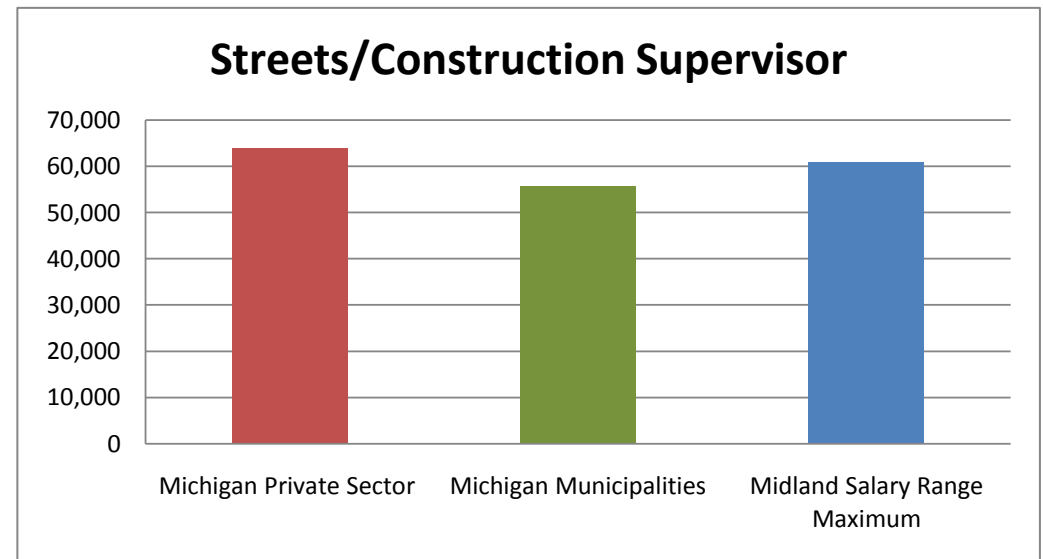
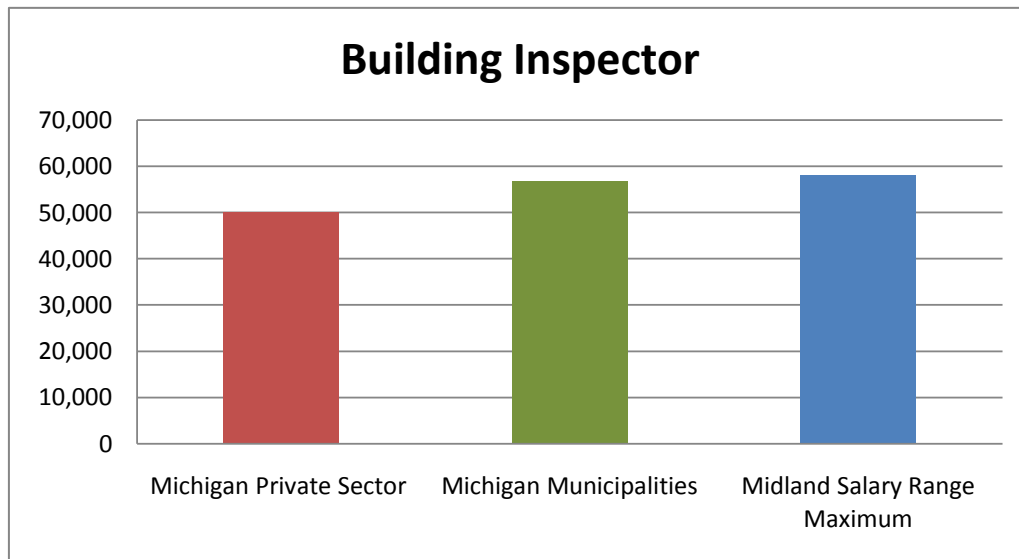
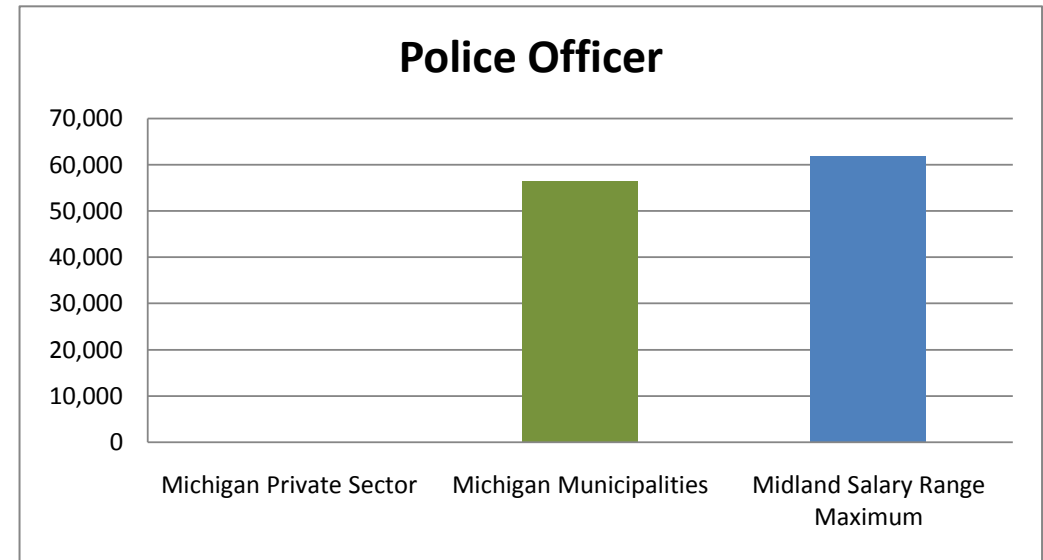
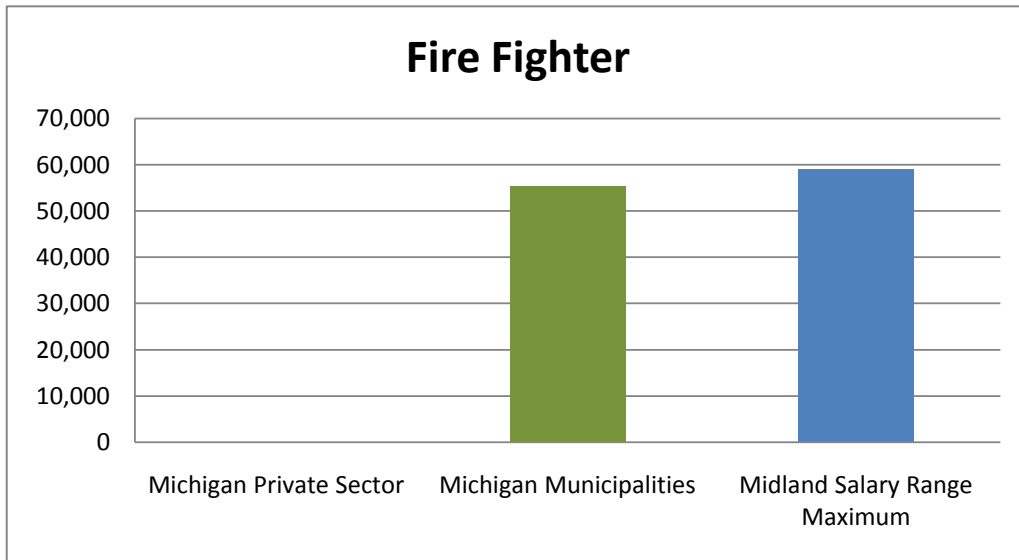
City officials also monitor this information to ensure your tax dollar resources are managed appropriately by verifying that the City employee total compensation program is appropriate and in line with local employers and the general marketplace.

City of Midland Salary Benchmarking - Public and Private Sector Employers
December 1, 2010



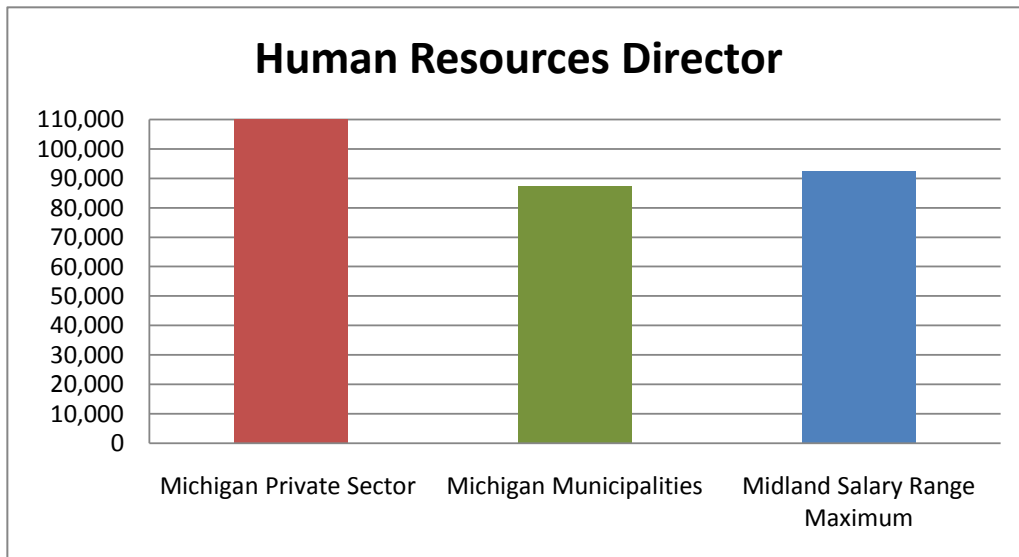
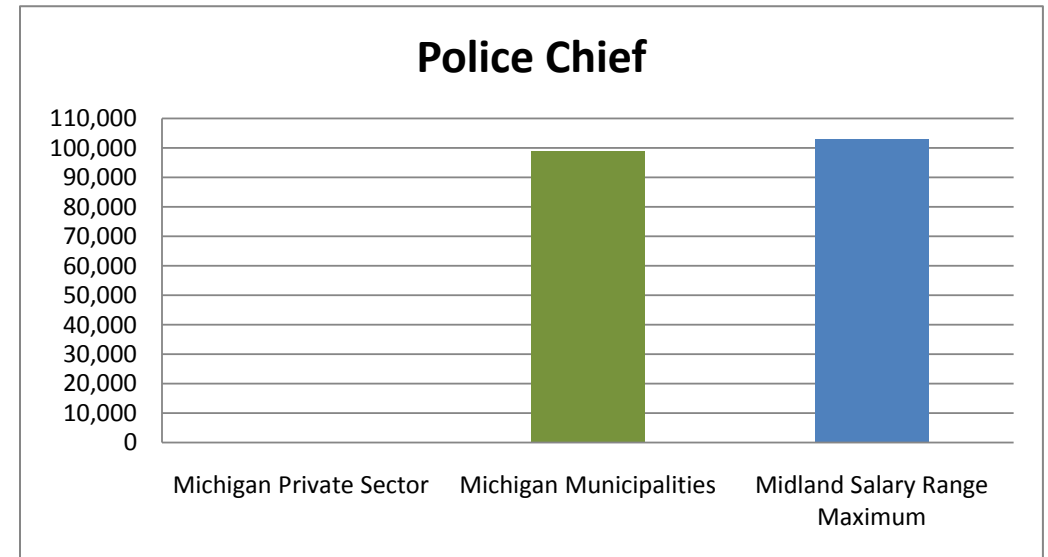
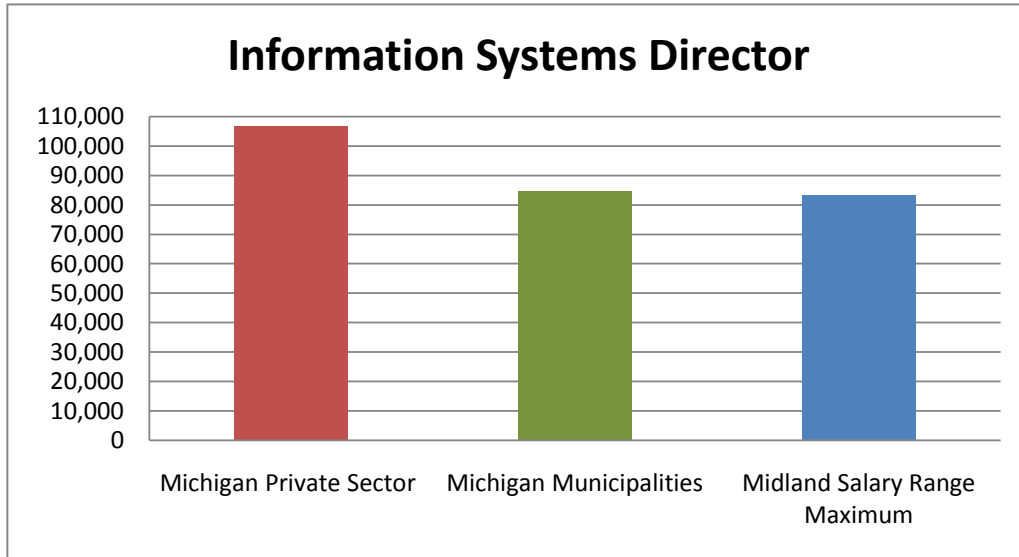
City of Midland Salary Benchmarking - Public and Private Sector Employers

December 1, 2010



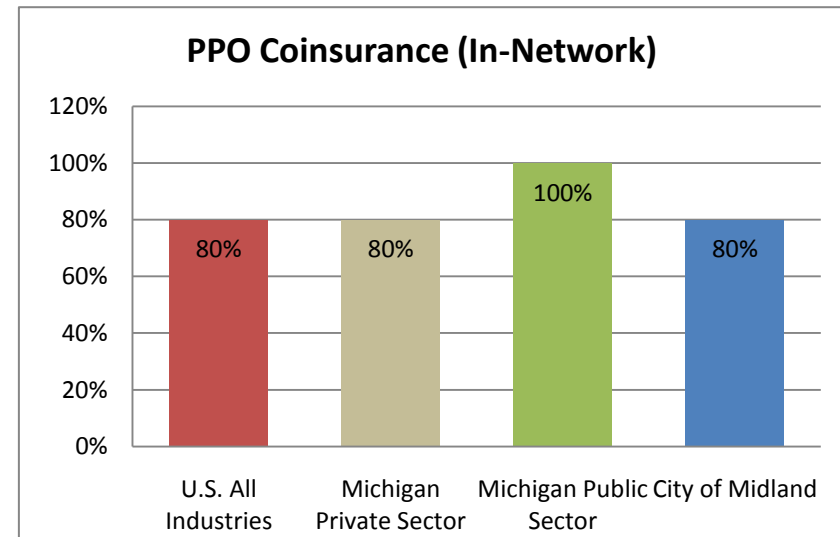
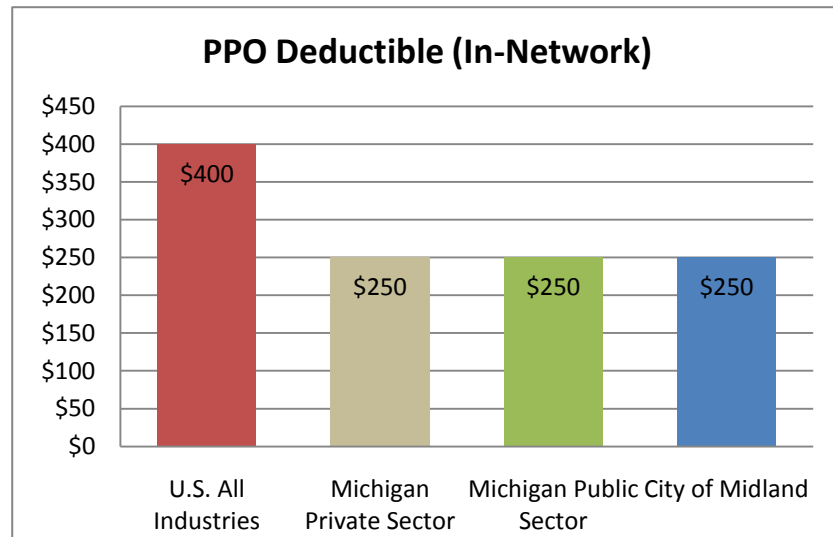
City of Midland Salary Benchmarking - Public and Private Sector Employers

December 1, 2010

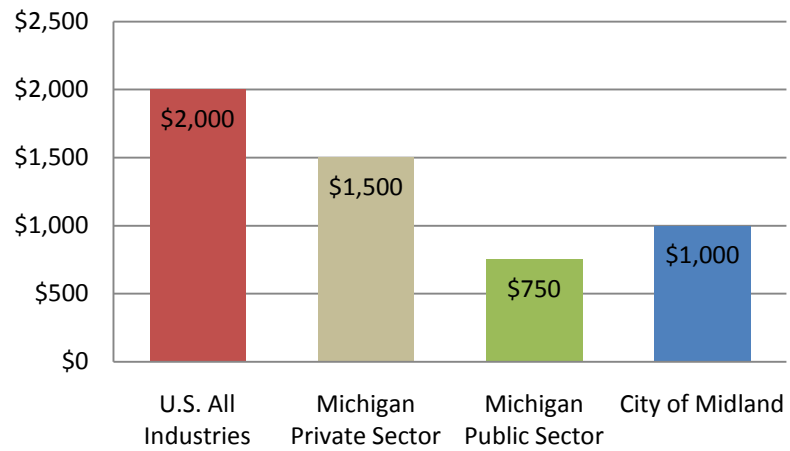


Fringe Benefits Benchmarking - Public and Private Sector Employers
Data as of 2010

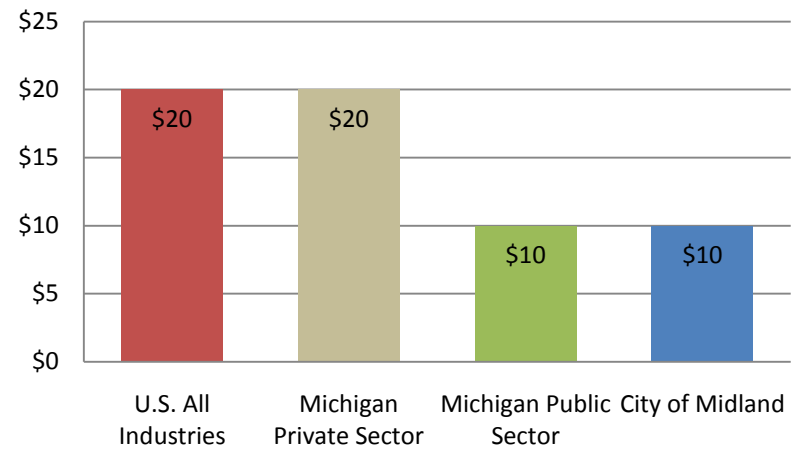
	U.S. All Industries	Michigan Private Sector	Michigan Public Sector	City of Midland
PPO Deductible (In-Network)	\$400	\$250	\$250	\$250
PPO Coinsurance (In-Network)	80%	80%	100%	80%
PPO Max Co-Insurance (In-Network)	\$2,000	\$1,500	\$750	\$1,000
PPO Office Call Co-Pay (In-Network)	\$20	\$20	\$10	\$10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



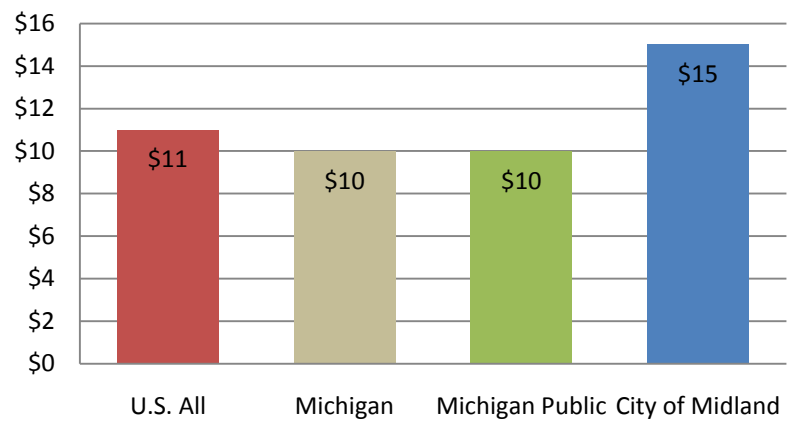
PPO Max Co-Insurance (In-Network)



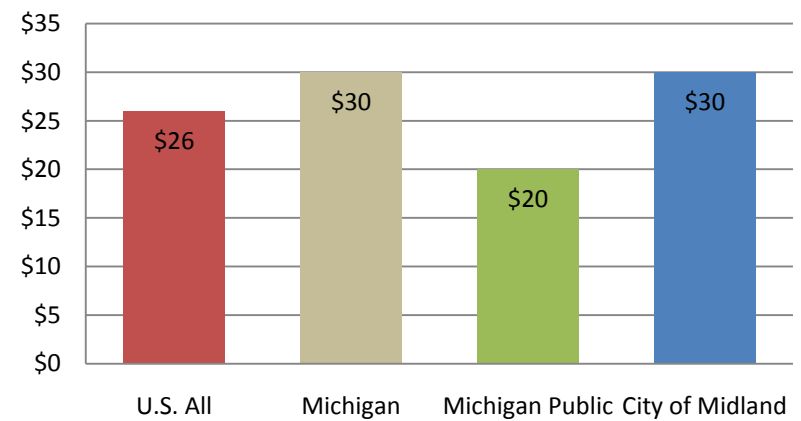
PPO Office Call Co-Pay (In-Network)



Rx Copay Generic



Rx Copay Brand



Industries Private Sector Sector

Industries Private Sector Sector

Monthly Premium for Family Plan

(Employee share represented as lighter portion)

