

### Starting (Low) Wage Summary

Position	Alpena	Van Buren	Kalamazoo	Barry	Midland	Isabella	Allegan	Kent	Calhoun	
Generalist I / IT Tech	\$ 39,187	\$ 43,232	\$ 51,938	\$ 39,291	\$ 53,934		\$ 38,210	\$ 53,286	\$ 39,000	
Generalist III / Asst IT Dir	\$ 45,344	\$ 51,753	\$ 62,234	\$ 52,749	\$ 53,934		\$ 47,528	\$ 76,495	\$ 54,018	We pay more
IT Director	\$ 57,793	\$ 76,835	\$ 99,112	\$ 72,758	\$ 75,338		\$ 78,770	\$ 126,787	\$ 69,403	They pay more

### Starting (Low) Wage Difference vs Other Michigan Counties

Position	Alpena	Van Buren	Kalamazoo	Barry	Midland	Isabella	Allegan	Kent	Calhoun	Average per Position
Generalist I / IT Tech	\$ -	\$ (4,044)	\$ (12,750)	\$ (104)	\$ (14,747)		\$ 978	\$ (14,099)	\$ 187	\$ (6,369)
Generalist III / Asst IT Dir	\$ -	\$ (6,409)	\$ (16,890)	\$ (7,405)	\$ (8,590)		\$ (2,184)	\$ (31,151)	\$ (8,674)	\$ (11,615)
IT Director	\$ -	\$ (19,042)	\$ (41,319)	\$ (14,965)	\$ (17,545)		\$ (20,977)	\$ (68,994)	\$ (11,610)	\$ (27,779)

### Ending (High) Wage Summary

Position	Alpena	Van Buren	Kalamazoo	Barry	Midland	Isabella	Allegan	Kent	Calhoun	
Generalist I / IT Tech	\$ 41,912	\$ 58,929	\$ 63,731	\$ 46,987	\$ 70,117	\$ 51,314	\$ 57,366	\$ 60,602	\$ 49,816	
Generalist III / Asst IT Dir	\$ 48,131	\$ 70,044	\$ 76,378	\$ 63,066	\$ 70,117		\$ 71,302	\$ 84,033	\$ 69,014	We pay more
IT Director	\$ 61,827	\$ 112,657	\$ 121,638	\$ 87,298	\$ 97,926	\$ 86,470	\$ 126,090	\$ 144,197	\$ 88,665	They pay more

### Ending (High) Wage Difference vs Other Michigan Counties

Position	Alpena	Van Buren	Kalamazoo	Barry	Midland	Isabella	Allegan	Kent	Calhoun	Average per Position
Generalist I / IT Tech	\$ -	\$ (17,017)	\$ (21,819)	\$ (5,075)	\$ (28,205)	\$ (9,402)	\$ (15,454)	\$ (18,690)	\$ (7,904)	\$ (15,446)
Generalist III / Asst IT Dir	\$ -	\$ (21,913)	\$ (28,246)	\$ (14,934)	\$ (21,986)		\$ (23,171)	\$ (35,902)	\$ (20,883)	\$ (23,862)
IT Director	\$ -	\$ (50,830)	\$ (59,811)	\$ (25,471)	\$ (36,099)	\$ (24,643)	\$ (64,263)	\$ (82,370)	\$ (26,838)	\$ (46,291)

#### Based on 2020 Wages

**2010 Budgeted IT Director Wage 58,237**

	IT Director	Asst IT Dir	Network Tech
<b>Low Wage Gap</b>	27,779	\$ 11,615	\$ 6,369
<b>High Wage Gap</b>	46,291	\$ 23,862	\$ 15,446
<b>Median Wage Gap</b>	37,035	17,738	10,907
<b>Current Wage</b>	58,601	46,874	39,952
Wage at Low	86,380	58,489	46,321
<b>Wage at Median</b>	<b>95,636</b>	<b>64,612</b>	<b>50,859</b>
Wage at High	104,892	70,736	55,398