



To: Ms. Jennifer Palmbos, Human Resources Director
From: Joel Palladini, Consultant
Sheena Horton, Director
Date: 6/18/2025
Re: Pay Grade Evaluation

This memo responds to your request for a pay grade evaluation of the following classification:

1. Stormwater Operator
2. Wastewater Superintendent
3. Senior Accountant

- It is our understanding that the **Stormwater Operator** position is responsible for the overall maintenance of county drainage systems. This position also serves as a secondary equipment operator and primary operator of a Vactor truck, which requires a commercial driver's license. Work involves cleaning, maintenance, and replacement of stormwater drainage infrastructure. Responsible for the lead maintenance of all necessary equipment.

MGT reviewed several potential benchmark positions to determine the best match for the specific duties and responsibilities of the given position. MGT selected a hybrid benchmark that includes "Utility Plant Operator I (50%)" and "Waste Water Treatment Technician I(50%)" from Salary.com's CompAnalyst database (Ann Arbor, MI | All Industries | \$50-\$200M Revenue, base average: \$57,500).

Based on our assessment of position duties, Livingston County's 2025 salary scale, and relevant external market data obtained from Salary.com CompAnalyst, we recommend the following:

- Grade Placement – Based on further analysis, MGT recommends **Grade 7** of Livingston County's salary scale to ensure market competitiveness. The minimum salary for this recommended group is \$58,385.60, the midpoint salary is \$65,728.00, and the maximum salary is \$73,964.80. After further market analysis, the average salary of \$57,500 fits in the recommended pay grade range of Livingston County's 2025 salary scale.

MGT believes this recommendation will appropriately reflect the level of skill, responsibility, and duties of the Stormwater Operator.

- It is our understanding that the **Wastewater Superintendent** position is responsible for managing the field operations for Livingston County's sanitary sewer treatment and collection systems. Responsibilities include supervising the wastewater field crew, coordinating and directing daily activities, identifying system needs, prioritizing system improvements, and communicating with contractors and developers on current and



future projects. Works collaboratively with the Deputy Drain Commissioner to communicate issues regarding wastewater system operations.

MGT reviewed several potential benchmark positions to determine the best match for the specific duties and responsibilities of the given position. MGT selected a hybrid benchmark that includes “Waste Water Treatment Superintendent (50%)” and “Waste Water Treatment Technician II (50%)” from Salary.com’s CompAnalyst database (Ann Arbor, MI | All Industries | \$50-\$200M Revenue, base average: \$79,900).

Based on our assessment of position duties, Livingston County’s 2025 salary scale, and relevant external market data obtained from Salary.com CompAnalyst, we recommend the following:

- Grade Placement – Based on further analysis, MGT recommends **Grade 11** of Livingston County’s salary scale to ensure market competitiveness. The minimum salary for this recommended group is \$83,574.40, the midpoint salary is \$94,057.60, and the maximum salary is \$105,851.20. After further market analysis, the average salary of \$79,900 fits in the recommended pay grade range of Livingston County’s 2025 salary scale.

MGT believes this recommendation will appropriately reflect the level of skill, responsibility, and duties of the Wastewater Superintendent.

- It is our understanding that the **Senior Accountant** position is responsible for complex accounting work in compliance with all accounting standards, laws, and regulations. Responsibilities include auditing, analyzing, and managing financial transactions related to all established county drains under the Michigan Drain Code (Act 40 of the Public Acts of 1956, as amended), all projects undertaken by the Livingston County Department of Public Works, and all projects involving lakes that are undertaken by the County Board of Commissioners (Parts 307 and 309 of the Natural Resources and Environmental Protection Act, Act 451 of the P.A. of 1994, as amended).

MGT reviewed several potential benchmark positions to determine the best match for the specific duties and responsibilities of the given position. MGT selected “Accountant II” from Salary.com’s CompAnalyst database (Ann Arbor, MI | All Industries | \$50-\$200M Revenue, base average: \$76,700).

Based on our assessment of position duties, Livingston County’s 2025 salary scale, and relevant external market data obtained from Salary.com CompAnalyst, we recommend the following:

- Grade Placement – Based on further analysis, MGT recommends **Grade 10** of Livingston County’s salary scale to ensure market competitiveness. The minimum salary for this recommended group is \$75,961.60, the midpoint salary is \$85,488, and the maximum salary is \$96,241.60. After further market analysis, the average salary of \$76,700 fits in the recommended pay grade range of Livingston County’s 2025 salary scale.




MGT believes this recommendation will appropriately reflect the level of skill, responsibility, and duties of the Senior Accountant.

Sources:

<https://companalyst.salary.com/>

Stormwater Operator
Salary.com CompAnalyst

Title	Description	Base Average Salary	Weight
Utility Plant Operator I	Monitors and maintains plant equipment to ensure that power plant power delivery operations function within specification. Controls and repairs power generating facilities and systems to produce bioenergy, hydro, nuclear, solar, thermal or wind power, etc. May require an associate degree. Typically reports to a supervisor. A01-Entry : Possesses a moderate understanding of general aspects of the job. Works under the close direction of senior personnel in the functional area. May require 0-1 year of general work experience.	\$75,100	.5
Waste Water Treatment Technician I	Ensures that pumps, conveyors, blowers, chlorinators, vacuum equipment and other waste water treatment equipment are functioning properly. Monitors equipment for potential failures and may make minor repairs or adjustments as needed. Collects water samples for chemical analysis. May be required to complete an apprenticeship and/or formal training in area of specialty. Typically requires a high school diploma or equivalent. Typically reports to a supervisor or manager. A01-Entry : Works under the close direction of senior personnel in the functional area. Possesses a moderate understanding of general aspects of the job. May require 0-1 year of general work experience.	\$52,800	.5
Ann Arbor, MI (Metro) All Industries \$50-\$200M		\$57,500	1.0

SCOPE 	BASE(000s)			
	25TH	50TH	75TH	AVG.
Ann Arbor,MI (Metro) All Industries \$50M - \$200M Revenues (\$ USD)	49.0	57.7	68.9	57.5
Lansing,MI (Metro) All Industries \$50M - \$200M Revenues (\$ USD)	47.2	55.6	66.4	55.4
Michigan (State) All Industries \$50M - \$200M Revenues (\$ USD)	48.0	56.5	67.5	56.3

Sources:

<https://companalyst.salary.com/>

Wastewater Superintendent

Salary.com CompAnalyst

Title	Description	Base Average Salary	Weight
Waste Water Treatment Superintendent	<p>Supervises the operations and maintenance of a wastewater treatment plant to ensure compliance with regulatory procedures and reporting practices. Oversees sampling and testing systems, and the testing and maintenance of pumps, conveyors, blowers, and other equipment. Ensures staff is up-to-date with all federal, state, and local regulations and environmental guidelines. Typically requires a bachelor's degree or other tech degree. Typically reports to a manager or director.</p> <p>M01-Entry Manager (Sr. Supervisor) : Supervises a group of primarily para-professional level staffs. May also be a level above a supervisor within high volume administrative/ production environments. Makes day-to-day decisions within or for a group/small department. Has some authority for personnel actions. Typically requires 3-5 years experience in the related area as an individual contributor. Thorough knowledge of functional area and department processes.</p>	\$107,900	.5
Waste Water Treatment Technician II	<p>Ensures that pumps, conveyors, blowers, chlorinators, vacuum equipment and other waste water treatment equipment are functioning properly. Monitors equipment for potential failures and may make minor repairs or adjustments as needed. Collects water samples for chemical analysis. May be required to complete an apprenticeship and/or formal training in area of specialty. Typically requires a high school diploma or equivalent. Typically reports to a supervisor or manager.</p> <p>A02-Intermediate : Works under moderate supervision. Gaining or has attained full proficiency in a specific area of discipline. Typically requires 1-3 years of related experience.</p>	\$66,200	.5
	Ann Arbor, MI (Metro) All Industries \$50-\$200M	\$79,900	1.0

SCOPE ↑	BASE(000s)			
	25TH	50TH	75TH	AVG.
Ann Arbor,MI (Metro) All Industries \$50M - \$200M Revenues (\$ USD)	71.1	78.6	90.1	79.9
Lansing,MI (Metro) All Industries \$50M - \$200M Revenues (\$ USD)	68.5	75.7	86.8	76.9
Michigan (State) All Industries \$50M - \$200M Revenues (\$ USD)	69.7	77.0	88.3	78.3

Sources:

<https://companalist.salary.com/>

Senior Accountant
Salary.com CompAnalyst

Title	Description	Base Average Salary	Weight
Accountant II	Maintains financial records and ensures that financial transactions are properly recorded. Ensures the accuracy of entries to ledger accounts and reconciles subsidiary ledger accounts to the general ledger. Prepares balance sheets, profit and loss statements and other financial reports. Analyzes current costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Requires a bachelor's degree in accounting or finance. May require eligibility to sit for Certified Public Accountant (CPA) exam. Typically reports to a supervisor or manager. P02-Intermediate : Occasionally directed in several aspects of the work. Gaining exposure to some of the complex tasks within the job function. Typically requires 2 -4 years of related experience.	\$76,700	.5
	Ann Arbor, MI (Metro) All Industries \$50-\$200M	\$76,700	1.0

SCOPE ↑	BASE(000s)			
	25TH	50TH	75TH	AVG.
Ann Arbor,MI (Metro) All Industries \$50M - \$200M Revenues (\$ USD)	68.6	75.8	84.0	76.7
Lansing,MI (Metro) All Industries \$50M - \$200M Revenues (\$ USD)	66.0	73.0	80.9	73.8
Michigan (State) All Industries \$50M - \$200M Revenues (\$ USD)	67.2	74.3	82.3	75.1