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To: Board of Trustees  
From: Mike Dolan, Township Clerk

Ref: Grade/Step increase for Julie Eddings, Senior Center Director

At a previous Board work study session, I began a discussion regarding the increased responsibilities that the senior center director has taken on, including – doubled membership in just over 2 years, fulltime busing program, increased programming, went from managing 2 part time staff to 3 part time staff and 14 regularly scheduled volunteers.

I suggested an increase to Grade 4 Step 6. The increase in work and responsibility was recognized by all however, it was suggested that our consultant conduct a study prior to bringing the request to a regular Board meeting for action.

The Rahmberg Stover study returned with only 3 comparisons. The highest salary is with White Lake Township of \$70,000 - \$74,768 which mostly compares to our Grade 7 which is \$58,000 - \$73,000. I had a lengthy conversation with the White Lake Township Supervisor & Clerk regarding responsibilities between our two senior center directors. They do not have paid membership so they were unable to provide those numbers but their programming was similar to ours, their director manages 1 additional staff member and has around 4 volunteers and they no longer have busing as that responsibility is now handled by Oakland County. Finally, they confirmed their director is at \$74,768.00 annually.

I didn't find the Rahmberg Stover study to be as informative as I had hoped but the study did produce a comparable community that is paying their director \$74,768.00 which appears to have fewer responsibilities than our director whom is paid \$49,680.06. I believe this does justify this Board to consider a grade change for the senior center director position.

I would like the Board to approve the increase of Julie Eddings, Senior Center Director to Grade 7 Step 1 (62,826.47) effective July 3, 2023.