



1999 Salary Survey: Municipal Officials

The 1999 *Annual Directory and Salary Survey* were mailed in summer 1999 to the HR Directors in all municipalities and counties 2,500 and over in population and to those under 2,500 that are recognized by ICMA as having the council-manager form of government or as providing for a professional management position.

Of the 7,683 cities, towns, villages, boroughs, and townships that received surveys, 4,544 responded (59.1%).

For more information on the ICMA's *Annual Directory and Salary Survey* or to order the dataset, please contact [Survey Research](#)

National Average

Position	1999 Average salary (\$)
Chief elected official	13,467
City manager	75,675
Chief administrative officer	60,115
Assistant manager/CAO	61,596
Clerk	40,570
Chief financial officer	59,085
Health officer	51,370
Treasurer	41,000
Public works director	55,960
Engineer	62,721
Human services director	50,353
Police chief	58,055
Fire chief	57,434
Economic dev./planning director	59,640
Personnel/HR director	54,721
Risk manager	53,094
Parks and recreation director	50,914
Superintendent of parks	43,898
Recreation director	43,813
Chief librarian	43,740
Information services director	60,627
Purchasing director	45,583

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Of the 3,047 counties that received surveys, 1,264 responded (41.5%).

National Average

Position	1999 Average salary (\$)
Chief elected official	29,071
County manager	87,186
Chief administrative officer	61,712
Assistant manager/CAO	57,130
Clerk	41,112
Chief financial officer	54,632
Health officer	59,669
Treasurer	39,343
Public works director	60,035
Engineer	59,412
Human services director	58,829
Police chief	52,046
Fire chief	50,580
Economic dev./planning director	52,496
Personnel/HR director	50,950
Risk manager	48,407
Parks and rec. director	47,884
Superintendent of parks	40,405
Recreation director	41,804
Chief librarian	44,970
Information services director	60,928
Purchasing director	44,648
