

Benchmark 4: Director of Finance: Manages and directs the operations and personnel of the Finance Department including payroll, investments, payables, receivables, debt, utility billing, cash management and customer service inquiries. Makes recommendations and reports to the City Administrator regarding fiscal matters affecting the City. Coordinates and prepares the development of the City's financial plan and budgeting process, including operational and capital financial plans. Requires a Bachelor's Degree in Finance, Accounting Business Administration and 5 years accounting experience and 4 years supervisory/management experience.

Participants Name:	Participants Title:	Degree of Job Match (1-5) 5 being Identical	No. Of Empl's	No. of Steps In Range	Average Hourly Salary	Hourly Salary Range			Salary Range Spread
						Minimum	Midpoint	Maximum	
City of Arden Hills	Director of Finance & Admin Svs.	3	1	9	\$56.90	\$44.92	\$50.91	\$56.90	26.7%
City of Crystal	Finance Director	5	1			\$49.05	\$56.06	\$63.06	28.6%
City of Columbia Heights	Finance Director	5	1	7	\$59.60	\$49.47	\$54.54	\$59.60	20.5%
City of Mounds View	Director of Finance	5	1	6	\$58.50	\$46.80	\$52.65	\$58.50	25.0%
City of West St. Paul	Finance Director	5	1		\$54.09	\$46.02	\$51.78	\$57.53	25.0%
City of Mound	Director of Finance & Administration	4	1	6	\$54.68	\$44.17	\$49.43	\$54.68	23.8%
City of Andover	Finance Manager	5	1	6	\$53.70	\$41.78	\$47.74	\$53.70	28.5%
City of Robbinsdale	Finance Director	5	1	6	\$53.50	\$40.62	\$47.06	\$53.50	31.7%
City of Mendota Heights	Finance Director	5	1	5	\$52.83	\$43.46	\$48.15	\$52.83	21.6%
City of Hugo	Finance Director	5	1	4		\$40.35	\$46.46	\$52.57	30.3%
City of Vadnais Heights	Finance Director	5	1	6	\$52.40	\$43.68	\$48.04	\$52.40	20.0%
City of East Bethel	Finance Director	5	1	7	\$52.06	\$42.69	\$47.38	\$52.06	21.9%
City of Mahtomedi	Finance Director	5	1	7	\$51.59	\$43.09	\$47.34	\$51.59	19.7%
City of Little Canada	Finance Director	5	1	6		\$39.36	\$44.33	\$49.30	25.3%
Averages:		4.9	1	6.0					24.8%
Totals			13						

Summary of Descriptive Statistics (Excludes City of Arden Hills)

	Avg. Salary	Range Minimum	Range Midpoint	Range Maximum
Average	\$54.30	\$43.89	\$49.30	\$54.72
Median	\$53.60	\$43.46	\$48.04	\$53.50
25th Percentile	\$52.51	\$41.78	\$47.34	\$52.40
75th Percentile	\$54.53	\$46.02	\$51.78	\$57.53

