

Approving Body: Governing Board

**A RESOLUTION  
UPDATING AND MAKING CHANGES TO THE  
STAFF SALARY RANGES**

WHEREAS, the Toledo Metropolitan Area Council of Governments (TMACOG) is a voluntary association of local governments in northwest Ohio and southeast Michigan, organized on May 31, 1968, and established under Chapter 167 of the Ohio Revised Code and the Michigan Public Act No. 7 (EX-SESS); and

WHEREAS, the TMACOG Bylaws outline the Governing Board shall fix salary ranges of staff members

**NOW, THEREFORE, BE IT RESOLVED** by the Toledo Metropolitan Area Council of Governments Governing Board that:

Section 1: The Staff Salary Ranges (as outlined in Exhibit A) be changed retroactively to July 1, 2025.

Yeas \_\_\_\_\_, Nays \_\_\_\_\_, Abstain \_\_\_\_\_

Date of Adoption: \_\_\_\_\_

\_\_\_\_\_  
Edward L. Schimmel, Chair  
Toledo Metropolitan Area Council of Governments (TMACOG)

Attest:

I, **Sandy Spang**, TMACOG Executive Director, do hereby certify that this is a true and accurate copy of Resolution No. 2025-34, adopted on \_\_\_\_\_.

\_\_\_\_\_  
Sandy Spang, Executive Director

Approving Body: Governing Board

**Exhibit A**

It is the policy of TMACOG to pay wages and salaries that are competitive and reflective of the knowledge, skills and abilities required for each position. Salary ranges have been established for each position and approved by the Governing Board. Your individual compensation may be reflective of your knowledge, skills and abilities, as well as performance and length of service. TMACOG may periodically review and adjust employee compensation, across the board, to reflect changes in economic conditions. These adjustments are intended to support employee financial well-being and ensure competitive compensation practices. Economic adjustments are discretionary and may be influenced by factors such as inflation, market wage trends, and organizational performance. Due to the personal and implied confidential nature of your pay, any questions you may have should be directed to your supervisor.

The current salary range schedule follows:

<b>JOB TITLE</b>	<b>CATEGORY RANGE</b>	<b>SPECIFIC POSITIONS RANGE</b>
<b>Exempt</b>	<b>\$75,000 - \$200,000</b>	
Executive Director		\$120,000- \$200,000
Director		\$75,000- \$120,000
Chief of Staff		\$75,000 - \$120,000
Manager		\$60,000 - \$105,000
Program Manager		\$70,000 - \$95,000
<b>Non-Exempt</b>	<b>\$30,000- \$80,000</b>	
Project Manager		\$60,000 - \$80,000
Planner III		\$54,000 - \$80,000
Planner II		\$48,000 - \$70,000
Planner I		\$40,000 - \$60,000
Executive Assistant		\$50,000 - \$70,000
Accountant		\$46,000 - \$70,000
Grants Coordinator		\$45,000 - \$65,000
Data Analyst		\$40,000 - \$60,000
Environmental Education Coordinator		\$40,000 - \$60,000
Visual Communication Specialist		\$40,000 - \$65,000
Administrative Assistant		\$40,000 - \$60,000
Field Data Specialist		\$30,000 - \$45,000
<b>Intern- Non Exempt</b>	<b>\$ 17/hr. - \$25/hr.</b>	