

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Accountant II			\$44,807	\$63,625	\$54,216	\$54,216	\$54,474	-\$258	-0.48%
	Accountant	xxxx, City of	\$46,344	\$62,701	\$54,523		\$54,523		
	Accountant	xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
	Accountant	xxxx, City of	\$46,059	\$64,484	\$55,272		\$55,272		
	Accountant	xxxx, City of	\$49,000	\$71,000	\$60,000		\$60,000		
	Accountant	xxxx, City of	\$43,144	\$65,893	\$54,519		\$54,519		
	Staff Accountant	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	Accountant	xxxx, City of	\$38,511	\$61,518	\$50,015		\$50,015		
	Accountant I	xxxx, City of	\$36,682	\$56,856	\$46,769		\$46,769		
						Public Sector	\$53,592		
	Accountant	Regional Private Sector	\$44,426	\$65,088	\$54,757		\$54,757		
						Private Sector	\$54,757		
						Prevailing Rate:	\$54,174		
Accountant III			\$51,964	\$73,789	\$62,877	\$62,877	\$65,293	-\$2,417	-3.84%
	Senior Accountant	xxxx, City of	\$56,425	\$78,994	\$67,710		\$67,710		
	Senior Accountant	xxxx, City of	\$54,500	\$79,500	\$67,000		\$67,000		
	Accountant, Senior	xxxx, City of	\$46,816	\$72,565	\$59,691		\$59,691		
	Accountant III	xxxx, City of	\$43,420	\$66,066	\$54,743		\$54,743		
						Public Sector	\$62,286		
	Senior Accountant	Regional Private Sector	\$53,672	\$78,805	\$66,239		\$66,239		
						Private Sector	\$66,239		
						Prevailing Rate:	\$64,262		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Accounting Technician II			\$26,379	\$37,458	\$31,918	\$31,918	\$33,854	-\$1,936	-6.06%
	Accounting Technician	xxxx, City of	\$36,615	\$49,927	\$43,271		\$43,271		
	Accounting Specialist	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
	Account Clerk	xxxx, City of	\$28,452	\$38,496	\$33,474		\$33,474		
	Accounting Clerk	xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
	Account Clerk	xxxx, City of	\$26,486	\$40,453	\$33,470		\$33,470		
	Accounting Clerk	xxxx, City of	\$26,483	\$39,723	\$33,103		\$33,103		
	Accounting Specialist	xxxx, City of	\$25,956	\$37,824	\$31,890		\$31,890		
	Account Clerk	xxxx, City of	\$22,519	\$34,905	\$28,712		\$28,712		
						Public Sector	\$34,339		
	Accounting Clerk	Regional Private Sector	\$28,238	\$38,499	\$33,369		\$33,369		
						Private Sector	\$33,369		
						Prevailing Rate:	\$33,854		
Administrative Clerk I			\$22,187	\$31,505	\$26,846	\$26,846	\$27,913	-\$1,067	-3.98%
	Office Assistant	xxxx, City of	\$22,075	\$33,113	\$27,594		\$27,594		
	Office Assistant	xxxx, City of	\$23,643	\$37,767	\$30,705		\$30,705		
	Administrative Support Assistant	xxxx, City of	\$25,053	\$35,075	\$30,064		\$30,064		
	Administrative Support I	xxxx, City of	\$21,632	\$28,288	\$24,960		\$24,960		
	Administrative Clerk	xxxx, City of	\$22,162	\$33,724	\$27,943		\$27,943		
	Office Support Specialist	xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
	Office Assistant	xxxx, City of	\$21,447	\$33,243	\$27,345		\$27,345		
	Secretary	xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
	Receptionist	xxxx, City of	\$25,812	\$34,920	\$30,366		\$30,366		
						Public Sector	\$28,653		
	Secretary	Regional Private Sector	\$22,765	\$31,583	\$27,174		\$27,174		
						Private Sector	\$27,174		
						Prevailing Rate:	\$27,913		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Air Conditioning Specialist I			\$30,591	\$43,439	\$37,015	\$37,015	\$48,007	-\$10,992	-29.70%
	HVAC Mechanic	xxxx, City of	\$31,065	\$47,444	\$39,255		\$39,255		
	HVAC Technician	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452		
	HVAC Specialist	xxxx, City of	\$48,660	\$65,832	\$57,246		\$57,246		
	HVAC Technician	xxxx, City of	\$38,128	\$51,584	\$44,856		\$44,856		
							Public Sector	\$46,952	
	HVAC Mechanic	Regional Private Sector	\$40,434	\$57,689	\$49,062		\$49,062		
							Private Sector	\$49,062	
							Prevailing Rate:	\$48,007	

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Airport Maintenance Specialist I			\$28,416	\$40,350	\$34,383	\$34,383	\$29,027	\$5,356	15.58%
	Maintenance Worker - Airport	xxxx, City of	\$26,486	\$40,453	\$33,470		\$33,470		
	Service Worker (Airport)	xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
	Airport Maintenance Worker	xxxx, City of	\$22,075	\$33,113	\$27,594		\$27,594		
	Airport Lineman	xxxx, City of	\$23,493	\$35,743	\$29,618		\$29,618		
						Prevailing Rate:	\$29,027		
Airport Operations Officer I			\$36,356	\$51,626	\$43,991	\$43,991	\$43,278	\$713	1.62%
	Airport Operations Agent	xxxx, City of	\$40,032	\$54,168	\$47,100		\$47,100		
	Airport Operations Officer	xxxx, City of	\$28,673	\$43,792	\$36,233		\$36,233		
	Airport Operations Agent	xxxx, City of	\$31,687	\$49,115	\$40,401		\$40,401		
	Airport Operations Coordinator	xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
						Prevailing Rate:	\$43,278		
Animal Control Officer I			\$28,416	\$40,350	\$34,383	\$34,383	\$36,411	-\$2,028	-5.90%
	Animal Services Officer	xxxx, City of	\$32,840	\$45,976	\$39,408		\$39,408		
	Animal Control Officer I	xxxx, City of	\$28,080	\$37,440	\$32,760		\$32,760		
	Animal Control Officer	xxxx, City of	\$32,936	\$44,560	\$38,748		\$38,748		
	Animal Services Officer	xxxx, City of	\$30,178	\$46,776	\$38,477		\$38,477		
	Animal Control Officer	xxxx, City of	\$25,956	\$37,824	\$31,890		\$31,890		
	Animal Services Officer	xxxx, City of	\$36,549	\$55,819	\$46,184		\$46,184		
	Animal Control Officer	xxxx, City of	\$26,396	\$40,163	\$33,279		\$33,279		
	Animal Control Officer	xxxx, City of	\$26,066	\$41,638	\$33,852		\$33,852		
	Animal Services Officer	xxxx, City of	\$26,483	\$39,723	\$33,103		\$33,103		
						Prevailing Rate:	\$36,411		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Animal Control Officer II			\$32,944	\$46,781	\$39,862	\$39,862	\$41,992	-\$2,130	-5.34%
	Senior Animal Services Officer	xxxx, City of	\$39,689	\$60,640	\$50,165		\$50,165		
	Animal Control Officer II	xxxx, City of	\$33,592	\$45,448	\$39,520		\$39,520		
	Animal Services Officer, Lead	xxxx, City of	\$31,687	\$49,115	\$40,401		\$40,401		
	Animal Services Officer, Sr.	xxxx, City of	\$30,050	\$45,075	\$37,563		\$37,563		
	Animal Control Officer Lead	xxxx, City of	\$30,175	\$48,201	\$39,188		\$39,188		
	Senior Animal Services Officer	xxxx, City of	\$37,598	\$52,638	\$45,118		\$45,118		
						Prevailing Rate:	\$41,992		
Animal Control Shelter Attendant I			\$23,313	\$33,105	\$28,209	\$28,209	\$29,003	-\$794	-2.81%
	Animal Care Specialist	xxxx, City of	\$26,807	\$37,530	\$32,169		\$32,169		
	Animal Control Attendant	xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
	Animal Care Technician	xxxx, City of	\$26,486	\$40,453	\$33,470		\$33,470		
	Shelter Assistant I	xxxx, City of	\$22,075	\$33,113	\$27,594		\$27,594		
	Shelter Attendant	xxxx, City of	\$20,904	\$31,809	\$26,357		\$26,357		
						Prevailing Rate:	\$29,003		
Animal Services Division Administrator						\$90,000	\$65,531	\$24,469	27.19%
	Animal Control Manager	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	Animal Services Administrator	xxxx, City of	\$43,420	\$66,066	\$54,743		\$54,743		
	Animal Services Manager	xxxx, City of	\$49,151	\$78,514	\$63,833		\$63,833		
	Assistant Director Of Animal Services	xxxx, City of	\$56,905	\$88,203	\$72,554		\$72,554		
	Animal Services Manager	xxxx, City of	\$64,601	\$90,441	\$77,521		\$77,521		
	Animal Control Manager	xxxx, City of	\$56,332	\$76,213	\$66,273		\$66,273		
						Prevailing Rate:	\$65,531		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Assistant City Manager						\$146,775	\$146,398	\$377	0.26%
	Assistant City Manager	xxxx, City of	\$112,656	\$179,956	\$146,306		\$146,306		
	Assistant City Manager	xxxx, City of	\$124,217	\$192,536	\$158,377		\$158,377		
	Assistant City Manager	xxxx, City of	\$104,784	\$156,905	\$130,845		\$130,845		
	Deputy City Manager	xxxx, City of	\$136,949	\$212,271	\$174,610		\$174,610		
	Deputy City Manager/Director Of Community	xxxx, City of	\$129,113	\$174,683	\$151,898		\$151,898		
	Assistant City Manager	xxxx, City of	\$155,678	\$217,949	\$186,814		\$186,814		
	Assistant City Manager	xxxx, City of	\$90,336	\$148,200	\$119,268		\$119,268		
	Assistant City Manager/Chief Financial Office	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
						Prevailing Rate:	\$146,398		
Assistant City Secretary II			\$38,184	\$54,221	\$46,202	\$46,202	\$49,412	-\$3,210	-6.95%
	Assistant City Secretary	xxxx, City of	\$42,459	\$67,824	\$55,141		\$55,141		
	Assistant City Secretary	xxxx, City of	\$42,016	\$58,240	\$50,128		\$50,128		
	Deputy City Secretary	xxxx, City of	\$42,036	\$56,868	\$49,452		\$49,452		
	Deputy City Secretary	xxxx, City of	\$43,046	\$60,265	\$51,656		\$51,656		
	Deputy City Secretary	xxxx, City of	\$34,583	\$46,788	\$40,686		\$40,686		
						Public Sector	\$49,412		
	Records Section Supervisor								
						Private Sector			
						Prevailing Rate:	\$49,412		
	Deputy City Secretary	xxxx, City of	\$59,750	\$92,613	\$76,182		\$76,182		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Assistant Director of Finance						\$70,000	\$102,810	-\$32,810	-46.87%
	Assistant Director Of Finance	xxxx, City of	\$72,012	\$118,140	\$95,076		\$95,076		
	Assistant Director Of Finance	xxxx, City of	\$81,600	\$120,000	\$100,800		\$100,800		
	Assistant Director Of Finance	xxxx, City of	\$69,161	\$110,478	\$89,819		\$89,819		
						Public Sector	\$95,232		
	Finance - Assistant Director Level	Regional Private Sector	\$89,269	\$131,509	\$110,389		\$110,389		
						Private Sector	\$110,389		
						Prevailing Rate:	\$102,810		
Assistant Director of Planning and Development Services						\$90,000	\$96,116	-\$6,116	-6.80%
	Planning & Development Administrator	xxxx, City of	\$58,587	\$87,610	\$73,099		\$73,099		
	Assistant Director Of Planning	xxxx, City of	\$59,744	\$95,435	\$77,589		\$77,589		
	Assistant Director Of Planning And Developm	xxxx, City of	\$81,600	\$120,000	\$100,800		\$100,800		
	Planning Administrator	xxxx, City of	\$61,813	\$94,060	\$77,936		\$77,936		
						Public Sector	\$82,356		
	Planning - Manager Level	Regional Private Sector	\$87,380	\$132,372	\$109,876		\$109,876		
						Private Sector	\$109,876		
						Prevailing Rate:	\$96,116		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Assistant Director of Public Works						\$94,760	\$100,869	-\$6,109	-6.45%
	Deputy Director Of Public Works	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
	Public Works Manager	xxxx, City of	\$73,962	\$103,546	\$88,754		\$88,754		
	Deputy Director Of Public Works	xxxx, City of	\$76,250	\$121,801	\$99,026		\$99,026		
						Public Sector	\$96,950		
	Construction/Engineering - Manager Level	Regional Private Sector	\$83,395	\$126,180	\$104,788		\$104,788		
						Private Sector	\$104,788		
						Prevailing Rate:	\$100,869		
Assistant Police Chief						\$106,693	\$114,248	-\$7,555	-7.08%
	Assistant Police Chief	xxxx, City of	\$99,880	\$107,557	\$103,719		\$103,719		
	Police Deputy Chief	xxxx, City of	\$105,896	\$120,421	\$113,159		\$113,159		
	Assistant Police Chief	xxxx, City of	\$137,193	\$137,193	\$137,193		\$137,193		
	Assistant Police Chief	xxxx, City of	\$103,601	\$122,378	\$112,990		\$112,990		
	Deputy Police Chief	xxxx, City of	\$96,024	\$126,360	\$111,192		\$111,192		
	Assistant Police Chief	xxxx, City of	\$76,250	\$121,801	\$99,026		\$99,026		
	Deputy Police Chief	xxxx, City of	\$98,415	\$106,527	\$102,471		\$102,471		
	Assistant Police Chief	xxxx, City of	\$131,014	\$143,904	\$137,459		\$137,459		
	Deputy Police Chief	xxxx, City of	\$94,128	\$120,108	\$107,118		\$107,118		
						Prevailing Rate:	\$113,814		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Battalion Chief			\$90,745	\$98,187	\$94,466	\$94,466	\$96,714	-\$2,248	-2.38%
	Fire Battalion Chief	xxxx, City of	\$80,382	\$85,302	\$82,842		\$82,842		
	Fire Battalion Chief	xxxx, City of	\$108,337	\$113,752	\$111,045		\$111,045		
	Fire Battalion Chief	xxxx, City of	\$81,072	\$106,692	\$93,882		\$93,882		
	Fire Battalion Chief	xxxx, City of	\$107,679	\$117,664	\$112,672		\$112,672		
	Fire Battalion Chief	xxxx, City of	\$112,265	\$120,327	\$116,296		\$116,296		
	Fire Battalion Chief	xxxx, City of	\$73,369	\$80,394	\$76,882		\$76,882		
	Fire Battalion Chief	xxxx, City of	\$98,044	\$105,728	\$101,886		\$101,886		
	Battalion Chief	xxxx, City of	\$78,210	\$78,210	\$78,210		\$78,210		
						Prevailing Rate:	\$96,714		
Building Inspector			\$39,138	\$55,576	\$47,357	\$47,357	\$45,449	\$1,908	4.03%
	Combination Inspector	xxxx, City of	\$38,516	\$59,699	\$49,108		\$49,108		
	Building Inspector	xxxx, City of	\$43,046	\$60,265	\$51,656		\$51,656		
	Building Inspector I	xxxx, City of	\$34,424	\$41,496	\$37,960		\$37,960		
	Building Inspector	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452		
	Inspector	xxxx, City of	\$44,136	\$59,712	\$51,924		\$51,924		
	Building Code Inspector	xxxx, City of	\$36,312	\$49,128	\$42,720		\$42,720		
	Building Inspector	xxxx, City of	\$31,868	\$47,801	\$39,835		\$39,835		
	Inspector	xxxx, City of	\$33,267	\$53,142	\$43,205		\$43,205		
	Building Inspector	xxxx, City of	\$36,549	\$55,819	\$46,184		\$46,184		
						Prevailing Rate:	\$45,449		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Building Maintenance Specialist I			\$21,854	\$31,033	\$26,444	\$26,444	\$33,628	-\$7,184	-27.17%
	Building Maintenance Technician I	xxxx, City of	\$24,828	\$38,483	\$31,656		\$31,656		
	Maintenance Worker - Facility Services	xxxx, City of	\$24,486	\$37,397	\$30,942		\$30,942		
	Facilities Maintenance Specialist	xxxx, City of	\$29,076	\$42,372	\$35,724		\$35,724		
	Facilities Maintenance Worker	xxxx, City of	\$26,066	\$41,638	\$33,852		\$33,852		
	Facilities Assistant	xxxx, City of	\$31,408	\$42,224	\$36,816		\$36,816		
	Building Maintenance Worker	xxxx, City of	\$24,900	\$37,890	\$31,395		\$31,395		
	Building Maintenance Technician	xxxx, City of	\$29,874	\$40,418	\$35,146		\$35,146		
	Building Maintenance Technician	xxxx, City of	\$27,719	\$41,577	\$34,648		\$34,648		
						Public Sector	\$33,772		
	Building Maintenance Worker - Level 1	Regional Private Sector	\$28,314	\$38,654	\$33,484		\$33,484		
						Private Sector	\$33,484		
						Prevailing Rate:	\$33,628		
Building Maintenance Specialist III			\$32,153	\$45,658	\$38,906	\$38,906	\$42,472	-\$3,566	-9.17%
	Sr. Building Maintenance Technician	xxxx, City of	\$38,128	\$51,584	\$44,856		\$44,856		
	Building Maintenance Technician, Sr.	xxxx, City of	\$30,363	\$45,542	\$37,953		\$37,953		
	Facilities Maintenance Coordinator	xxxx, City of	\$34,931	\$55,799	\$45,365		\$45,365		
	Facilities Skilled Trades Technician	xxxx, City of	\$39,520	\$54,080	\$46,800		\$46,800		
	Lead Maintenance Worker - Facilities	xxxx, City of	\$28,673	\$43,792	\$36,233		\$36,233		
	Lead Building Maintenance Worker	xxxx, City of	\$26,396	\$40,163	\$33,279		\$33,279		
						Public Sector	\$40,748		
	Building Maintenance Worker	Regional Private Sector	\$37,585	\$50,807	\$44,196		\$44,196		
						Private Sector	\$44,196		
						Prevailing Rate:	\$42,472		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Buyer III			\$36,356	\$51,626	\$43,991	\$43,991	\$45,525	-\$1,534	-3.49%
	Buyer	xxxx, City of	\$43,144	\$65,893	\$54,519		\$54,519		
	Buyer	xxxx, City of	\$40,230	\$56,322	\$48,276		\$48,276		
	Buyer	xxxx, City of	\$34,935	\$54,149	\$44,542		\$44,542		
	Buyer	xxxx, City of	\$36,312	\$49,128	\$42,720		\$42,720		
	Buyer	xxxx, City of	\$29,799	\$45,339	\$37,569		\$37,569		
Prevailing Rate:							\$45,525		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
CAD Technician I			\$32,153	\$45,658	\$38,906	\$38,906	\$43,939	-\$5,034	-12.94%
	CAD Technician	xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
	CAD/GIS Technician	xxxx, City of	\$32,580	\$47,460	\$40,020		\$40,020		
	GIS/CAD Technician	xxxx, City of	\$33,271	\$51,570	\$42,421		\$42,421		
						Prevailing Rate:	\$43,939		
City Attorney						\$154,500	\$156,586	-\$2,086	-1.35%
	City Attorney	xxxx, City of	\$109,995	\$164,722	\$137,359		\$137,359		
	City Attorney	xxxx, City of	\$129,113	\$174,683	\$151,898		\$151,898		
	City Attorney	xxxx, City of	\$112,656	\$179,956	\$146,306		\$146,306		
	City Attorney	xxxx, City of	\$136,949	\$212,271	\$174,610		\$174,610		
	City Attorney	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
	City Attorney	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
	City Attorney	xxxx, City of	\$214,659	\$214,659	\$214,659		\$214,659		
						Public Sector	\$147,770		
	Managing Attorney	Regional Private Sector	\$117,906	\$212,899	\$165,403		\$165,403		
						Private Sector	\$165,403		
						Prevailing Rate:	\$156,586		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
City Manager						\$195,000	\$198,335	-\$3,335	-1.71%
	City Manager	xxxx, City of	\$242,075	\$242,075	\$242,075		\$242,075		
	City Manager	xxxx, City of	\$257,217	\$257,217	\$257,217		\$257,217		
	City Manager	xxxx, City of	\$145,294	\$145,294	\$145,294		\$145,294		
	City Manager	xxxx, City of	\$156,938	\$212,328	\$184,633		\$184,633		
	City Manager	xxxx, City of	\$133,583	\$200,105	\$166,844		\$166,844		
	City Manager	xxxx, City of	\$130,413	\$208,322	\$169,367		\$169,367		
	City Manager	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
	City Manager	xxxx, City of	\$222,917	\$222,917	\$222,917		\$222,917		
						Prevailing Rate: \$186,427			
City Marshal II			\$47,066	\$66,833	\$56,949	\$56,949	\$56,843	\$107	0.19%
	City Marshal	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452		
	City Marshal	xxxx, City of	\$71,174	\$80,013	\$75,594		\$75,594		
	City Marshal	xxxx, City of	\$36,549	\$55,819	\$46,184		\$46,184		
	Chief Deputy Marshal	xxxx, City of	\$49,283	\$68,998	\$59,141		\$59,141		
						Prevailing Rate: \$56,843			
City Secretary						\$72,141	\$75,563	-\$3,422	-4.74%
	City Secretary	xxxx, City of	\$53,045	\$53,045	\$53,045		\$53,045		
	City Secretary	xxxx, City of	\$69,161	\$110,478	\$89,819		\$89,819		
	City Secretary	xxxx, City of	\$62,106	\$84,025	\$73,066		\$73,066		
	City Secretary	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	City Secretary	xxxx, City of	\$62,700	\$91,500	\$77,100		\$77,100		
	City Secretary	xxxx, City of	\$80,071	\$124,110	\$102,091		\$102,091		
						Prevailing Rate: \$75,563			

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Code Compliance Manager			\$47,476	\$67,416	\$57,446	\$57,446	\$60,434	-\$2,988	-5.20%
	Code Enforcement Manager	xxxx, City of	\$54,735	\$83,595	\$69,165		\$69,165		
	Code Compliance Manager	xxxx, City of	\$54,770	\$81,884	\$68,327		\$68,327		
	Code Enforcement Supervisor	xxxx, City of	\$43,300	\$61,500	\$52,400		\$52,400		
	Code Enforcement Supervisor	xxxx, City of	\$56,332	\$76,213	\$66,273		\$66,273		
	Code Inspector Supervisor	xxxx, City of	\$38,516	\$59,699	\$49,108		\$49,108		
	Code Enforcement Manager	xxxx, City of	\$51,264	\$79,236	\$65,250		\$65,250		
	Code Enforcement Supervisor	xxxx, City of	\$40,437	\$64,594	\$52,515		\$52,515		
						Prevailing Rate:	\$60,434		
Code Enforcement Officer I			\$36,356	\$51,626	\$43,991	\$43,991	\$42,074	\$1,917	4.36%
	Code Enforcement Officer	xxxx, City of	\$31,882	\$48,518	\$40,200		\$40,200		
	Code Enforcement Officer	xxxx, City of	\$37,598	\$52,638	\$45,118		\$45,118		
	Code Enforcement Officer	xxxx, City of	\$37,692	\$49,922	\$43,807		\$43,807		
	Code Enforcement Officer	xxxx, City of	\$32,580	\$47,460	\$40,020		\$40,020		
	Code Enforcement Officer	xxxx, City of	\$38,124	\$51,588	\$44,856		\$44,856		
	Code Enforcement Officer	xxxx, City of	\$34,583	\$46,788	\$40,686		\$40,686		
	Code Enforcement Officer	xxxx, City of	\$31,868	\$47,801	\$39,835		\$39,835		
						Prevailing Rate:	\$42,074		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Code Enforcement Officer III			\$40,587	\$57,634	\$49,110	\$49,110	\$46,380	\$2,731	5.56%
	Senior Code Enforcement Officer	xxxx, City of	\$43,046	\$60,265	\$51,656		\$51,656		
	Code Enforcement Officer, Senior	xxxx, City of	\$34,786	\$52,181	\$43,484		\$43,484		
	Senior Code Enforcement Officer	xxxx, City of	\$42,025	\$58,249	\$50,137		\$50,137		
	Code Enforcement Officer II	xxxx, City of	\$34,436	\$52,400	\$43,418		\$43,418		
	Senior Code Enforcement Inspector	xxxx, City of	\$33,267	\$53,142	\$43,205		\$43,205		
Prevailing Rate:							\$46,380		
Computer Programmer III			\$53,264	\$75,635	\$64,450	\$64,450	\$61,947	\$2,502	3.88%
	IT Analyst	xxxx, City of	\$46,669	\$71,277	\$58,973		\$58,973		
	Systems Application Analyst	xxxx, City of	\$43,420	\$66,066	\$54,743		\$54,743		
	Senior It Analyst	xxxx, City of	\$49,151	\$78,514	\$63,833		\$63,833		
	Systems Analyst	xxxx, City of	\$41,479	\$62,216	\$51,848		\$51,848		
	IT Support Analyst	xxxx, City of	\$51,095	\$69,128	\$60,112		\$60,112		
	Systems Analyst	xxxx, City of	\$51,096	\$69,132	\$60,114		\$60,114		
	Programmer Analyst, Lead	xxxx, City of	\$56,905	\$88,203	\$72,554		\$72,554		
Public Sector							\$60,311		
	Systems Analyst	Regional Private Sector	\$51,575	\$75,593	\$63,584		\$63,584		
Private Sector							\$63,584		
Prevailing Rate:							\$61,947		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Computer Technician II			\$36,356	\$51,626	\$43,991	\$43,991	\$46,784	-\$2,794	-6.35%
	Computer Specialist II	xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
	Network Technician	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452		
	PC Analyst	xxxx, City of	\$33,839	\$51,494	\$42,667		\$42,667		
	IT Technician	xxxx, City of	\$36,677	\$58,589	\$47,633		\$47,633		
						Public Sector	\$46,532		
	Computer Support Specialist	Regional Private Sector	\$38,182	\$55,891	\$47,037		\$47,037		
						Private Sector	\$47,037		
						Prevailing Rate:	\$46,784		
Construction Inspector I			\$30,591	\$43,439	\$37,015	\$37,015	\$47,453	-\$10,438	-28.20%
	Construction Inspector	xxxx, City of	\$34,786	\$52,181	\$43,484		\$43,484		
	Engineering Inspector	xxxx, City of	\$36,677	\$58,589	\$47,633		\$47,633		
	Senior Construction Inspector	xxxx, City of	\$32,580	\$47,460	\$40,020		\$40,020		
	Construction Inspector	xxxx, City of	\$43,046	\$60,265	\$51,656		\$51,656		
	Engineering Inspector	xxxx, City of	\$34,935	\$54,149	\$44,542		\$44,542		
	Right-Of-Way/Construction Inspector	xxxx, City of	\$38,128	\$51,584	\$44,856		\$44,856		
						Public Sector	\$45,365		
	Construction Inspector	Regional Private Sector	\$39,641	\$59,440	\$49,541		\$49,541		
						Private Sector	\$49,541		
						Prevailing Rate:	\$47,453		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Construction Project Manager			\$42,647	\$60,558	\$51,602	\$51,602	\$80,745	-\$29,142	-56.47%
	Facilities Construction Manager	xxxx, City of	\$64,397	\$98,352	\$81,375		\$81,375		
	Construction Projects Manager	xxxx, City of	\$62,700	\$91,500	\$77,100		\$77,100		
	Construction Manager	xxxx, City of	\$64,537	\$96,534	\$80,536		\$80,536		
							Public Sector	\$79,670	
	Assistant Superintendent - Construction	Regional Private Sector	\$64,282	\$99,357	\$81,820		\$81,820		
							Private Sector	\$81,820	
							Prevailing Rate:	\$80,745	
Court Clerk I			\$25,746	\$36,559	\$31,153	\$31,153	\$33,000	-\$1,847	-5.93%
	Deputy Court Clerk	xxxx, City of	\$31,683	\$50,611	\$41,147		\$41,147		
	Deputy Court Clerk	xxxx, City of	\$29,874	\$40,418	\$35,146		\$35,146		
	Deputy Court Clerk	xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
	Municipal Court Clerk	xxxx, City of	\$28,673	\$43,792	\$36,233		\$36,233		
	Deputy Court Clerk	xxxx, City of	\$26,483	\$39,723	\$33,103		\$33,103		
	Deputy Court Clerk	xxxx, City of	\$28,684	\$40,157	\$34,421		\$34,421		
	Assistant Court Representative I	xxxx, City of	\$26,312	\$34,840	\$30,576		\$30,576		
	Deputy Court Clerk	xxxx, City of	\$22,162	\$33,724	\$27,943		\$27,943		
							Prevailing Rate:	\$33,000	

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Court Clerk III			\$31,362	\$44,534	\$37,948	\$37,948	\$38,592	-\$644	-1.70%
	Courts Specialist	xxxx, City of	\$30,691	\$42,968	\$36,830		\$36,830		
	Senior Deputy Court Clerk	xxxx, City of	\$34,931	\$55,799	\$45,365		\$45,365		
	Deputy Court Clerk, Senior	xxxx, City of	\$30,050	\$45,075	\$37,563		\$37,563		
	Assistant Clerk Of The Court	xxxx, City of	\$29,076	\$42,372	\$35,724		\$35,724		
	Senior Municipal Court Clerk	xxxx, City of	\$31,065	\$47,444	\$39,255		\$39,255		
	Assistant Court Representative II	xxxx, City of	\$31,408	\$42,224	\$36,816		\$36,816		
						Prevailing Rate:	\$38,592		
Crime Analyst			\$39,138	\$55,576	\$47,357	\$47,357	\$48,068	-\$711	-1.50%
	Crime Analyst	xxxx, City of	\$46,669	\$71,277	\$58,973		\$58,973		
	Crime Analyst	xxxx, City of	\$43,046	\$60,265	\$51,656		\$51,656		
	Crime Analyst	xxxx, City of	\$34,436	\$52,400	\$43,418		\$43,418		
	Crime Analyst	xxxx, City of	\$36,312	\$49,128	\$42,720		\$42,720		
	Crime Analysis Technician	xxxx, City of	\$40,032	\$54,168	\$47,100		\$47,100		
	Crime Analyst	xxxx, City of	\$34,935	\$54,149	\$44,542		\$44,542		
						Prevailing Rate:	\$48,068		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Custodian			\$21,854	\$31,033	\$26,444	\$26,444	\$26,182	\$262	0.99%
	Custodian	xxxx, City of	\$22,075	\$33,113	\$27,594		\$27,594		
	Custodian	xxxx, City of	\$18,527	\$28,716	\$23,622		\$23,622		
	Custodian	xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
	Custodian	xxxx, City of	\$22,654	\$34,600	\$28,627		\$28,627		
	Custodian	xxxx, City of	\$22,880	\$30,160	\$26,520		\$26,520		
	Custodian	xxxx, City of	\$19,723	\$30,010	\$24,867		\$24,867		
						Public Sector	\$26,110		
	Custodian	Regional Private Sector	\$22,251	\$30,257	\$26,254		\$26,254		
						Private Sector	\$26,254		
						Prevailing Rate:	\$26,182		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Customer Service Representative I			\$23,313	\$33,105	\$28,209	\$28,209	\$28,684	-\$475	-1.68%
Cashier		xxxx, City of	\$28,452	\$38,496	\$33,474		\$33,474		
Customer Service Representative		xxxx, City of	\$28,684	\$40,157	\$34,421		\$34,421		
Customer Service Representative I		xxxx, City of	\$26,312	\$34,840	\$30,576		\$30,576		
Customer Service Representative		xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
Customer Service Representative		xxxx, City of	\$22,519	\$34,905	\$28,712		\$28,712		
Cashier		xxxx, City of	\$20,426	\$31,660	\$26,043		\$26,043		
Customer Service Specialist		xxxx, City of	\$28,452	\$38,496	\$33,474		\$33,474		
Customer Service Representative		xxxx, City of	\$29,874	\$40,418	\$35,146		\$35,146		
Customer Service Representative		xxxx, City of	\$27,719	\$41,577	\$34,648		\$34,648		
Utilities Customer Service Representative		xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
Cashier		xxxx, City of	\$22,075	\$33,113	\$27,594		\$27,594		
Cashier		xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
Customer Service Representative		xxxx, City of	\$19,723	\$30,010	\$24,867		\$24,867		
						Public Sector	\$31,167		
Cashier		Regional Private Sector	\$20,913	\$30,582	\$25,748		\$25,748		
						Private Sector	\$25,748		
						Prevailing Rate:	\$28,457		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Customer Service Representative III			\$27,724	\$39,368	\$33,546	\$33,546	\$37,726	-\$4,181	-12.46%
	Customer Service Representative III	xxxx, City of	\$37,695	\$49,925	\$43,810		\$43,810		
	Lead Customer Service Rep	xxxx, City of	\$24,828	\$38,483	\$31,656		\$31,656		
	Sr. Account Clerk - Customer Service	xxxx, City of	\$29,880	\$40,416	\$35,148		\$35,148		
	Customer Service Team Lead	xxxx, City of	\$28,673	\$43,792	\$36,233		\$36,233		
	Lead Customer Service Representative	xxxx, City of	\$26,396	\$40,163	\$33,279		\$33,279		
	Customer Service Representative, Senior	xxxx, City of	\$30,050	\$45,075	\$37,563		\$37,563		
	Senior Utilities Customer Service Representa	xxxx, City of	\$31,683	\$50,611	\$41,147		\$41,147		
						Public Sector	\$36,976		
	Customer Service Rep - Specialized Calls	Regional Private Sector	\$31,659	\$45,294	\$38,477		\$38,477		
						Private Sector	\$38,477		
						Prevailing Rate:	\$37,726		
Deputy Emergency Management Coordinator			\$47,476	\$67,416	\$57,446	\$57,446	\$56,928	\$518	0.90%
LIMITED DATA									
	Assistant Emergency Management Coordinat	xxxx, City of	\$38,511	\$61,518	\$50,015		\$50,015		
	Assistant Emergency Management Coordinat	xxxx, City of	\$50,522	\$77,160	\$63,841		\$63,841		
						Prevailing Rate:	\$56,928		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Deputy Fire Chief			\$106,693	\$106,693	\$106,693	\$106,693	\$112,965	-\$6,272	-5.88%
	Assistant Fire Chief	xxxx, City of	\$124,843	\$136,417	\$130,630		\$130,630		
	Assistant Fire Chief	xxxx, City of	\$117,085	\$138,426	\$127,756		\$127,756		
	Assistant Fire Chief	xxxx, City of	\$134,580	\$134,580	\$134,580		\$134,580		
	Deputy Fire Chief	xxxx, City of	\$88,979	\$98,347	\$93,663		\$93,663		
	Deputy Fire Chief	xxxx, City of	\$116,274	\$125,421	\$120,848		\$120,848		
	Assistant Fire Chief	xxxx, City of	\$96,024	\$126,360	\$111,192		\$111,192		
	Assistant Fire Chief	xxxx, City of	\$99,880	\$107,557	\$103,719		\$103,719		
	Deputy Fire Chief	xxxx, City of	\$76,250	\$121,801	\$99,026		\$99,026		
	Assistant Fire Chief	xxxx, City of	\$92,447	\$98,106	\$95,277		\$95,277		
						Prevailing Rate:	\$112,965		
Deputy Marshal			\$40,587	\$57,634	\$49,110	\$49,110	\$49,553	-\$443	-0.90%
	Deputy City Marshal	xxxx, City of	\$45,140	\$61,597	\$53,369		\$53,369		
	Deputy City Marshal	xxxx, City of	\$32,580	\$47,460	\$40,020		\$40,020		
	Deputy City Marshal	xxxx, City of	\$46,059	\$64,484	\$55,272		\$55,272		
						Prevailing Rate:	\$49,553		
Development & Permit Technician I			\$31,362	\$44,534	\$37,948	\$37,948	\$34,802	\$3,146	8.29%
	Permit Technician	xxxx, City of	\$27,719	\$41,577	\$34,648		\$34,648		
	Building Permit Clerk	xxxx, City of	\$23,184	\$33,792	\$28,488		\$28,488		
	Permit Technician	xxxx, City of	\$28,673	\$43,792	\$36,233		\$36,233		
	Permit Technician	xxxx, City of	\$31,409	\$42,225	\$36,817		\$36,817		
	Permit Technician	xxxx, City of	\$30,691	\$42,968	\$36,830		\$36,830		
	Permit Tech	xxxx, City of	\$26,396	\$40,163	\$33,279		\$33,279		
	Permit Technician	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
						Prevailing Rate:	\$34,802		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Director of Aviation						\$121,890	\$106,162	\$15,728	12.90%
	Airport Director	xxxx, City of	\$108,592	\$108,529	\$108,561		\$108,561		
	Executive Director Airport	xxxx, City of	\$88,278	\$136,832	\$112,555		\$112,555		
	Airport Director	xxxx, City of	\$82,218	\$123,056	\$102,637		\$102,637		
	Executive Director Of Aviation	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
	Director Of Aviation	xxxx, City of	\$69,161	\$110,478	\$89,819		\$89,819		
	Director Of Aviation, Traffic And Transit	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
	Director Of Aviation	xxxx, City of	\$96,000	\$144,000	\$120,000		\$120,000		
						Prevailing Rate: \$106,162			
Director of Community Services						\$108,150	\$115,903	-\$7,753	-7.17%
	Director Of Parks And Recreation	xxxx, City of	\$96,000	\$144,000	\$120,000		\$120,000		
	Director Of Parks And Recreation	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
	Director Of Parks & Recreation	xxxx, City of	\$96,346	\$130,351	\$113,349		\$113,349		
	Executive Director Of Community Services	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
	Parks And Recreation Director	xxxx, City of	\$151,143	\$151,143	\$151,143		\$151,143		
	Director Of Parks & Recreation	xxxx, City of	\$82,218	\$123,056	\$102,637		\$102,637		
	Director Of Parks And Recreation	xxxx, City of	\$88,269	\$141,000	\$114,635		\$114,635		
						Prevailing Rate: \$115,903			

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Director of Finance						\$113,300	\$125,302	-\$12,002	-10.59%
	Chief Financial Officer	xxxx, City of	\$151,143	\$151,143	\$151,143		\$151,143		
	Controller/Director Of Finance	xxxx, City of	\$118,765	\$166,272	\$142,519		\$142,519		
	Director Of Finance	xxxx, City of	\$88,269	\$141,000	\$114,635		\$114,635		
	Director Of Finance	xxxx, City of	\$82,218	\$123,056	\$102,637		\$102,637		
	Director Of Finance	xxxx, City of	\$96,346	\$130,351	\$113,349		\$113,349		
	Director Of Finance	xxxx, City of	\$92,692	\$143,673	\$118,183		\$118,183		
	Executive Director Of Finance	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
	Assistant City Manager/Chief Financial Office	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
	Director Of Finance	xxxx, City of	\$109,000	\$162,000	\$135,500		\$135,500		
						Public Sector	\$120,836		
	Finance - Director Level	Regional Private Sector	\$105,260	\$154,278	\$129,769		\$129,769		
						Private Sector	\$129,769		
						Prevailing Rate:	\$125,302		
Director of Planning and Development Services						\$123,600	\$120,960	\$2,640	2.14%
	Director Of Planning	xxxx, City of	\$136,219	\$136,219	\$136,219		\$136,219		
	Director Of Planning & Development	xxxx, City of	\$109,000	\$162,000	\$135,500		\$135,500		
	Director Of Planning	xxxx, City of	\$88,269	\$141,000	\$114,635		\$114,635		
	Director Of Planning	xxxx, City of	\$88,278	\$136,832	\$112,555		\$112,555		
	Director Of Planning & Development Services	xxxx, City of	\$82,218	\$123,056	\$102,637		\$102,637		
	Director Of Planning	xxxx, City of	\$79,264	\$107,240	\$93,252		\$93,252		
	Executive Director Of Planning & Economic D	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
						Public Sector	\$114,469		
	Planning Director	Regional Private Sector	\$101,414	\$153,487	\$127,451		\$127,451		
						Private Sector	\$127,451		
						Prevailing Rate:	\$120,960		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Director of Public Works						\$121,540	\$130,354	-\$8,814	-7.25%
	Director Of Public Works	xxxx, City of	\$88,269	\$141,000	\$114,635		\$114,635		
	Director Of Public Works	xxxx, City of	\$88,288	\$134,339	\$111,314		\$111,314		
	Executive Director Of Public Works	xxxx, City of	\$95,178	\$142,452	\$118,815		\$118,815		
	Director Of Public Works	xxxx, City of	\$111,533	\$150,897	\$131,215		\$131,215		
	Director Of Public Works	xxxx, City of	\$112,668	\$174,636	\$143,652		\$143,652		
	Executive Director Of Public Works	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
	Public Works Director	xxxx, City of	\$118,765	\$166,272	\$142,519		\$142,519		
						Public Sector	\$124,091		
	Construction/Engineering Director	Regional Private Sector	\$99,237	\$149,159	\$124,198		\$136,618		
						Private Sector	\$136,618		
						Prevailing Rate:	\$130,354		
Director of Water Utilities						\$122,349	\$118,172	\$4,177	3.41%
	Director Of Water Utilities	xxxx, City of	\$102,193	\$158,400	\$130,297		\$130,297		
	Director Of Water Utilities	xxxx, City of	\$82,218	\$123,056	\$102,637		\$102,637		
	Director Of Utilities	xxxx, City of	\$88,269	\$141,000	\$114,635		\$114,635		
	Director Of Water & Sewer Utilities	xxxx, City of	\$72,012	\$118,140	\$95,076		\$95,076		
						Public Sector	\$110,661		
	Water - Director Level	Regional Private Sector	\$84,459	\$125,011	\$104,735		\$125,682		
						Private Sector	\$125,682		
						Prevailing Rate:	\$118,172		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Economic Development Specialist			\$42,647	\$60,558	\$51,602	\$51,602	\$52,892	-\$1,290	-2.50%
	Economic Development Specialist	xxxx, City of	\$45,730	\$68,594	\$57,162		\$57,162		
	Economic Development Coordinator	xxxx, City of	\$40,437	\$64,594	\$52,515		\$52,515		
	Economic Development Analyst	xxxx, City of	\$40,500	\$57,500	\$49,000		\$49,000		
						Prevailing Rate:	\$52,892		
Engineering Technician I			\$35,464	\$50,358	\$42,911	\$42,911	\$44,889	-\$1,978	-4.61%
	Engineering Technician	xxxx, City of	\$27,978	\$42,570	\$35,274		\$35,274		
	Engineering Technician	xxxx, City of	\$40,230	\$56,322	\$48,276		\$48,276		
	Engineering Technician	xxxx, City of	\$33,592	\$45,448	\$39,520		\$39,520		
	Engineering Technician	xxxx, City of	\$36,549	\$55,819	\$46,184		\$46,184		
	Engineering Technician	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452		
	Engineering Technician	xxxx, City of	\$30,178	\$46,776	\$38,477		\$38,477		
	Engineering Technician	xxxx, City of	\$38,124	\$51,588	\$44,856		\$44,856		
						Public Sector	\$42,720		
	Engineering Technician Level 1	Regional Private Sector	\$38,258	\$55,860	\$47,059		\$47,059		
						Private Sector	\$47,059		
						Prevailing Rate:	\$44,889		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Engineering Technician III			\$40,587	\$57,634	\$49,110	\$49,110	\$51,195	-\$2,085	-4.24%
	Senior Engineering Technician	xxxx, City of	\$44,136	\$59,712	\$51,924		\$51,924		
	Senior Engineering Technician	xxxx, City of	\$46,059	\$64,484	\$55,272		\$55,272		
	Senior Engineering Technician	xxxx, City of	\$39,689	\$60,640	\$50,165		\$50,165		
	Senior Engineering Technician	xxxx, City of	\$31,882	\$48,518	\$40,200		\$40,200		
	Engineering Technician Iv	xxxx, City of	\$45,760	\$63,440	\$54,600		\$54,600		
						Public Sector	\$50,432		
	Engineering Technician - Level 1/2	Regional Private Sector	\$38,258	\$65,658	\$51,958		\$51,958		
						Private Sector	\$51,958		
						Prevailing Rate:	\$51,195		
Engineer-In-Training			\$47,066	\$66,833	\$56,949	\$56,949	\$65,485	-\$8,535	-14.99%
	Engineer In Training	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	Graduate Engineer (Engineer In Training)	xxxx, City of	\$60,375	\$84,524	\$72,450		\$72,450		
	Associate Engineer	xxxx, City of	\$54,500	\$79,500	\$67,000		\$67,000		
	Engineering Project Specialist	xxxx, City of	\$49,157	\$76,193	\$62,675		\$62,675		
	Engineer In Training	xxxx, City of	\$51,609	\$82,440	\$67,024		\$67,024		
	Civil Engineer In Training	xxxx, City of	\$48,413	\$73,669	\$61,041		\$61,041		
	Project Engineer (Eit)	xxxx, City of	\$52,818	\$79,228	\$66,023		\$66,023		
						Public Sector	\$64,925		
	Engineer Civil - Level 1	Regional Private Sector	\$52,742	\$79,347	\$66,045		\$66,045		
						Private Sector	\$66,045		
						Prevailing Rate:	\$65,485		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Equipment Mechanic I			\$29,860	\$42,401	\$36,130	\$36,130	\$38,258	-\$2,128	-5.89%
	Mechanic	xxxx, City of	\$34,583	\$46,788	\$40,686		\$40,686		
	Fleet Technician	xxxx, City of	\$33,682	\$51,442	\$42,562		\$42,562		
	Fleet Service Center Technician	xxxx, City of	\$29,880	\$40,416	\$35,148		\$35,148		
	Fleet Services Technician	xxxx, City of	\$29,076	\$42,372	\$35,724		\$35,724		
	Fleet Technician I	xxxx, City of	\$28,080	\$37,440	\$32,760		\$32,760		
	Automotive Mechanic	xxxx, City of	\$31,882	\$48,518	\$40,200		\$40,200		
	Equipment Mechanic	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
	Mechanic I	xxxx, City of	\$26,483	\$39,723	\$33,103		\$33,103		
						Public Sector	\$37,188		
	Automotive Mechanic	Regional Private Sector	\$31,924	\$46,731	\$39,328		\$39,328		
						Private Sector	\$39,328		
						Prevailing Rate:	\$38,258		
Equipment Mechanic III			\$35,464	\$50,358	\$42,911	\$42,911	\$46,054	-\$3,143	-7.32%
	Senior Master Mechanic	xxxx, City of	\$42,036	\$56,872	\$49,454		\$49,454		
	Fleet Technician II	xxxx, City of	\$42,036	\$56,844	\$49,440		\$49,440		
	Senior Fleet Technician	xxxx, City of	\$36,549	\$55,819	\$46,184		\$46,184		
	Fleet Technician III	xxxx, City of	\$39,520	\$54,080	\$46,800		\$46,800		
	Senior Equipment Mechanic	xxxx, City of	\$33,267	\$53,142	\$43,205		\$43,205		
	Mechanic III	xxxx, City of	\$34,786	\$52,181	\$43,484		\$43,484		
						Public Sector	\$46,428		
	Auto Mechanic - Senior	Regional Private Sector	\$37,174	\$54,187	\$45,681		\$45,681		
						Private Sector	\$45,681		
						Prevailing Rate:	\$46,054		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Equipment Operator I			\$23,908	\$33,949	\$28,928	\$28,928	\$35,323	-\$6,395	-22.11%
	Equipment Operator I	xxxx, City of	\$23,645	\$36,650	\$30,148		\$30,148		
	Equipment Operator	xxxx, City of	\$30,691	\$42,968	\$36,830		\$36,830		
	Equipment Operator	xxxx, City of	\$25,956	\$37,824	\$31,890		\$31,890		
	Equipment Operator	xxxx, City of	\$31,368	\$42,444	\$36,906		\$36,906		
	Light Equipment Operator	xxxx, City of	\$26,483	\$39,723	\$33,103		\$33,103		
	Equipment Operator	xxxx, City of	\$23,493	\$35,743	\$29,618		\$29,618		
	Equipment Operator - Streets	xxxx, City of	\$28,673	\$43,792	\$36,233		\$36,233		
						Public Sector	\$33,532		
	Light Equipment Operator	Regional Private Sector	\$30,054	\$44,172	\$37,113		\$37,113		
						Private Sector	\$37,113		
						Prevailing Rate:	\$35,323		
Executive Secretary			\$30,591	\$43,439	\$37,015	\$37,015	\$42,300	-\$5,285	-14.28%
	Executive Assistant	xxxx, City of	\$42,018	\$58,242	\$50,130		\$50,130		
	Executive Assistant	xxxx, City of	\$34,931	\$55,799	\$45,365		\$45,365		
	Executive Assistant	xxxx, City of	\$34,583	\$46,788	\$40,686		\$40,686		
	Executive Assistant	xxxx, City of	\$40,032	\$54,168	\$47,100		\$47,100		
	Executive Assistant	xxxx, City of	\$36,682	\$56,856	\$46,769		\$46,769		
	Executive Secretary	xxxx, City of	\$31,882	\$48,518	\$40,200		\$40,200		
	Executive Assistant	xxxx, City of	\$29,076	\$42,372	\$35,724		\$35,724		
	Executive Assistant	xxxx, City of	\$31,065	\$47,444	\$39,255		\$39,255		
						Public Sector	\$43,153		
	Executive Secretary	Regional Private Sector	\$33,656	\$49,238	\$41,447		\$41,447		
						Private Sector	\$41,447		
						Prevailing Rate:	\$42,300		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance				
			Min	Max	Midpoint			\$	%			
Finance Division Manager - Purchasing						\$55,000	\$68,044	-\$13,044	-23.72%			
	Purchasing Manager	xxxx, City of	\$69,932	\$106,805	\$88,369		\$88,369					
	Purchasing Manager	xxxx, City of	\$51,609	\$82,440	\$67,024		\$67,024					
	Purchasing Manager	xxxx, City of	\$55,823	\$83,464	\$69,644		\$69,644					
	Purchasing Manager	xxxx, City of	\$48,661	\$65,836	\$57,249		\$57,249					
	Purchasing Manager	xxxx, City of	\$51,264	\$79,236	\$65,250		\$65,250					
	Purchasing Manager	xxxx, City of	\$78,200	\$115,000	\$96,600		\$96,600					
	Purchasing Manager	xxxx, City of	\$64,601	\$90,441	\$77,521		\$77,521					
	Purchasing Agent	xxxx, City of	\$62,112	\$84,024	\$73,068		\$73,068					
						Public Sector	\$74,340					
	Purchasing Manager	Regional Private Sector	\$61,862	\$92,897	\$77,380		\$77,380					
						Private Sector	\$77,380					
						Prevailing Rate:	\$75,860					
Fire Captain						\$79,114	\$85,598	\$82,356	\$82,356	\$81,825	\$531	0.64%
	Fire Captain	xxxx, City of	\$85,271	\$92,915	\$89,093		\$89,093					
	Fire Captain	xxxx, City of	\$62,304	\$81,996	\$72,150		\$72,150					
	Fire Captain	xxxx, City of	\$68,076	\$68,076	\$68,076		\$68,076					
	Fire Captain	xxxx, City of	\$69,731	\$73,999	\$71,865		\$71,865					
	Fire Captain	xxxx, City of	\$62,748	\$79,740	\$71,244		\$71,244					
	Fire Captain	xxxx, City of	\$98,628	\$104,437	\$101,533		\$101,533					
	Fire Captain	xxxx, City of	\$94,773	\$99,512	\$97,143		\$97,143					
	Fire Captain	xxxx, City of	\$64,004	\$71,028	\$67,516		\$67,516					
	Fire Captain	xxxx, City of	\$93,472	\$102,138	\$97,805		\$97,805					
			Average MIN/MAX:	\$77,667	\$85,982							
			Variance MIN/MAX:	1.83%	-0.45%	Prevailing Rate:	\$81,825					

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Fire Chief						\$126,689	\$128,496	-\$1,807	-1.43%
	Fire Chief	xxxx, City of	\$95,178	\$142,452	\$118,815		\$118,815		
	Fire Chief	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
	Fire Chief	xxxx, City of	\$88,269	\$141,000	\$114,635		\$114,635		
	Fire Chief	xxxx, City of	\$109,000	\$162,000	\$135,500		\$135,500		
	Fire Chief	xxxx, City of	\$111,533	\$150,897	\$131,215		\$131,215		
	Fire Chief	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
	Fire Chief	xxxx, City of	\$145,493	\$203,691	\$174,592		\$174,592		
	Fire Chief	xxxx, City of	\$112,668	\$174,636	\$143,652		\$143,652		
						Prevailing Rate: \$128,496			
Fire Lieutenant			\$68,967	\$74,636	\$71,802	\$71,802	\$72,913	-\$1,112	-1.55%
	Fire Lieutenant	xxxx, City of	\$84,995	\$89,224	\$87,110		\$87,110		
	Fire Lieutenant	xxxx, City of	\$76,252	\$82,060	\$79,156		\$79,156		
	Fire Lieutenant	xxxx, City of	\$59,380	\$59,380	\$59,380		\$59,380		
	Fire Lieutenant	xxxx, City of	\$63,395	\$68,621	\$66,008		\$66,008		
			Average MIN/MAX:	\$71,006	\$74,821				
			Variance MIN/MAX:	-2.96%	-0.25%	Prevailing Rate: \$72,913			
Firefighter			\$50,475	\$65,056	\$57,766	\$57,766	\$56,989	\$777	1.34%
	Firefighter	xxxx, City of	\$53,667	\$73,736	\$63,702		\$63,702		
	Firefighter	xxxx, City of	\$52,039	\$68,642	\$60,341		\$60,341		
	Firefighter	xxxx, City of	\$45,948	\$62,748	\$54,348		\$54,348		
	Firefighter	xxxx, City of	\$45,648	\$60,084	\$52,866		\$52,866		
	Firefighter	xxxx, City of	\$44,752	\$44,752	\$44,752		\$44,752		
	Firefighter	xxxx, City of	\$44,190	\$58,308	\$51,249		\$51,249		
	Fire And Rescue Officer	xxxx, City of	\$44,252	\$62,254	\$53,253		\$53,253		
	Firefighter	xxxx, City of	\$58,655	\$70,615	\$64,635		\$64,635		
	Firefighter	xxxx, City of	\$58,542	\$76,963	\$67,753		\$67,753		
			Average MIN/MAX:	\$49,744	\$64,234				
			Variance MIN/MAX:	1.45%	1.26%	Prevailing Rate: \$56,989			

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance				
			Min	Max	Midpoint			\$	%			
Fleet Division Manager						\$64,475	\$72,500	-\$8,025	-12.45%			
	Fleet Service Center Manager	xxxx, City of	\$53,652	\$72,588	\$63,120		\$63,120					
	Fleet Superintendent	xxxx, City of	\$51,609	\$82,440	\$67,024		\$67,024					
	Fleet And Equipment Coordinator	xxxx, City of	\$51,615	\$80,003	\$65,809		\$65,809					
	Fleet Services Manager	xxxx, City of	\$64,397	\$98,352	\$81,375		\$81,375					
	Fleets Assistant Superintendent	xxxx, City of	\$70,200	\$102,400	\$86,300		\$86,300					
						Public Sector	\$72,726					
	Fleet Manager	Regional Private Sector	\$57,727	\$86,821	\$72,274		\$72,274					
						Private Sector	\$72,274					
						Prevailing Rate:	\$72,500					
Fleet Supervisor II						\$39,138	\$55,576	\$47,357	\$47,357	\$55,546	-\$8,189	-17.29%
	Operations Supervisor - Fleet Services	xxxx, City of	\$50,522	\$77,160	\$63,841		\$63,841					
	Fleet Administrative Supervisor	xxxx, City of	\$52,400	\$76,000	\$64,200		\$64,200					
	Fleet Services Supervisor	xxxx, City of	\$38,516	\$59,699	\$49,108		\$49,108					
	Fleet Labor Supervisor-Service Center	xxxx, City of	\$34,584	\$46,788	\$40,686		\$40,686					
	Fleet Supervisor	xxxx, City of	\$38,511	\$61,518	\$50,015		\$50,015					
						Public Sector	\$53,570					
	Fleet Supervisor	Regional Private Sector	\$45,950	\$69,096	\$57,523		\$57,523					
						Private Sector	\$57,523					
						Prevailing Rate:	\$55,546					

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
General Curator			\$48,245	\$68,508	\$58,376	\$58,376	\$49,020	\$9,356	16.03%
	Curator Of History	xxxx, City of	\$35,864	\$53,747	\$44,806		\$44,806		
	Museum Curator	xxxx, City of	\$49,283	\$68,998	\$59,141		\$59,141		
	Municipal Museums Curator	xxxx, City of	\$36,682	\$56,856	\$46,769		\$46,769		
	Programs And Exhibits Curator	xxxx, City of	\$34,931	\$55,799	\$45,365		\$45,365		
						Prevailing Rate:	\$49,020		
GIS Division Administrator						\$72,100	\$73,582	-\$1,482	-2.06%
	GIS Manager	xxxx, City of	\$57,408	\$88,752	\$73,080		\$73,080		
	GIS Database Administrator	xxxx, City of	\$49,157	\$76,193	\$62,675		\$62,675		
	GIS Manager	xxxx, City of	\$58,587	\$87,610	\$73,099		\$73,099		
	GIS Manager	xxxx, City of	\$68,472	\$92,638	\$80,555		\$80,555		
	GIS Administrator	xxxx, City of	\$62,800	\$94,200	\$78,500		\$78,500		
						Prevailing Rate:	\$73,582		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Heavy Equipment Operator I			\$27,724	\$39,368	\$33,546	\$33,546	\$38,201	-\$4,655	-13.88%
	Heavy Equipment Operator	xxxx, City of	\$26,066	\$41,638	\$33,852		\$33,852		
	Heavy Equipment Operator I	xxxx, City of	\$33,592	\$45,448	\$39,520		\$39,520		
	Heavy Equipment Operator - Streets	xxxx, City of	\$31,065	\$47,444	\$39,255		\$39,255		
	Heavy Equipment Operator	xxxx, City of	\$28,741	\$44,548	\$36,645		\$36,645		
	Heavy Equipment Operator	xxxx, City of	\$27,719	\$41,577	\$34,648		\$34,648		
	Heavy Equipment Operator	xxxx, City of	\$35,138	\$49,194	\$42,166		\$42,166		
	Heavy Equipment Operator	xxxx, City of	\$26,396	\$40,163	\$33,279		\$33,279		
	Heavy Equipment Operator	xxxx, City of	\$34,583	\$46,788	\$40,686		\$40,686		
						Public Sector	\$37,506		
	Equipment Operator	Regional Private Sector	\$31,545	\$46,245	\$38,895		\$38,895		
						Private Sector	\$38,895		
						Prevailing Rate:	\$38,201		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Heavy Equipment Operator II			\$29,860	\$42,401	\$36,130	\$36,130	\$42,281	-\$6,150	-17.02%
	Heavy Equipment Operator II	xxxx, City of	\$39,520	\$54,080	\$46,800		\$46,800		
	Lead Heavy Equipment Operator	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
	Senior Heavy Equipment Operator	xxxx, City of	\$36,312	\$49,128	\$42,720		\$42,720		
						Prevailing Rate:	\$42,281		
Housing Inspector I			\$32,153	\$45,658	\$38,906	\$38,906	\$34,172	\$4,734	12.17%
	LIMITED DATA								
	Housing Inspector	xxxx, City of	\$22,162	\$33,724	\$27,943		\$27,943		
	Housing Inspector	xxxx, City of	\$31,687	\$49,115	\$40,401		\$40,401		
						Prevailing Rate:	\$34,172		
HR Generalist I			\$47,476	\$67,416	\$57,446	\$57,446	\$57,013	\$433	0.75%
	Human Resources Generalist	xxxx, City of	\$42,036	\$56,872	\$49,454		\$49,454		
	Human Resources Generalist	xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
	Human Resources Generalist	xxxx, City of	\$42,459	\$67,824	\$55,141		\$55,141		
	Human Resource Generalist	xxxx, City of	\$36,547	\$55,611	\$46,079		\$46,079		
	Human Resources Advisor	xxxx, City of	\$50,522	\$77,160	\$63,841		\$63,841		
	Human Resources Coordinator	xxxx, City of	\$44,587	\$69,109	\$56,848		\$56,848		
	Human Resources Coordinator	xxxx, City of	\$44,136	\$59,712	\$51,924		\$51,924		
	Human Resources Generalist	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	Human Resources Generalist	xxxx, City of	\$49,000	\$71,000	\$60,000		\$60,000		
						Public Sector	\$54,547		
	HR Generalist	Regional Private Sector	\$48,228	\$70,730	\$59,479		\$59,479		
						Private Sector	\$59,479		
						Prevailing Rate:	\$57,013		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Human Resource Specialist I			\$32,153	\$45,658	\$38,906	\$38,906	\$36,073	\$2,833	7.28%
	Human Resources Assistant	xxxx, City of	\$29,880	\$40,416	\$35,148		\$35,148		
	Human Resources Assistant	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
	Human Resources Clerk	xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
	Human Resources Assistant	xxxx, City of	\$31,065	\$47,444	\$39,255		\$39,255		
	Human Resources Assistant	xxxx, City of	\$31,408	\$42,224	\$36,816		\$36,816		
	Human Resources Assistant	xxxx, City of	\$27,719	\$41,577	\$34,648		\$34,648		
	Human Resources Assistant I	xxxx, City of	\$23,184	\$33,792	\$28,488		\$28,488		
						Public Sector	\$35,021		
	HR Assistant	Regional Private Sector	\$30,094	\$41,978	\$36,036		\$36,036		
						Private Sector	\$36,036		
						Prevailing Rate:	\$35,529		
Human Resource Specialist III			\$39,138	\$55,576	\$47,357	\$47,357	\$47,855	-\$498	-1.05%
	Human Resources Analyst	xxxx, City of	\$40,500	\$57,500	\$49,000		\$49,000		
	Human Resources Specialist	xxxx, City of	\$33,267	\$53,142	\$43,205		\$43,205		
	Human Resources Specialist	xxxx, City of	\$34,786	\$52,181	\$43,484		\$43,484		
	Human Resources Assistant	xxxx, City of	\$32,936	\$44,560	\$38,748		\$38,748		
	Human Resources Specialist	xxxx, City of	\$43,144	\$65,893	\$54,519		\$54,519		
	Human Resources Specialist	xxxx, City of	\$42,036	\$56,868	\$49,452		\$49,452		
						Public Sector	\$46,401		
	HR Technician	Regional Private Sector	\$39,439	\$59,180	\$49,310		\$49,310		
						Private Sector	\$49,310		
						Prevailing Rate:	\$47,855		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Human Resources Division Administrator						\$68,146	\$77,671	-\$9,525	-13.98%
	Human Resource Manager	xxxx, City of	\$61,813	\$94,060	\$77,936		\$77,936		
	Human Resources Training And Developmen	xxxx, City of	\$52,400	\$76,000	\$64,200		\$64,200		
	Human Resources Manager	xxxx, City of	\$59,148	\$80,028	\$69,588		\$69,588		
	Human Resources Manager	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	Human Resources Manager	xxxx, City of	\$59,346	\$90,638	\$74,992		\$74,992		
						Public Sector	\$68,995		
	HR Manager	Regional Private Sector	\$69,186	\$103,508	\$86,347		\$86,347		
						Private Sector	\$86,347		
						Prevailing Rate:	\$77,671		
Instrumentation Technician I			\$32,944	\$46,781	\$39,862	\$39,862	\$42,460	-\$2,597	-6.52%
	Instrument Technician	xxxx, City of	\$40,032	\$54,168	\$47,100		\$47,100		
	Survey Instrument Technician	xxxx, City of	\$31,368	\$42,439	\$36,904		\$36,904		
	Electrical & Instrumentation Specialist	xxxx, City of	\$43,552	\$65,329	\$54,441		\$54,441		
	Electronics Instrument Tech I	xxxx, City of	\$24,900	\$37,890	\$31,395		\$31,395		
						Prevailing Rate:	\$42,460		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Internal Auditor			\$44,807	\$63,625	\$54,216	\$54,216	\$64,587	-\$10,371	-19.13%
	Internal Auditor	xxxx, City of	\$51,095	\$69,128	\$60,112		\$60,112		
	Internal Auditor	xxxx, City of	\$49,151	\$78,514	\$63,833		\$63,833		
	Internal Auditor	xxxx, City of	\$52,818	\$79,228	\$66,023		\$66,023		
						Public Sector	\$63,322		
	Internal Auditor	Regional Private Sector	\$53,371	\$78,333	\$65,852		\$65,852		
						Private Sector	\$65,852		
						Prevailing Rate:	\$64,587		
IT Division Administrator						\$72,756	\$80,446	-\$7,690	-10.57%
	Information Technology Manager	xxxx, City of	\$65,867	\$105,217	\$85,542		\$85,542		
	Information Technology Manager	xxxx, City of	\$71,097	\$106,374	\$88,736		\$88,736		
	Information Systems Manager	xxxx, City of	\$65,208	\$88,224	\$76,716		\$76,716		
	Information Technology Network Manager	xxxx, City of	\$57,408	\$88,752	\$73,080		\$73,080		
	Information Systems Administrator	xxxx, City of	\$61,813	\$94,060	\$77,936		\$77,936		
						Public Sector	\$80,402		
Adusted for size/scope -20%	IT Manager	Regional Private Sector	\$79,737	\$121,486	\$100,612		\$80,489		
						Private Sector	\$80,489		
						Prevailing Rate:	\$80,446		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Laboratory Manager			\$49,465	\$70,240	\$59,852	\$59,852	\$65,399	-\$5,546	-9.27%
	Laboratory Services Coordinator	xxxx, City of	\$54,195	\$84,003	\$69,099		\$69,099		
	Lab Administrator	xxxx, City of	\$56,328	\$76,212	\$66,270		\$66,270		
	Laboratory Supervisor	xxxx, City of	\$52,818	\$79,228	\$66,023		\$66,023		
	Lab Supervisor	xxxx, City of	\$42,459	\$67,824	\$55,141		\$55,141		
	Water Laboratory Supervisor	xxxx, City of	\$48,413	\$73,669	\$61,041		\$61,041		
	Laboratory Manager	xxxx, City of	\$53,649	\$72,584	\$63,117		\$63,117		
	Laboratory Manager	xxxx, City of	\$62,700	\$91,500	\$77,100		\$77,100		
						Prevailing Rate:	\$65,399		
Laboratory Technician I			\$39,138	\$55,576	\$47,357	\$47,357	\$38,637	\$8,720	18.41%
	Water/Wastewater Laboratory Tech I	xxxx, City of	\$26,396	\$40,163	\$33,279		\$33,279		
	Lab Technician - W/Ww	xxxx, City of	\$36,312	\$49,128	\$42,720		\$42,720		
	Laboratory Technician	xxxx, City of	\$30,178	\$46,776	\$38,477		\$38,477		
	Laboratory Technician	xxxx, City of	\$33,592	\$45,448	\$39,520		\$39,520		
	Utilities Lab Technician	xxxx, City of	\$30,175	\$48,201	\$39,188		\$39,188		
						Prevailing Rate:	\$38,637		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Legal Assistant			\$38,184	\$54,221	\$46,202	\$46,202	\$47,023	-\$821	-1.78%
	Legal Assistant II	xxxx, City of	\$33,271	\$51,570	\$42,421		\$42,421		
	Legal Assistant	xxxx, City of	\$34,436	\$52,400	\$43,418		\$43,418		
	Legal Secretary	xxxx, City of	\$31,683	\$50,611	\$41,147		\$41,147		
	Paralegal	xxxx, City of	\$43,552	\$65,329	\$54,441		\$54,441		
	Paralegal	xxxx, City of	\$49,283	\$68,998	\$59,141		\$59,141		
	Legal Secretary	xxxx, City of	\$38,124	\$51,588	\$44,856		\$44,856		
	Paralegal	xxxx, City of	\$32,580	\$47,460	\$40,020		\$40,020		
	Legal Secretary	xxxx, City of	\$42,021	\$58,245	\$50,133		\$50,133		
	Legal Assistant	xxxx, City of	\$46,344	\$62,701	\$54,523		\$54,523		
							Public Sector	\$47,789	
	Paralegal/Legal Assistant	Regional Private Sector	\$36,998	\$55,517	\$46,258		\$46,258		
							Private Sector	\$46,258	
							Prevailing Rate:	\$47,023	

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Legal Secretary			\$28,416	\$40,350	\$34,383	\$34,383	\$35,900	-\$1,517	-4.41%
	Legal Clerk	xxxx, City of	\$22,162	\$33,724	\$27,943		\$27,943		
	Legal Assistant I	xxxx, City of	\$27,372	\$42,427	\$34,900		\$34,900		
	Legal Secretary	xxxx, City of	\$38,128	\$51,584	\$44,856		\$44,856		
Prevailing Rate:							\$35,900		
Librarian I			\$40,587	\$57,634	\$49,110	\$49,110	\$47,009	\$2,102	4.28%
	Librarian	xxxx, City of	\$40,500	\$57,500	\$49,000		\$49,000		
	Librarian	xxxx, City of	\$36,960	\$56,448	\$46,704		\$46,704		
	Reference Librarian	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452		
	Librarian I	xxxx, City of	\$38,516	\$59,699	\$49,108		\$49,108		
	Librarian	xxxx, City of	\$38,511	\$61,518	\$50,015		\$50,015		
	Librarian I	xxxx, City of	\$31,334	\$47,680	\$39,507		\$39,507		
	Librarian	xxxx, City of	\$40,230	\$56,322	\$48,276		\$48,276		
Prevailing Rate:							\$47,009		
Librarian III			\$50,685	\$71,972	\$61,328	\$61,328	\$56,333	\$4,996	8.15%
	Librarian II	xxxx, City of	\$44,587	\$69,109	\$56,848		\$56,848		
	Senior Librarian	xxxx, City of	\$43,144	\$65,893	\$54,519		\$54,519		
	Senior Librarian	xxxx, City of	\$52,400	\$76,000	\$64,200		\$64,200		
	Librarian III	xxxx, City of	\$39,472	\$60,056	\$49,764		\$49,764		
Prevailing Rate:							\$56,333		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Library Assistant I			\$23,313	\$33,105	\$28,209	\$28,209	\$29,547	-\$1,338	-4.74%
	Library Services Representative	xxxx, City of	\$26,486	\$40,453	\$33,470		\$33,470		
	Library Assistant	xxxx, City of	\$23,184	\$33,792	\$28,488		\$28,488		
	Library Assistant	xxxx, City of	\$20,904	\$31,809	\$26,357		\$26,357		
	Library Aide I	xxxx, City of	\$16,004	\$24,806	\$20,405		\$20,405		
	Library Assistant I	xxxx, City of	\$26,312	\$34,840	\$30,576		\$30,576		
	Library Technician	xxxx, City of	\$30,691	\$42,968	\$36,830		\$36,830		
	Library Assistant	xxxx, City of	\$23,643	\$37,767	\$30,705		\$30,705		
						Prevailing Rate:	\$29,547		
Library Supervisor I			\$36,356	\$51,625	\$43,991	\$43,991	\$44,089	-\$98	-0.22%
	Library Supervisor	xxxx, City of	\$46,669	\$71,277	\$58,973		\$58,973		
	Library Supervisor	xxxx, City of	\$29,799	\$45,339	\$37,569		\$37,569		
	Library Supervisor	xxxx, City of	\$29,076	\$42,372	\$35,724		\$35,724		
						Prevailing Rate:	\$44,089		
Licensed Vocational Nurse			\$32,153	\$45,658	\$38,906	\$38,906	\$41,407	-\$2,501	-6.43%
	Licensed Vocational Nurse	xxxx, City of	\$31,868	\$47,801	\$39,835		\$39,835		
	Licensed Vocational Nurse	xxxx, City of	\$36,682	\$56,856	\$46,769		\$46,769		
	Licensed Vocational Nurse	xxxx, City of	\$29,799	\$45,339	\$37,569		\$37,569		
						Public Sector	\$41,391		
	LVN	Regional Private Sector	\$35,164	\$47,681	\$41,423		\$41,423		
						Private Sector	\$41,423		
						Prevailing Rate:	\$41,407		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Maintenance Worker I			\$22,187	\$31,505	\$26,846	\$26,846	\$30,542	-\$3,696	-13.77%
	Maintenance Worker	xxxx, City of	\$22,075	\$33,113	\$27,594		\$27,594		
	Maintenance Specialist	xxxx, City of	\$27,096	\$36,660	\$31,878		\$31,878		
	Maintenance Worker	xxxx, City of	\$20,904	\$31,809	\$26,357		\$26,357		
	Maintenance Worker	xxxx, City of	\$24,486	\$37,397	\$30,942		\$30,942		
	Maintenance Worker I	xxxx, City of	\$23,414	\$32,780	\$28,097		\$28,097		
	Maintenance Technician I	xxxx, City of	\$28,080	\$37,440	\$32,760		\$32,760		
						Public Sector	\$29,605		
	Maintenance Worker - Construction	Regional Private Sector	\$25,827	\$37,132	\$31,480		\$31,480		
						Private Sector	\$31,480		
						Prevailing Rate:	\$30,542		
Management Analyst			\$39,138	\$55,576	\$47,357	\$47,357	\$51,444	-\$4,087	-8.63%
	Budget & Management Analyst	xxxx, City of	\$46,059	\$64,484	\$55,272		\$55,272		
	Management Analyst	xxxx, City of	\$34,935	\$54,149	\$44,542		\$44,542		
	Management Analyst	xxxx, City of	\$43,144	\$65,893	\$54,519		\$54,519		
						Prevailing Rate:	\$51,444		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Managing Director of Administrative Services						\$136,990	\$113,187	\$23,803	17.38%
	Administrative Services Director	xxxx, City of	\$103,735	\$145,229	\$124,482		\$124,482		
	Management Services Director	xxxx, City of	\$108,592	\$108,592	\$108,592		\$108,592		
	Executive Director Of Support Services	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
Prevailing Rate:						\$113,187			
Meter Reader I			\$22,760	\$32,320	\$27,540	\$27,540	\$31,485	-\$3,945	-14.32%
	Meter Reader	xxxx, City of	\$27,096	\$36,660	\$31,878		\$31,878		
	Meter Reader	xxxx, City of	\$26,807	\$37,530	\$32,169		\$32,169		
	Meter Reader	xxxx, City of	\$24,486	\$37,397	\$30,942		\$30,942		
	Meter Reader	xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
	Meter Reader I	xxxx, City of	\$21,447	\$33,243	\$27,345		\$27,345		
	Water Meter Reader	xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
	Water Meter Reader	xxxx, City of	\$20,904	\$31,809	\$26,357		\$26,357		
	Meter Reader	xxxx, City of	\$22,075	\$33,113	\$27,594		\$27,594		
	Meter Reader/Technician	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
Public Sector						\$30,278			
	Meter Reader	Regional Private Sector	\$27,651	\$37,731	\$32,691		\$32,691		
Private Sector						\$32,691			
Prevailing Rate:						\$31,485			

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Meter Reader III			\$27,724	\$39,368	\$33,546	\$33,546	\$36,152	-\$2,606	-7.77%
	Senior Meter Reader	xxxx, City of	\$23,184	\$33,792	\$28,488		\$28,488		
	Water Meter Specialist	xxxx, City of	\$39,520	\$54,080	\$46,800		\$46,800		
	Senior Meter Reader	xxxx, City of	\$28,684	\$40,157	\$34,421		\$34,421		
	Meter Reader, Lead	xxxx, City of	\$27,372	\$42,427	\$34,900		\$34,900		
						Prevailing Rate:	\$36,152		
Meter Worker I			\$23,313	\$33,105	\$28,209	\$28,209	\$32,688	-\$4,478	-15.88%
	Meter System Repair Worker	xxxx, City of	\$22,162	\$33,724	\$27,943		\$27,943		
	Water Meter Service Worker	xxxx, City of	\$27,372	\$42,427	\$34,900		\$34,900		
	Water Meter Mechanic	xxxx, City of	\$28,080	\$37,440	\$32,760		\$32,760		
	Maintenance Specialist - Metering	xxxx, City of	\$29,880	\$40,416	\$35,148		\$35,148		
						Prevailing Rate:	\$32,688		
Nutritionist I			\$37,249	\$52,894	\$45,072	\$45,072	\$49,643	-\$4,571	-10.14%
	Registered Dietitian	xxxx, City of	\$46,811	\$74,776	\$60,793		\$60,793		
	Public Health Nutrition Technician	xxxx, City of	\$31,882	\$48,518	\$40,200		\$48,240		
	Nutritionist	xxxx, City of	\$30,363	\$45,542	\$37,953		\$45,543		
						Public Sector	\$51,525		
	Dietitian	Regional Private Sector	\$43,769	\$61,019	\$52,394		\$52,394		
						Private Sector	\$52,394		
						Prevailing Rate:	\$51,960		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Park Worker I			\$21,854	\$31,033	\$26,444	\$26,444	\$27,575	-\$1,131	-4.28%
	Laborer	xxxx, City of	\$20,426	\$31,660	\$26,043		\$26,043		
	Laborer	xxxx, City of	\$19,723	\$30,010	\$24,867		\$24,867		
	Laborer - Parks	xxxx, City of	\$22,654	\$34,600	\$28,627		\$28,627		
	Park Service Worker	xxxx, City of	\$19,723	\$30,010	\$24,867		\$24,867		
	Parks Laborer	xxxx, City of	\$20,423	\$32,624	\$26,524		\$26,524		
	Parks Maintenance Worker	xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
	Laborer - Parks	xxxx, City of	\$22,654	\$34,600	\$28,627		\$28,627		
						Prevailing Rate:	\$27,575		
Parks Division Manager						\$60,099	\$69,214	-\$9,115	-15.17%
	Parks Superintendent	xxxx, City of	\$54,189	\$86,562	\$70,376		\$70,376		
	Park General Services Superintendent	xxxx, City of	\$48,413	\$73,669	\$61,041		\$61,041		
	Parks Manager	xxxx, City of	\$54,770	\$81,884	\$68,327		\$68,327		
	Parks Superintendent	xxxx, City of	\$53,649	\$72,584	\$63,117		\$63,117		
	Park Operations Manager	xxxx, City of	\$54,195	\$84,003	\$69,099		\$69,099		
	Park Or Recreation Superintendent	xxxx, City of	\$64,397	\$98,352	\$81,375		\$81,375		
	Parks Manager	xxxx, City of	\$62,700	\$91,500	\$77,100		\$77,100		
	Park Superintendent	xxxx, City of	\$52,733	\$73,827	\$63,280		\$63,280		
						Prevailing Rate:	\$69,214		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Parks Supervisor II			\$39,138	\$55,576	\$47,357	\$47,357	\$55,135	-\$7,778	-16.42%
	Parks Project Supervisor	xxxx, City of	\$36,526	\$54,790	\$45,658		\$45,658		
	Operations Supervisor - Parks	xxxx, City of	\$50,522	\$77,160	\$63,841		\$63,841		
	Parks Supervisor	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452		
	Parks Operations Supervisor	xxxx, City of	\$51,095	\$69,128	\$60,112		\$60,112		
	Parks Facilities Supervisor	xxxx, City of	\$44,582	\$71,215	\$57,898		\$57,898		
	Parks Supervisor	xxxx, City of	\$44,587	\$69,109	\$56,848		\$56,848		
Prevailing Rate:							\$55,135		
Parts/Warehouse Worker I			\$23,313	\$33,105	\$28,209	\$28,209	\$30,174	-\$1,965	-6.96%
	Parts Assistant	xxxx, City of	\$23,184	\$33,792	\$28,488		\$28,488		
	Warehouse Assistant	xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
	Warehouse Worker	xxxx, City of	\$22,519	\$34,905	\$28,712		\$28,712		
	Warehouse Operations Specialist I	xxxx, City of	\$28,080	\$37,440	\$32,760		\$32,760		
Public Sector							\$30,858		
	Warehouse Worker	Regional Private Sector	\$24,433	\$34,547	\$29,490		\$29,490		
Private Sector							\$29,490		
Prevailing Rate:							\$30,174		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Payroll Administrator I			\$47,476	\$67,416	\$57,446	\$57,446	\$52,259	\$5,187	9.03%
	Payroll Coordinator	xxxx, City of	\$40,230	\$56,322	\$48,276		\$48,276		
	Payroll Coordinator	xxxx, City of	\$47,840	\$66,560	\$57,200		\$57,200		
	Payroll Coordinator	xxxx, City of	\$36,549	\$55,819	\$46,184		\$46,184		
	Payroll Coordinator	xxxx, City of	\$40,034	\$54,163	\$47,099		\$47,099		
	Payroll Supervisor	xxxx, City of	\$51,609	\$82,440	\$67,024		\$67,024		
						Public Sector	\$53,157		
	Payroll Supervisor	Regional Private Sector	\$41,705	\$61,017	\$51,361		\$51,361		
						Private Sector	\$51,361		
						Prevailing Rate:	\$52,259		
Payroll/Benefits Coordinator			\$41,607	\$59,082	\$50,345	\$50,345	\$50,771	-\$426	-0.85%
	Compensation And Benefits Manager	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452		
	Benefits Coordinator	xxxx, City of	\$49,283	\$68,998	\$59,141		\$59,141		
	Benefits And Leave Coordinator	xxxx, City of	\$49,000	\$71,000	\$60,000		\$60,000		
	Benefits Coordinator	xxxx, City of	\$32,936	\$44,560	\$38,748		\$38,748		
	Benefits Administrator	xxxx, City of	\$54,500	\$79,500	\$67,000		\$67,000		
						Public Sector	\$54,268		
	Benefits Administrator	Regional Private Sector	\$48,864	\$69,866	\$59,365		\$59,365		
						Private Sector	\$59,365		
						Prevailing Rate:	\$56,817		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Planner I			\$42,647	\$60,558	\$51,602	\$51,602	\$51,907	-\$304	-0.59%
Planner I		xxxx, City of	\$36,547	\$55,611	\$46,079		\$46,079		
Planner		xxxx, City of	\$40,437	\$64,594	\$52,515		\$52,515		
Planner		xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
Planner		xxxx, City of	\$40,034	\$54,163	\$47,099		\$47,099		
Planner		xxxx, City of	\$46,344	\$62,700	\$54,522		\$54,522		
Planner		xxxx, City of	\$38,516	\$59,699	\$49,108		\$49,108		
Planner		xxxx, City of	\$43,144	\$65,893	\$54,519		\$54,519		
Associate Planner		xxxx, City of	\$40,500	\$57,500	\$49,000		\$49,000		
Planner		xxxx, City of	\$46,059	\$64,484	\$55,272		\$55,272		
							Public Sector	\$50,832	
Urban Planner		Regional Private Sector	\$43,007	\$62,955	\$52,981		\$52,981		
							Private Sector	\$52,981	
							Prevailing Rate:	\$51,907	

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Planner III			\$51,964	\$73,789	\$62,877	\$62,877	\$63,843	-\$966	-1.54%
	Senior Planner	xxxx, City of	\$56,425	\$78,994	\$67,710		\$67,710		
	Senior Planner	xxxx, City of	\$45,730	\$68,594	\$57,162		\$57,162		
	Senior Planner	xxxx, City of	\$46,811	\$74,776	\$60,793		\$60,793		
	Planner III	xxxx, City of	\$48,413	\$73,669	\$61,041		\$61,041		
	Planner, Senior	xxxx, City of	\$44,587	\$69,109	\$56,848		\$56,848		
	Senior Planner	xxxx, City of	\$57,408	\$88,752	\$73,080		\$73,080		
	Senior Planner	xxxx, City of	\$50,522	\$77,160	\$63,841		\$63,841		
	Senior Planner	xxxx, City of	\$49,000	\$71,000	\$60,000		\$60,000		
	Senior Planner	xxxx, City of	\$51,096	\$69,132	\$60,114		\$60,114		
							Public Sector	\$62,288	
	Urban Planner	Regional Private Sector	\$52,993	\$77,805	\$65,399		\$65,399		
							Private Sector	\$65,399	
							Prevailing Rate:	\$63,843	

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Plant & Equipment Mechanic I			\$28,416	\$40,350	\$34,383	\$34,383	\$38,934	-\$4,551	-13.24%
	Water/Ww System Mechanic	xxxx, City of	\$31,687	\$49,115	\$40,401		\$40,401		
	W/WW Plant Maintenance Mechanic	xxxx, City of	\$34,931	\$55,799	\$45,365		\$45,365		
	W/WW Plant Maintenance Mechanic	xxxx, City of	\$36,312	\$49,128	\$42,720		\$42,720		
	Maintenance Mechanic - Water/Wastewater	xxxx, City of	\$31,065	\$47,444	\$39,255		\$39,255		
	Maintenance Mechanic II - W/WW	xxxx, City of	\$28,080	\$37,440	\$32,760		\$32,760		
	Utility Maintenance Mechanic	xxxx, City of	\$26,483	\$39,723	\$33,103		\$33,103		
						Prevailing Rate:	\$38,934		
Police Cadet			\$47,527	\$47,527	\$47,527	\$47,527	\$44,507	\$3,020	6.35%
	Police Cadet	xxxx, City of	\$46,452	\$46,452	\$46,452		\$46,452		
	Police Trainee	xxxx, City of	\$41,700	\$41,700	\$41,700		\$41,700		
	Police Recruit	xxxx, City of	\$42,276	\$62,484	\$52,380		\$52,380		
	Police Recruit	xxxx, City of	\$28,752	\$31,620	\$30,186		\$30,186		
	Police Recruit	xxxx, City of	\$39,542	\$39,542	\$39,542		\$39,542		
	Probationary Police Officer	xxxx, City of	\$41,811	\$41,811	\$41,811		\$41,811		
	Police Entry Level I	xxxx, City of	\$47,783	\$47,783	\$47,783		\$47,783		
	Police Recruit	xxxx, City of	\$55,689	\$56,719	\$56,204		\$56,204		
						Prevailing Rate:	\$44,507		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Police Chief						\$130,295	\$128,496	\$1,799	1.38%
	Police Chief	xxxx, City of	\$95,178	\$142,452	\$118,815		\$118,815		
	Police Chief	xxxx, City of	\$88,269	\$141,000	\$114,635		\$114,635		
	Police Chief	xxxx, City of	\$112,668	\$174,636	\$143,652		\$143,652		
	Police Chief	xxxx, City of	\$81,749	\$124,394	\$103,072		\$103,072		
	Police Chief	xxxx, City of	\$80,652	\$132,324	\$106,488		\$106,488		
	Police Chief	xxxx, City of	\$109,000	\$162,000	\$135,500		\$135,500		
	Police Chief	xxxx, City of	\$145,493	\$203,691	\$174,592		\$174,592		
	Chief Of Police	xxxx, City of	\$111,533	\$150,897	\$131,215		\$131,215		
						Prevailing Rate: \$128,496			
Police Lieutenant			\$91,274	\$93,967	\$92,621	\$92,621	\$88,292	\$4,329	4.67%
	Police Lieutenant	xxxx, City of	\$98,165	\$105,743	\$101,954		\$101,954		
	Police Lieutenant	xxxx, City of	\$85,408	\$92,591	\$89,000		\$89,000		
	Police Lieutenant	xxxx, City of	\$77,712	\$98,832	\$88,272		\$88,272		
	Police Lieutenant	xxxx, City of	\$75,540	\$98,928	\$87,234		\$87,234		
	Police Lieutenant	xxxx, City of	\$71,174	\$80,013	\$75,594		\$75,594		
	Police Lieutenant	xxxx, City of	\$75,155	\$82,977	\$79,066		\$79,066		
	Police Lieutenant	xxxx, City of	\$95,629	\$105,431	\$100,530		\$100,530		
	Police Lieutenant	xxxx, City of	\$81,167	\$88,206	\$84,687		\$84,687		
			Average MIN/MAX:	\$82,494	\$94,090				
			Variance MIN/MAX:	9.62%	-0.13%				
						Prevailing Rate: \$88,292			

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Police Officer			\$55,191	\$70,955	\$63,073	\$63,073	\$61,381	\$1,692	2.68%
	Police Officer	xxxx, City of	\$45,140	\$61,597	\$53,369		\$53,369		
	Police Officer	xxxx, City of	\$48,847	\$64,452	\$56,650		\$56,650		
	Police Officer	xxxx, City of	\$53,320	\$67,052	\$60,186		\$60,186		
	Police Officer	xxxx, City of	\$50,376	\$73,968	\$62,172		\$62,172		
	Police Officer	xxxx, City of	\$50,856	\$66,924	\$58,890		\$58,890		
	Police Officer	xxxx, City of	\$58,474	\$80,871	\$69,673		\$69,673		
	Police Officer	xxxx, City of	\$60,297	\$78,047	\$69,172		\$69,172		
	Police Officer	xxxx, City of	\$56,114	\$77,088	\$66,601		\$66,601		
	Police Officer	xxxx, City of	\$48,851	\$66,193	\$57,522		\$57,522		
		Average MIN/MAX:	\$52,475	\$70,688					
		Variance MIN/MAX:	4.92%	0.38%			Prevailing Rate: \$61,582		
Police Records Division Manager						\$58,818	\$64,416	-\$5,598	-9.52%
	Police Records Manager	xxxx, City of	\$49,283	\$68,998	\$59,141		\$59,141		
	Police Records Manager	xxxx, City of	\$59,744	\$95,435	\$77,589		\$77,589		
	Records System Manager	xxxx, City of	\$49,157	\$76,193	\$62,675		\$62,675		
	Records Manager	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
							Prevailing Rate: \$64,416		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Police Records Supervisor I			\$36,356	\$51,625	\$43,991	\$43,991	\$49,034	-\$5,043	-11.46%
	Police Records Supervisor	xxxx, City of	\$46,344	\$62,701	\$54,523		\$54,523		
	Records Supervisor	xxxx, City of	\$36,526	\$54,790	\$45,658		\$45,658		
	Police Records Supervisor	xxxx, City of	\$36,547	\$55,611	\$46,079		\$46,079		
	Police Records Supervisor	xxxx, City of	\$36,677	\$58,589	\$47,633		\$47,633		
	Records System Shift Supervisor	xxxx, City of	\$33,271	\$51,570	\$42,421		\$42,421		
	Records Supervisor	xxxx, City of	\$43,300	\$61,500	\$52,400		\$52,400		
	Police Records Supervisor	xxxx, City of	\$46,344	\$62,700	\$54,522		\$54,522		
						Prevailing Rate:	\$49,034		
Police Sergeant			\$79,213	\$82,085	\$80,649	\$80,649	\$78,054	\$2,595	3.22%
	Police Sergeant	xxxx, City of	\$83,885	\$94,880	\$89,383		\$89,383		
	Police Sergeant	xxxx, City of	\$62,083	\$70,478	\$66,281		\$66,281		
	Police Sergeant	xxxx, City of	\$67,656	\$89,028	\$78,342		\$78,342		
	Police Sergeant	xxxx, City of	\$67,296	\$85,416	\$76,356		\$76,356		
	Police Sergeant	xxxx, City of	\$73,421	\$80,132	\$76,777		\$76,777		
	Police Sergeant	xxxx, City of	\$69,853	\$76,878	\$73,366		\$73,366		
	Police Sergeant	xxxx, City of	\$82,497	\$90,949	\$86,723		\$86,723		
	Police Sergeant	xxxx, City of	\$84,092	\$92,578	\$88,335		\$88,335		
	Police Sergeant	xxxx, City of	\$65,343	\$73,587	\$69,465		\$69,465		
			Average MIN/MAX:	\$72,903	\$83,770				
			Variance MIN/MAX:	7.97%	-2.05%		Prevailing Rate:	\$78,336	

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Police Services Assistant I			\$29,128	\$41,362	\$35,245	\$35,245	\$33,483	\$1,762	5.00%
	Police Records Representative	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
	Records System Operator	xxxx, City of	\$28,741	\$44,548	\$36,645		\$36,645		
	Police Records Technician	xxxx, City of	\$31,368	\$42,444	\$36,906		\$36,906		
	Police Records Clerk	xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
	Records Clerk	xxxx, City of	\$26,483	\$39,723	\$33,103		\$33,103		
	Police Records Clerk	xxxx, City of	\$20,904	\$31,809	\$26,357		\$26,357		
	Records Technician	xxxx, City of	\$26,312	\$34,840	\$30,576		\$30,576		
						Prevailing Rate:	\$33,483		
Probationary Firefighter			\$45,066	\$47,610	\$46,338	\$46,338	\$40,795	\$5,543	11.96%
	Probationary Firefighter	xxxx, City of	\$49,063	\$49,063	\$49,063		\$49,063		
	Firefighter Trainee	xxxx, City of	\$39,780	\$39,780	\$39,780		\$39,780		
	Fire Recruit	xxxx, City of	\$37,937	\$37,937	\$37,937		\$37,937		
	Fire Recruit	xxxx, City of	\$37,956	\$56,088	\$47,022		\$47,022		
	Fire Cadet	xxxx, City of	\$28,740	\$31,608	\$30,174		\$30,174		
						Prevailing Rate:	\$40,795		
Health Management Coordinator			\$44,807	\$63,625	\$54,216	\$54,216	\$53,168	\$1,048	1.93%
	Public Health Intervention And Outreach Supr	xxxx, City of	\$42,459	\$67,824	\$55,141		\$55,141		
	Public Health Coordinator	xxxx, City of	\$59,750	\$92,613	\$76,182		\$60,945		
	Public Health Technician	xxxx, City of	\$34,436	\$52,400	\$43,418		\$43,418		
						Prevailing Rate:	\$53,168		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Public Health Nurse I			\$47,476	\$67,416	\$57,446	\$57,446	\$53,841	\$3,605	6.28%
	Employee Health Nurse	xxxx, City of	\$38,511	\$61,518	\$50,015		\$50,015		
	Registered Nurse	xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
	Public Health Nurse	xxxx, City of	\$46,816	\$72,565	\$59,691		\$59,691		
	Public Health Nurse	xxxx, City of	\$43,420	\$66,066	\$54,743		\$54,743		
						Public Sector	\$53,457		
	Public Health Nurse	Regional Private Sector	\$45,289	\$63,162	\$54,226		\$54,226		
						Private Sector	\$54,226		
						Prevailing Rate:	\$53,841		
Public Health Nurse III			\$53,264	\$75,635	\$64,450	\$64,450	\$64,424	\$25	0.04%
	Lead Public Health Nurse	xxxx, City of	\$48,413	\$73,669	\$61,041		\$61,041		
	Public Health Nurse Leader	xxxx, City of	\$51,615	\$80,003	\$65,809		\$65,809		
	Nursing Manager	xxxx, City of	\$45,730	\$68,594	\$57,162		\$57,162		
	Senior Employee Health Nurse	xxxx, City of	\$44,582	\$71,215	\$57,898		\$57,898		
						Public Sector	\$60,478		
	Nurse Public Health - Senior Level	Regional Private Sector	\$51,927	\$84,815	\$68,371		\$68,371		
						Private Sector	\$68,371		
						Prevailing Rate:	\$64,424		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Public Safety Dispatch Supervisor			\$40,587	\$57,634	\$49,110	\$49,110	\$53,861	-\$4,751	-9.67%
	Lead Public Safety Dispatcher	xxxx, City of	\$45,760	\$63,440	\$54,600		\$54,600		
	Dispatch Supervisor	xxxx, City of	\$36,677	\$58,589	\$47,633		\$47,633		
	Communications Supervisor	xxxx, City of	\$46,344	\$62,700	\$54,522		\$54,522		
	Communications Supervisor (Dispatch)	xxxx, City of	\$60,607	\$70,046	\$65,327		\$65,327		
	Dispatch Supervisor	xxxx, City of	\$44,137	\$59,715	\$51,926		\$51,926		
	Public Safety Communications Supervisor	xxxx, City of	\$43,420	\$66,066	\$54,743		\$54,743		
	Telecommunications Shift Supervisor	xxxx, City of	\$40,230	\$56,322	\$48,276		\$48,276		
						Prevailing Rate:	\$53,861		
Public Safety Dispatcher I			\$32,944	\$46,781	\$39,862	\$39,862	\$39,663	\$200	0.50%
	Public Safety Dispatcher	xxxx, City of	\$40,032	\$54,168	\$47,100		\$47,100		
	Communications Specialist I (Dispatch)	xxxx, City of	\$33,451	\$45,169	\$39,310		\$39,310		
	Telecommunications Dispatcher	xxxx, City of	\$35,138	\$49,194	\$42,166		\$42,166		
	Public Safety Dispatcher I	xxxx, City of	\$33,592	\$45,448	\$39,520		\$39,520		
	Public Safety Dispatcher I	xxxx, City of	\$27,372	\$42,427	\$34,900		\$34,900		
	Dispatcher I	xxxx, City of	\$31,368	\$42,439	\$36,904		\$36,904		
	Emergency Services Dispatcher	xxxx, City of	\$31,868	\$47,801	\$39,835		\$39,835		
	Public Safety Dispatcher	xxxx, City of	\$29,799	\$45,339	\$37,569		\$37,569		
						Prevailing Rate:	\$39,663		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Public Safety Dispatcher II			\$35,464	\$50,358	\$42,911	\$42,911	\$43,305	-\$394	-0.92%
	Lead Public Safety Dispatcher	xxxx, City of	\$31,882	\$48,518	\$40,200		\$40,200		
	Dispatcher II	xxxx, City of	\$34,583	\$46,788	\$40,686		\$40,686		
	Public Safety Dispatcher II	xxxx, City of	\$30,178	\$46,776	\$38,477		\$38,477		
	Communications Specialist II (Dispatch)	xxxx, City of	\$47,413	\$57,628	\$52,521		\$52,521		
	Public Safety Dispatcher II	xxxx, City of	\$39,520	\$54,080	\$46,800		\$46,800		
	911 Telecommunicator	xxxx, City of	\$31,683	\$50,611	\$41,147		\$41,147		
						Prevailing Rate:	\$43,305		
Public Works Division Administrator - Stormwater						\$68,428	\$65,617	\$2,812	4.11%
	Stormwater Program Manager	xxxx, City of	\$42,463	\$65,818	\$54,141		\$54,141		
	Storm Water Program Manager	xxxx, City of	\$62,106	\$84,025	\$73,066		\$73,066		
	Stormwater Program Manager	xxxx, City of	\$55,823	\$83,464	\$69,644		\$69,644		
						Prevailing Rate:	\$65,617		
Public Works Division Administrator - Streets						\$71,991	\$70,112	\$1,879	2.61%
	Street Operations Superintendent	xxxx, City of	\$59,346	\$90,638	\$74,992		\$74,992		
	Street Superintendent	xxxx, City of	\$48,413	\$73,669	\$61,041		\$61,041		
	Street Services Superintendent	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	Street & Bridge Superintendent	xxxx, City of	\$55,823	\$83,464	\$69,644		\$69,644		
	Street Maintenance Supervisor	xxxx, City of	\$59,750	\$92,613	\$76,182		\$76,182		
	Street Superintendent	xxxx, City of	\$68,472	\$92,638	\$80,555		\$80,555		
						Prevailing Rate:	\$70,112		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance				
			Min	Max	Midpoint			\$	%			
Public Works Division Manager - Solid Waste						\$53,560	\$71,179	-\$17,619	-32.90%			
	Solid Waste Operations Manager	xxxx, City of	\$48,661	\$65,836	\$57,249		\$57,249					
	Solid Waste Manager	xxxx, City of	\$62,738	\$97,244	\$79,991		\$79,991					
	Solid Waste Operations Manager	xxxx, City of	\$54,189	\$86,562	\$70,376		\$70,376					
	Solid Waste Collection Manager	xxxx, City of	\$62,700	\$91,500	\$77,100		\$77,100					
						Prevailing Rate: \$71,179						
Public Works Supervisor II - Solid Waste						\$39,138	\$55,576	\$47,357	\$47,357	\$49,032	-\$1,675	-3.54%
	Labor Supervisor-Solid Waste	xxxx, City of	\$40,032	\$54,168	\$47,100		\$47,100					
	Solid Waste Collection Supervisor	xxxx, City of	\$38,128	\$51,584	\$44,856		\$44,856					
	Solid Waste Operations Supervisor	xxxx, City of	\$42,459	\$67,824	\$55,141		\$55,141					
						Prevailing Rate: \$49,032						
Public Works Supervisor II - Street						\$39,138	\$55,576	\$47,357	\$47,357	\$52,041	-\$4,684	-9.89%
	Street & Bridge Supervisor	xxxx, City of	\$36,526	\$54,790	\$45,658		\$45,658					
	Street Maintenance Supervisor	xxxx, City of	\$38,128	\$51,584	\$44,856		\$44,856					
	Supervisor (Street Maintenance)	xxxx, City of	\$36,480	\$56,424	\$46,452		\$46,452					
	Streets Supervisor	xxxx, City of	\$39,472	\$60,056	\$49,764		\$49,764					
	Operations Supervisor - Streets	xxxx, City of	\$50,522	\$77,160	\$63,841		\$63,841					
						Public Sector \$50,114						
	Construction/Maintenance Foreman	Regional Private Sector	\$43,143	\$64,794	\$53,969		\$53,969					
						Private Sector \$53,969						
						Prevailing Rate: \$52,041						

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Recreation Division Administrator						\$66,727	\$70,886	-\$4,159	-6.23%
	Recreation Manager	xxxx, City of	\$54,770	\$81,884	\$68,327		\$68,327		
	Recreational Services Manager	xxxx, City of	\$54,195	\$84,003	\$69,099		\$69,099		
	Recreation Superintendent	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	Manager Of Parks & Recreation	xxxx, City of	\$69,932	\$106,805	\$88,369		\$88,369		
	Recreation Superintendent	xxxx, City of	\$54,189	\$86,562	\$70,376		\$70,376		
						Prevailing Rate: \$70,886			
Recreation Leader			\$21,854	\$31,033	\$26,444	\$26,444	\$26,224	\$220	0.83%
	Recreation Services Assistant	xxxx, City of	\$16,004	\$24,806	\$20,405		\$20,405		
	Recreation Attendant	xxxx, City of	\$21,882	\$30,636	\$26,259		\$26,259		
	Recreation Aide	xxxx, City of	\$20,977	\$32,036	\$26,507		\$26,507		
	Recreation Leader	xxxx, City of	\$26,396	\$40,163	\$33,279		\$33,279		
	Recreation Assistant	xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
	Recreation Aide	xxxx, City of	\$19,864	\$31,071	\$25,467		\$25,467		
						Prevailing Rate: \$26,224			
Recreation Program Coordinator			\$40,587	\$57,634	\$49,110	\$49,110	\$47,259	\$1,852	3.77%
	Recreation Coordinator	xxxx, City of	\$36,549	\$55,819	\$46,184		\$46,184		
	Recreation Coordinator	xxxx, City of	\$44,587	\$69,109	\$56,848		\$56,848		
	Recreation/Special Events Coordinator	xxxx, City of	\$38,128	\$51,584	\$44,856		\$44,856		
	Recreation Programmer	xxxx, City of	\$31,683	\$50,611	\$41,147		\$41,147		
						Prevailing Rate: \$47,259			

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Recreation Center Coordinator			\$36,356	\$51,626	\$43,991	\$43,991	\$42,171	\$1,820	4.14%
	Recreation Coordinator	xxxx, City of	\$34,786	\$52,181	\$43,484		\$43,484		
	Recreation Coordinator	xxxx, City of	\$37,598	\$52,638	\$45,118		\$45,118		
	Recreation Specialist	xxxx, City of	\$33,500	\$46,500	\$40,000		\$40,000		
	Recreation Specialist	xxxx, City of	\$33,682	\$51,442	\$42,562		\$42,562		
	Assistant Recreation Coordinator	xxxx, City of	\$34,935	\$54,149	\$44,542		\$44,542		
	Recreation Leader	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
						Prevailing Rate:	\$42,171		
Recreation Supervisor III			\$42,646	\$60,558	\$51,602	\$51,602	\$54,203	-\$2,601	-5.04%
	Recreational Area Supervisor	xxxx, City of	\$38,516	\$59,699	\$49,108		\$49,108		
	Recreation Supervisor	xxxx, City of	\$46,059	\$64,484	\$55,272		\$55,272		
	Recreation Center Supervisor	xxxx, City of	\$52,400	\$76,000	\$64,200		\$64,200		
	Recreation Events Supervisor	xxxx, City of	\$50,522	\$77,160	\$63,841		\$63,841		
	Recreation Supervisor	xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
	Recreation Program Supervisor	xxxx, City of	\$34,436	\$52,400	\$43,418		\$43,418		
						Prevailing Rate:	\$54,203		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
School Crossing Guard - TE			\$18,787	\$26,678	\$22,732	\$22,732	\$19,434	\$3,299	14.51%
	School Crossing Guard	xxxx, City of	\$15,242	\$23,625	\$19,434		\$19,434		
							Prevailing Rate:	\$19,434	
Secretary I			\$25,746	\$36,559	\$31,153	\$31,153	\$33,576	-\$2,424	-7.78%
	Administrative Assistant	xxxx, City of	\$24,828	\$38,483	\$31,656		\$31,656		
	Principal Secretary	xxxx, City of	\$25,956	\$37,824	\$31,890		\$31,890		
	Secretary	xxxx, City of	\$29,880	\$40,416	\$35,148		\$35,148		
	Administrative Assistant I	xxxx, City of	\$26,312	\$34,840	\$30,576		\$30,576		
	Office Assistant	xxxx, City of	\$26,486	\$40,453	\$33,470		\$33,470		
	Administrative Assistant	xxxx, City of	\$29,874	\$40,418	\$35,146		\$35,146		
	Service Support Assistant	xxxx, City of	\$28,684	\$40,157	\$34,421		\$34,421		
	Administrative Secretary	xxxx, City of	\$24,900	\$37,890	\$31,395		\$31,395		
	Administrative Assistant	xxxx, City of	\$28,738	\$45,906	\$37,322		\$37,322		
	Administrative Assistant	xxxx, City of	\$27,719	\$41,577	\$34,648		\$34,648		
							Public Sector	\$33,567	
	Administrative Secretary	Regional Private Sector	\$27,143	\$40,028	\$33,586		\$33,586		
							Private Sector	\$33,586	
							Prevailing Rate:	\$33,576	

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Secretary II			\$28,416	\$40,350	\$34,383	\$34,383	\$38,373	-\$3,990	-11.60%
	Lead Administrative Assistant	xxxx, City of	\$28,741	\$44,548	\$36,645		\$36,645		
	Senior Administrative Assistant	xxxx, City of	\$34,583	\$46,788	\$40,686		\$40,686		
	Administrative Assistant, Senior	xxxx, City of	\$31,443	\$47,165	\$39,304		\$39,304		
	Service Support Specialist	xxxx, City of	\$30,691	\$42,968	\$36,830		\$36,830		
	Administrative Assistant II	xxxx, City of	\$31,408	\$42,224	\$36,816		\$36,816		
	Senior Office Assistant	xxxx, City of	\$28,673	\$43,792	\$36,233		\$36,233		
	Administrative Assistant	xxxx, City of	\$27,978	\$42,570	\$35,274		\$35,274		
	Senior Administrative Assistant	xxxx, City of	\$31,683	\$50,611	\$41,147		\$41,147		
						Public Sector	\$37,867		
	Administrative Assistant - Level 2	Regional Private Sector	\$31,550	\$46,208	\$38,879		\$38,879		
						Private Sector	\$38,879		
						Prevailing Rate:	\$38,373		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Stormwater Compliance Specialist I			\$40,587	\$57,634	\$49,110	\$49,110	\$41,808	\$7,302	14.87%
	Stormwater Inspector	xxxx, City of	\$33,271	\$51,570	\$42,421		\$42,421		
	Stormwater Inspector	xxxx, City of	\$34,786	\$52,181	\$43,484		\$43,484		
	Stormwater Inspector	xxxx, City of	\$33,592	\$45,448	\$39,520		\$39,520		
						Prevailing Rate:	\$41,808		
Street Maintenance Technician I			\$25,746	\$36,559	\$31,153	\$31,153	\$28,703	\$2,450	7.86%
	Service Worker (Street)	xxxx, City of	\$20,688	\$30,168	\$25,428		\$25,428		
	Street Maintenance Worker	xxxx, City of	\$28,451	\$38,493	\$33,472		\$33,472		
	Street Maintenance Worker	xxxx, City of	\$22,517	\$35,968	\$29,243		\$29,243		
	Maintenance Worker I	xxxx, City of	\$23,414	\$32,780	\$28,097		\$28,097		
	Maintenance Specialist	xxxx, City of	\$27,096	\$36,660	\$31,878		\$31,878		
	Maintenance Worker	xxxx, City of	\$22,075	\$33,113	\$27,594		\$27,594		
	Laborer - Streets	xxxx, City of	\$22,654	\$34,600	\$28,627		\$28,627		
	General Maintenance Worker	xxxx, City of	\$22,162	\$33,724	\$27,943		\$27,943		
	Laborer	xxxx, City of	\$20,426	\$31,660	\$26,043		\$26,043		
						Prevailing Rate:	\$28,703		
System Administrator III			\$53,264	\$75,635	\$64,449	\$64,449	\$69,267	-\$4,818	-7.48%
	System And Operations Administrator - Custc	xxxx, City of	\$54,500	\$79,500	\$67,000		\$67,000		
	System Administrator	xxxx, City of	\$49,157	\$76,193	\$62,675		\$62,675		
	System Administrator II	xxxx, City of	\$56,328	\$76,212	\$66,270		\$66,270		
	System Administrator	xxxx, City of	\$56,332	\$76,213	\$66,273		\$66,273		
						Public Sector	\$65,554		
	Systems Administrator	Regional Private Sector	\$58,346	\$87,615	\$72,981		\$72,981		
						Private Sector	\$72,981		
						Prevailing Rate:	\$69,267		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Traffic Signal Manager			\$47,476	\$67,416	\$57,446	\$57,446	\$56,666	\$780	1.36%
	Traffic Signal/Electrical Supervisor	xxxx, City of	\$50,522	\$77,160	\$63,841		\$63,841		
	Traffic Signal Supervisor	xxxx, City of	\$38,516	\$59,699	\$49,108		\$49,108		
	Traffic Signal Supervisor	xxxx, City of	\$53,652	\$72,588	\$63,120		\$63,120		
	Signal Technician Supervisor	xxxx, City of	\$48,661	\$65,836	\$57,249		\$57,249		
	Traffic Signal Supervisor	xxxx, City of	\$38,511	\$61,518	\$50,015		\$50,015		
Prevailing Rate:							\$56,666		
Traffic Signal Technician II			\$31,362	\$44,534	\$37,948	\$37,948	\$43,738	-\$5,790	-15.26%
	Traffic Signal Technician	xxxx, City of	\$30,175	\$48,201	\$39,188		\$39,188		
	Traffic Signal Technician	xxxx, City of	\$39,520	\$54,080	\$46,800		\$46,800		
	Traffic Signal Technician	xxxx, City of	\$36,549	\$55,819	\$46,184		\$46,184		
	Signal Technician	xxxx, City of	\$37,598	\$52,638	\$45,118		\$45,118		
	Traffic Signal Technician	xxxx, City of	\$33,271	\$51,570	\$42,421		\$42,421		
	Signal Technician	xxxx, City of	\$36,312	\$49,128	\$42,720		\$42,720		
Prevailing Rate:							\$43,738		
Traffic Signal Technician III			\$39,138	\$55,576	\$47,357	\$47,357	\$48,010	-\$653	-1.38%
	Senior Signal Technician	xxxx, City of	\$43,046	\$60,265	\$51,656		\$51,656		
	Senior Signal Technician	xxxx, City of	\$38,128	\$51,584	\$44,856		\$44,856		
	Senior Traffic Signal Technician	xxxx, City of	\$39,689	\$60,640	\$50,165		\$50,165		
	Lead Traffic Signal Technician	xxxx, City of	\$34,931	\$55,799	\$45,365		\$45,365		
Prevailing Rate:							\$48,010		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Transportation Planner I			\$42,647	\$60,558	\$51,602	\$51,602	\$53,193	-\$1,590	-3.08%
	Transportation Planner I	xxxx, City of	\$33,839	\$51,494	\$42,667		\$42,667		
	Transportation Planner	xxxx, City of	\$54,735	\$83,595	\$69,165		\$69,165		
	Transportation Planner	xxxx, City of	\$40,441	\$62,684	\$51,563		\$51,563		
	Transportation Planning Analyst	xxxx, City of	\$39,502	\$59,253	\$49,378		\$49,378		
Prevailing Rate:							\$53,193		
Transportation Planner III			\$51,964	\$73,789	\$62,877	\$62,877	\$69,918	-\$7,041	-11.20%
	Transportation Planning Coordinator	xxxx, City of	\$54,770	\$81,884	\$68,327		\$68,327		
	Senior Transportation Planner	xxxx, City of	\$62,106	\$84,025	\$73,066		\$73,066		
	Transportation Planner IV	xxxx, City of	\$54,221	\$82,504	\$68,363		\$68,363		
Prevailing Rate:							\$69,918		
Transportation Planning Technician			\$31,362	\$44,534	\$37,948	\$37,948	\$38,215	-\$266	-0.70%
	Transportation Planning Technician	xxxx, City of	\$30,363	\$45,542	\$37,953		\$37,953		
	Transportation Planning Tech	xxxx, City of	\$30,178	\$46,776	\$38,477		\$38,477		
Prevailing Rate:							\$38,215		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Treatment Plant Operator I			\$32,944	\$46,781	\$39,862	\$39,862	\$39,818	\$45	0.11%
	Treatment Plant Operator	xxxx, City of	\$30,178	\$46,776	\$38,477		\$38,477		
	Water/Wastewater Treatment Plant Operator	xxxx, City of	\$31,683	\$50,611	\$41,147		\$41,147		
	W/WW Plant Operator (Cert C/D)	xxxx, City of	\$30,050	\$45,075	\$37,563		\$37,563		
	Utility Plant Operator	xxxx, City of	\$31,368	\$42,444	\$36,906		\$36,906		
	Plant Operator I	xxxx, City of	\$26,396	\$40,163	\$33,279		\$33,279		
	Plant Operator C	xxxx, City of	\$34,583	\$46,788	\$40,686		\$40,686		
						Public Sector	\$38,010		
	Water Plant Operator	Regional Private Sector	\$33,300	\$49,951	\$41,626		\$41,626		
						Private Sector	\$41,626		
						Prevailing Rate:	\$39,818		
Treatment Plant Operator in Training			\$30,591	\$43,439	\$37,015	\$37,015	\$35,023	\$1,992	5.38%
	Plant Operator D	xxxx, City of	\$29,874	\$40,418	\$35,146		\$35,146		
	Treatment Plant Operator - Training	xxxx, City of	\$27,372	\$42,427	\$34,900		\$34,900		
						Prevailing Rate:	\$35,023		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Treatment Plant Operator IV			\$47,476	\$67,416	\$57,446	\$57,446	\$53,224	\$4,222	7.35%
	Water Treatment Plant Lead Operator	xxxx, City of	\$38,511	\$61,518	\$50,015		\$50,015		
	Chief Plant Operator	xxxx, City of	\$49,157	\$76,193	\$62,675		\$62,675		
	Water Plant Chief Operator	xxxx, City of	\$44,137	\$59,715	\$51,926		\$51,926		
	Lead Plant Operator	xxxx, City of	\$34,436	\$52,400	\$43,418		\$43,418		
						Public Sector	\$52,008		
	Chief Operator - Water	Regional Private Sector	\$43,556	\$65,325	\$54,441		\$54,441		
						Private Sector	\$54,441		
						Prevailing Rate:	\$53,224		
Victim Services Specialist I			\$38,184	\$54,221	\$46,202	\$46,202	\$38,631	\$7,571	16.39%
	Crime Victim Liaison	xxxx, City of	\$31,368	\$42,439	\$36,904		\$36,904		
	Criminal Victims Liaison	xxxx, City of	\$25,956	\$37,824	\$31,890		\$31,890		
	Crime Victim Liaison	xxxx, City of	\$40,032	\$54,168	\$47,100		\$47,100		
						Prevailing Rate:	\$38,631		
Water Utilities Division Administrator						\$61,721	\$81,721	-\$20,000	-32.40%
	Water Utilities Manager	xxxx, City of	\$73,962	\$103,546	\$88,754		\$88,754		
	Utility Operations Superintendent	xxxx, City of	\$59,346	\$90,638	\$74,992		\$74,992		
	Utilities Operations Manager	xxxx, City of	\$79,260	\$107,244	\$93,252		\$93,252		
	Utility Operations Manager	xxxx, City of	\$75,411	\$114,740	\$95,075		\$95,075		
	Water And Sewer Superintendent	xxxx, City of	\$45,768	\$70,752	\$58,260		\$58,260		
	Water Operations Manager	xxxx, City of	\$62,738	\$97,244	\$79,991		\$79,991		
						Prevailing Rate:	\$81,721		

Job Title	Survey Job Class	Survey Organization	Base Annual Salary			Current Midpoint	Market Midpoint	Variance	
			Min	Max	Midpoint			\$	%
Welder I			\$28,416	\$40,350	\$34,383	\$34,383	\$36,199	-\$1,816	-5.28%
	Welder	xxxx, City of	\$29,076	\$42,372	\$35,724		\$35,724		
	Welder	xxxx, City of	\$27,372	\$42,427	\$34,900		\$34,900		
	Welder	xxxx, City of	\$24,900	\$37,890	\$31,395		\$31,395		
	Welder	xxxx, City of	\$27,719	\$41,577	\$34,648		\$34,648		
	Welder	xxxx, City of	\$34,584	\$46,788	\$40,686		\$40,686		
	Welder	xxxx, City of	\$29,874	\$40,418	\$35,146		\$35,146		
						Public Sector	\$35,416		
	Welder	Regional Private Sector	\$30,013	\$43,952	\$36,983		\$36,983		
						Private Sector	\$36,983		
						Prevailing Rate:	\$36,199		
Zookeeper I			\$23,908	\$33,949	\$28,928	\$28,928	\$30,705	-\$1,777	-6.14%
	Zookeeper	xxxx, City of	\$23,643	\$37,767	\$30,705		\$30,705		
	Senior Keeper	2016 AZA Survey	\$30,000	\$38,250		Prevailing Rate:	\$30,705		
	Keeper	2016 AZA Survey	\$25,500	\$30,087					