

GB-EX002 : POSITION LISTING SUMMARY

Organization Name: New Demo Client

Project Id: NPRDMN01

Project Name: New Demo Project - Demo Client

<p>Factor 1: Experience - General</p> <p>Factor 2: Experience-Management</p> <p>Factor 3: Education</p> <p>Factor 4a: Supervision Received</p> <p>Factor 4b: Planning</p> <p>Factor 4c: Decision Making</p> <p>Factor 5: Mental Demand</p>	<p>Factor 6: Analytical Ability & Problem Solving</p> <p>Factor 7: Responsibilities for Work of Others</p> <p>Factor 8: Responsibilities for Funds, Property, etc.</p> <p>Factor 9: Responsibilities for Accuracy</p> <p>Factor 10a: Freedom To Act</p> <p>Factor 10b: Annual Monetary Impact</p> <p>Factor 10c: Impact Of Job On End Results</p>	<p>Factor 11: Contacts with Public</p> <p>Factor 12: Contacts with Employees</p> <p>Factor 13: Machine & Computer Operations</p> <p>Factor 14: Working Conditions & Hazards</p> <p>Factor 15: Physical Demands</p>
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Position Title / Classification	Job Grade		JA Job Factors															VALUE				
	Current	Proposed	1	2	3	4a	4b	4c	5	6	7	8	9	10a	10b	10c	11		12	13	14	15
Paralegal	ASG10	20	12	7	8	6	5	6	8	8	8	8	6	7	3	4	6	5	6	1	2	1994
Director of Parks & Recreation	DHG04	20	12	7	8	6	5	6	8	8	8	8	6	7	3	4	6	5	6	1	2	1994
Human Resources Assistant	PTEG10	20	12	7	8	6	5	6	8	8	8	8	6	7	3	4	6	5	6	1	2	1994
Secretary	ASG05	20	12	7	8	6	5	6	8	8	8	8	6	7	3	4	6	5	6	1	2	1994
Asst Greens Superintendent	LSG09	20	12	7	8	6	5	6	8	8	8	8	6	7	3	4	6	5	6	1	2	1994
City Attorney	DHG08	18	13	12	7	5	5	6	6	6	4	6	5	6	4	4	5	5	4	3	1	1731
Evidence Collection Unit Supvr	PDECUG11	18	13	12	7	5	5	6	6	6	4	6	5	6	4	4	5	5	4	3	1	1731
Infrastructure Supervisor	ENTPTEGX14	17	8	12	5	5	5	6	6	6	9	6	5	5	3	4	5	4	4	3	1	1681
Transit Manager	KMG06	17	13	12	7	4	4	4	5	5	5	4	4	5	2	4	5	4	7	1	2	1680
Police Major	PDG05	17	13	12	7	4	4	4	5	5	5	4	4	5	2	4	5	4	7	1	2	1680
Police Officer	ENTPDG01	17	8	12	5	5	5	6	6	6	9	6	4	5	3	4	5	4	4	3	1	1668
Garage Manager	KMG06	15	8	5	5	4	5	6	6	6	4	6	5	5	3	4	3	5	12	3	5	1475
Community Development Director	DHG04	15	8	5	5	4	5	6	6	6	4	6	5	5	2	4	3	5	12	2	5	1469
Utility Crew Leader	ENTLS10	15	8	5	5	4	5	6	6	6	4	6	4	5	3	4	3	5	12	3	5	1462
Recreation Facilities Manager	ENTPTEGX09	15	8	7	5	4	5	6	6	6	9	6	5	6	4	4	5	5	4	3	5	1448
Loss Prevention Manager	KMG07	15	8	7	5	4	5	6	6	6	9	6	5	6	4	4	5	5	4	3	5	1448
Refuse Truck Driver	ENTLS08	13	8	7	5	4	6	6	6	6	4	6	5	5	2	4	5	4	4	3	2	1240

Mechanic	ENTLS10	13	8	7	5	4	6	6	6	6	4	6	5	5	2	4	5	4	4	3	1	1235
Evidence Collection Unit Tech	PDECUG09	13	8	6	5	5	4	5	5	7	3	4	5	5	2	4	6	4	5	1	2	1234
City Engineer	DHG05	13	8	6	5	5	4	5	5	7	3	4	5	5	2	4	6	4	5	1	2	1234
Clerk/Typist	ASG04	13	8	7	5	4	5	6	6	6	3	6	5	5	2	4	5	4	4	1	5	1205
Fire Chief	DHG08	13	8	7	5	4	5	6	6	6	3	6	5	5	2	4	5	4	4	1	5	1205
Construction Inspector	LSG11	12	8	7	5	5	6	6	6	6	3	4	4	5	3	4	5	4	4	2	5	1167
Maintenance Specialist	ENTLS09	12	8	7	5	5	6	6	6	6	3	4	4	5	3	4	5	4	4	2	5	1167
Recreation Superintendent	KMG07	12	8	7	5	5	6	6	6	6	3	4	4	5	3	4	5	4	4	2	5	1167
Garage Parts Clerk	PTNG07	12	8	7	5	5	6	6	6	6	3	4	4	5	3	4	5	4	4	2	5	1167
Accountant	ENTPTEXG10	12	8	7	5	5	6	6	6	6	3	4	4	5	3	4	5	4	4	2	5	1167
Recreation Specialist	PTNG06	12	8	5	5	5	5	6	6	6	3	5	5	5	4	4	5	5	4	2	5	1147
Deputy Chief of Police	PDG07	12	6	5	5	4	5	6	6	6	1	6	5	5	4	4	5	4	6	1	1	1136
Payroll Administrator	PTEG08	12	6	5	5	4	5	6	6	6	1	6	5	5	4	4	5	4	6	1	1	1136
Golf Course Manager	PTEG09	12	6	5	5	4	5	6	6	6	1	6	5	5	4	4	5	4	6	1	1	1136
Asst Occupational Tax Administra	PTEG10	12	6	5	5	4	5	6	6	6	1	6	5	5	4	4	5	4	6	1	1	1136
Systems Analyst/Programmer	PTEG12	12	6	5	5	4	5	6	6	6	1	6	5	5	4	4	5	4	6	1	1	1136
Maintenance Equipment Operator	ENTLS08	12	8	5	5	5	5	6	6	6	3	5	5	5	2	4	5	5	4	2	5	1107
Network Systems Technician	ENTPTEXG09	11	6	5	5	4	5	6	4	6	3	4	5	5	2	4	5	4	6	3	5	1087
Road Worker	ENTLS07	11	6	5	5	4	5	6	4	6	3	4	5	5	2	4	5	4	6	3	5	1087
Accounting Clerk	PTNG06	11	8	4	5	4	5	6	6	6	3	4	4	5	2	4	3	4	6	2	5	1062
Crew Leader	ENTLS10	11	8	4	5	4	5	6	5	6	3	4	4	5	2	4	3	4	6	2	5	1042
GIS Analyst/Programmer	PTEG11	11	8	4	5	4	5	6	5	6	3	4	4	5	2	4	3	4	6	2	5	1042
Director of Finance & Support Se	DHG07	10	13	4	3	4	5	6	4	6	2	4	4	4	2	4	4	4	4	6	5	988
Greens Superintendent	LSG10	10	13	4	3	4	5	5	4	6	2	4	4	4	2	4	4	4	4	6	5	988
Asst. TAC Telecommunicator	PTNG08	10	13	4	3	4	5	5	4	6	2	4	4	4	1	4	4	4	4	6	5	968
City Clerk	PTEG11	9	8	5	5	4	5	4	4	5	2	4	4	4	2	4	4	4	4	3	5	887
Records Manager	ASG08	9	8	5	5	4	5	4	4	5	2	4	4	4	2	4	4	4	4	3	5	887
Lead Telecommunicator	PTNG09	9	8	5	5	4	5	4	4	5	2	4	4	4	2	4	4	4	4	3	5	887
Executive Assistant to Mayor	ASG08	9	8	5	5	4	5	4	4	5	2	4	4	4	2	4	4	4	4	3	5	887
Electrician	ENTLS10	9	7	6	5	4	4	4	6	6	0	1	5	4	0	3	0	4	6	1	1	880

Bus Driver/Dispatcher	LSG09	9	7	6	5	4	4	4	6	6	0	1	5	4	0	3	0	4	6	1	1	880
Information Technology Manager	DHG04	9	7	6	5	4	4	4	6	6	0	1	5	4	0	3	0	4	6	1	1	880
Police Sergeant	PDG02	9	7	6	5	4	4	4	6	6	0	1	5	4	0	3	0	4	6	1	1	880
Purchasing Manager	PTEG11	9	7	2	4	5	5	4	4	3	2	7	6	3	1	3	3	4	6	7	1	860
Laborer	LSG06	9	7	2	4	5	5	4	4	3	2	7	6	3	1	3	3	4	6	7	1	860
Maintenance Worker	ENTLS07	9	8	3	4	5	4	5	4	5	3	4	5	5	2	3	5	4	3	3	5	854
Recreation Supervisor	PTNG08	9	8	3	4	5	4	5	4	5	3	4	5	5	2	3	5	4	3	3	5	854
Senior Accountant	PTEG11	9	5	4	7	4	4	4	4	5	3	4	4	4	1	3	4	4	4	3	5	851
Parkkeeper/Maintenance Helper	LSG03	9	5	4	7	4	4	4	4	5	3	4	4	4	1	3	4	4	4	3	5	851
Assistant City Manager	DHG08	9	8	5	4	4	4	3	4	5	3	1	4	4	1	4	5	4	4	3	5	849
Chief Surveyor	PTNG12	9	5	4	3	4	4	6	6	5	2	3	4	4	0	4	3	4	4	8	7	847
Engineering Technician	ENTPTNG11	9	5	4	3	4	4	6	6	5	2	3	4	4	0	4	3	4	4	8	7	847
School Resource Officer	PDG01	9	8	4	4	5	4	4	4	5	3	3	5	4	1	3	5	4	4	3	5	839
Occupational Tax Administrator	PTEG11	9	8	4	4	5	4	4	4	5	3	3	5	4	1	3	5	4	4	3	5	839
Senior Engineering Technician	PTNG12	9	8	5	4	4	4	3	4	5	3	2	4	4	1	3	5	4	4	3	5	837
Office Manager	ASG07	9	8	5	4	4	4	3	4	5	3	1	4	4	1	3	5	4	4	3	5	829
Grounds Manager/Horticulturist	KMG06	9	8	5	4	4	4	3	4	5	3	1	4	4	1	3	5	4	4	3	5	829
Deputy Director Public Works	DHG04	9	8	5	4	4	4	3	4	5	3	1	4	4	1	3	5	4	4	3	5	829
Occupational Revenue Clerk	ENTPTNG08	9	5	4	4	4	4	6	4	5	3	2	4	4	1	4	5	4	4	3	5	818
Sanitation Manager	ENTKMG06	9	5	4	4	4	4	6	4	5	3	2	4	4	1	4	5	4	4	3	5	818
Building Maintenance/Operations	LSG11	8	6	5	5	4	4	4	4	5	1	3	4	4	1	2	5	4	4	1	5	781
HVAC Technician	LSG10	8	6	5	5	4	4	4	4	5	1	3	4	4	1	2	5	4	4	1	5	781
Director of Public Events	DHG07	8	6	5	5	4	4	4	4	5	1	3	4	4	1	2	5	4	4	1	5	781
Applications Supervisor	PTEG13	8	5	4	5	4	4	4	4	5	0	4	5	5	2	2	4	4	4	3	3	768
Laborer/Maintenance Helper	ENTLS06	8	5	4	5	4	4	4	4	5	2	3	4	4	1	3	4	4	4	1	5	757
Property Maintenance Manager	ENTKMG06	8	5	4	5	4	4	4	4	5	2	3	4	4	1	3	4	4	4	1	5	757
City Manager	DHG10	8	5	4	5	4	4	4	4	5	2	3	4	4	1	3	4	4	4	1	5	757
Facilities Maintenance Manager	KMG06	8	5	4	5	4	4	4	4	5	2	3	4	4	1	3	4	4	4	1	5	757
Director - 911 Central Dispatch	KMG08	8	5	4	5	4	4	4	4	5	0	2	5	5	2	2	4	4	4	3	3	752
Human Resources Manager	DHG04	8	5	4	5	4	4	4	4	5	0	2	5	5	2	2	4	4	4	3	3	752

Property Maintenance Inspector	PTNG08	8	6	5	5	4	4	4	4	5	0	1	4	4	2	3	3	4	4	2	1	742
Instrument Technician	ENTLS11	8	6	5	5	4	4	4	4	5	0	1	4	4	2	3	3	4	4	2	1	742
Police Chief	DHG08	7	7	5	4	3	3	4	4	5	0	1	3	4	1	2	3	4	4	2	3	672
Street Manager	ENTKMG06	7	7	5	4	3	3	4	4	5	0	1	3	4	1	2	3	4	4	2	3	672
Events Coordinator	PTNG08	7	5	4	5	4	4	4	4	5	0	2	4	4	0	3	1	4	4	1	1	628
Citizens Service Representative	ASG03	7	5	4	5	4	4	4	4	5	0	1	4	4	0	3	1	4	4	1	1	620
Imaging Specialist	PTNG07	6	5	4	4	4	3	4	4	4	0	2	4	3	1	2	1	3	4	2	2	560
Bus Driver	ENTLS08	6	5	4	4	4	3	4	4	4	0	2	4	3	1	2	1	3	4	2	1	555
Director of Public Works	DHG07	6	5	4	4	3	3	4	4	4	0	1	4	3	1	2	1	3	4	2	2	552
Police Lieutenant	PDG03	6	5	0	3	3	3	3	4	4	0	6	5	3	1	4	1	3	4	1	2	504
Telecommunicator	ENTPTNG07	5	5	0	3	3	3	4	4	4	0	6	5	3	1	2	2	3	4	1	2	500
Revenue Clerk	ENTPTNG06	5	5	0	3	4	2	4	3	4	0	3	4	4	1	2	3	3	2	1	2	410
GIS Manager	KMG07	5	5	0	3	4	2	4	3	4	0	3	4	4	1	2	3	3	2	1	2	410
Network Systems Engineer	PTEG13	5	5	0	3	4	2	4	3	4	0	3	4	4	1	2	3	3	2	1	2	410
Administrative Aide	ASG07	5	5	0	3	4	3	4	3	4	0	3	4	4	1	2	3	3	2	1	2	410
Crew Leader (Complex)	ENTLS10	5	5	0	3	4	2	4	3	4	0	3	4	4	1	2	3	3	2	1	1	405
Assistant City Engineer	KMG07	4	1	0	3	3	3	2	3	4	1	1	4	2	1	2	2	3	4	1	5	365
Housing & Grant Coordinator	PTNG07	4	1	0	3	3	3	2	3	4	1	1	3	2	1	2	2	3	4	1	5	353
Deputy Director Finance & SS	DHG05	4	1	0	3	3	3	2	3	4	1	1	3	2	1	2	2	3	4	1	5	353

GB-EX003 : POSITION LISTING SUMMARY

Organization Name: New Demo Client

Project Id: NPRDMN01

Project Name: New Demo Project - Demo Client

Factor 1: Experience - General	Factor 6: Analytical Ability & Problem Solving	Factor 11: Contacts with Public
Factor 2: Experience-Management	Factor 7: Responsibilities for Work of Others	Factor 12: Contacts with Employees
Factor 3: Education	Factor 8: Responsibilities for Funds, Property, etc.	Factor 13: Machine & Computer Operations
Factor 4: Initiative & Ingenuity	Factor 9: Responsibilities for Accuracy	Factor 14: Working Conditions & Hazards
Factor 5: Mental Demand	Factor 10: Accountabilities & End Results	Factor 15: Physical Demands

Position Title / Classification	Job Grade		JA Job Factors															VALUE	
	Current	Proposed	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		
	Paralegal	ASG10	20	12	7	8	8	8	8	8	8	8	6	11	6	5	6		1
Director of Parks & Recreation	DHG04	20	12	7	8	8	8	8	8	8	8	6	11	6	5	6	1	2	1994
Human Resources Assistant	PTEG10	20	12	7	8	8	8	8	8	8	8	6	11	6	5	6	1	2	1994
Secretary	ASG05	20	12	7	8	8	8	8	8	8	8	6	11	6	5	6	1	2	1994
Asst Greens Superintendent	LSG09	20	12	7	8	8	8	8	8	8	8	6	11	6	5	6	1	2	1994
City Attorney	DHG08	18	13	12	7	8	6	6	4	6	5	11	5	5	4	3	1	1731	
Evidence Collection Unit Supvr	PDECUG11	18	13	12	7	8	6	6	4	6	5	11	5	5	4	3	1	1731	
Infrastructure Supervisor	ENTPTEXG14	17	8	12	5	8	6	6	9	6	5	10	5	4	4	3	1	1681	
Transit Manager	KMG06	17	13	12	7	6	5	5	5	4	4	10	5	4	7	1	2	1680	
Police Major	PDG05	17	13	12	7	6	5	5	5	4	4	10	5	4	7	1	2	1680	
Police Officer	ENTPDG01	17	8	12	5	8	6	6	9	6	4	10	5	4	4	3	1	1668	
Garage Manager	KMG06	15	8	5	5	7	6	6	4	6	5	10	3	5	12	3	5	1475	
Community Development Director	DHG04	15	8	5	5	7	6	6	4	6	5	10	3	5	12	2	5	1469	
Utility Crew Leader	ENTLS10	15	8	5	5	7	6	6	4	6	4	10	3	5	12	3	5	1462	
Recreation Facilities Manager	ENTPTEXG09	15	8	7	5	7	6	6	9	6	5	11	5	5	4	3	5	1448	
Loss Prevention Manager	KMG07	15	8	7	5	7	6	6	9	6	5	11	5	5	4	3	5	1448	
Refuse Truck Driver	ENTLS08	13	8	7	5	8	6	6	4	6	5	10	5	4	4	3	2	1240	
Mechanic	ENTLS10	13	8	7	5	8	6	6	4	6	5	10	5	4	4	3	1	1235	
Evidence Collection Unit Tech	PDECUG09	13	8	6	5	7	5	7	3	4	5	10	6	4	5	1	2	1234	

Factor 1: Experience - General	Factor 6: Analytical Ability & Problem Solving	Factor 11: Contacts with Public
Factor 2: Experience-Management	Factor 7: Responsibilities for Work of Others	Factor 12: Contacts with Employees
Factor 3: Education	Factor 8: Responsibilities for Funds, Property, etc.	Factor 13: Machine & Computer Operations
Factor 4: Initiative & Ingenuity	Factor 9: Responsibilities for Accuracy	Factor 14: Working Conditions & Hazards
Factor 5: Mental Demand	Factor 10: Accountabilities & End Results	Factor 15: Physical Demands

Position Title / Classification	Job Grade		JA Job Factors															VALUE
	Current	Proposed	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
City Engineer	DHG05	13	8	6	5	7	5	7	3	4	5	10	6	4	5	1	2	1234
Clerk/Typist	ASG04	13	8	7	5	7	6	6	3	6	5	10	5	4	4	1	5	1205
Fire Chief	DHG08	13	8	7	5	7	6	6	3	6	5	10	5	4	4	1	5	1205
Construction Inspector	LSG11	12	8	7	5	8	6	6	3	4	4	10	5	4	4	2	5	1167
Maintenance Specialist	ENTLS09	12	8	7	5	8	6	6	3	4	4	10	5	4	4	2	5	1167
Recreation Superintendent	KMG07	12	8	7	5	8	6	6	3	4	4	10	5	4	4	2	5	1167
Garage Parts Clerk	PTNG07	12	8	7	5	8	6	6	3	4	4	10	5	4	4	2	5	1167
Accountant	ENTPTEXG10	12	8	7	5	8	6	6	3	4	4	10	5	4	4	2	5	1167
Recreation Specialist	PTNG06	12	8	5	5	8	6	6	3	5	5	11	5	5	4	2	5	1147
Deputy Chief of Police	PDG07	12	6	5	5	7	6	6	1	6	5	11	5	4	6	1	1	1136
Payroll Administrator	PTEG08	12	6	5	5	7	6	6	1	6	5	11	5	4	6	1	1	1136
Golf Course Manager	PTEG09	12	6	5	5	7	6	6	1	6	5	11	5	4	6	1	1	1136
Asst Occupational Tax Administra	PTEG10	12	6	5	5	7	6	6	1	6	5	11	5	4	6	1	1	1136
Systems Analyst/Programmer	PTEG12	12	6	5	5	7	6	6	1	6	5	11	5	4	6	1	1	1136
Maintenance Equipment Operator	ENTLS08	12	8	5	5	8	6	6	3	5	5	10	5	5	4	2	5	1107
Network Systems Technician	ENTPTEXG09	11	6	5	5	7	4	6	3	4	5	10	5	4	6	3	5	1087
Road Worker	ENTLS07	11	6	5	5	7	4	6	3	4	5	10	5	4	6	3	5	1087
Accounting Clerk	PTNG06	11	8	4	5	7	6	6	3	4	4	10	3	4	6	2	5	1062
Crew Leader	ENTLS10	11	8	4	5	7	5	6	3	4	4	10	3	4	6	2	5	1042
GIS Analyst/Programmer	PTEG11	11	8	4	5	7	5	6	3	4	4	10	3	4	6	2	5	1042
Director of Finance & Support Se	DHG07	10	13	4	3	7	4	6	2	4	4	9	4	4	4	6	5	988
Greens Superintendent	LSG10	10	13	4	3	7	4	6	2	4	4	9	4	4	4	6	5	988
Asst. TAC Telecommunicator	PTNG08	10	13	4	3	7	4	6	2	4	4	8	4	4	4	6	5	968

Factor 1: Experience - General	Factor 6: Analytical Ability & Problem Solving	Factor 11: Contacts with Public
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Position Title / Classification	Job Grade		JA Job Factors															VALUE
	Current	Proposed	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
City Clerk	PTEG11	9	8	5	5	6	4	5	2	4	4	9	4	4	4	3	5	887
Records Manager	ASG08	9	8	5	5	6	4	5	2	4	4	9	4	4	4	3	5	887
Lead Telecommunicator	PTNG09	9	8	5	5	6	4	5	2	4	4	9	4	4	4	3	5	887
Executive Assistant to Mayor	ASG08	9	8	5	5	6	4	5	2	4	4	9	4	4	4	3	5	887
Electrician	ENTLS10	9	7	6	5	6	6	6	0	1	5	6	0	4	6	1	1	880
Bus Driver/Dispatcher	LSG09	9	7	6	5	6	6	6	0	1	5	6	0	4	6	1	1	880
Information Technology Manager	DHG04	9	7	6	5	6	6	6	0	1	5	6	0	4	6	1	1	880
Police Sergeant	PDG02	9	7	6	5	6	6	6	0	1	5	6	0	4	6	1	1	880
Purchasing Manager	PTEG11	9	7	2	4	7	4	3	2	7	6	6	3	4	6	7	1	860
Laborer	LSG06	9	7	2	4	7	4	3	2	7	6	6	3	4	6	7	1	860
Maintenance Worker	ENTLS07	9	8	3	4	7	4	5	3	4	5	9	5	4	3	3	5	854
Recreation Supervisor	PTNG08	9	8	3	4	7	4	5	3	4	5	9	5	4	3	3	5	854
Senior Accountant	PTEG11	9	5	4	7	6	4	5	3	4	4	7	4	4	4	3	5	851
Parkkeeper/Maintenance Helper	LSG03	9	5	4	7	6	4	5	3	4	4	7	4	4	4	3	5	851
Assistant City Manager	DHG08	9	8	5	4	5	4	5	3	1	4	8	5	4	4	3	5	849
Chief Surveyor	PTNG12	9	5	4	3	7	6	5	2	3	4	7	3	4	4	8	7	847
Engineering Technician	ENTPTNG11	9	5	4	3	7	6	5	2	3	4	7	3	4	4	8	7	847
School Resource Officer	PDG01	9	8	4	4	6	4	5	3	3	5	7	5	4	4	3	5	839
Occupational Tax Administrator	PTEG11	9	8	4	4	6	4	5	3	3	5	7	5	4	4	3	5	839
Senior Engineering Technician	PTNG12	9	8	5	4	5	4	5	3	2	4	7	5	4	4	3	5	837
Office Manager	ASG07	9	8	5	4	5	4	5	3	1	4	7	5	4	4	3	5	829
Grounds Manager/Horticulturist	KMG06	9	8	5	4	5	4	5	3	1	4	7	5	4	4	3	5	829
Deputy Director Public Works	DHG04	9	8	5	4	5	4	5	3	1	4	7	5	4	4	3	5	829

Factor 1: Experience - General	Factor 6: Analytical Ability & Problem Solving	Factor 11: Contacts with Public
Factor 2: Experience-Management	Factor 7: Responsibilities for Work of Others	Factor 12: Contacts with Employees
Factor 3: Education	Factor 8: Responsibilities for Funds, Property, etc.	Factor 13: Machine & Computer Operations
Factor 4: Initiative & Ingenuity	Factor 9: Responsibilities for Accuracy	Factor 14: Working Conditions & Hazards
Factor 5: Mental Demand	Factor 10: Accountabilities & End Results	Factor 15: Physical Demands

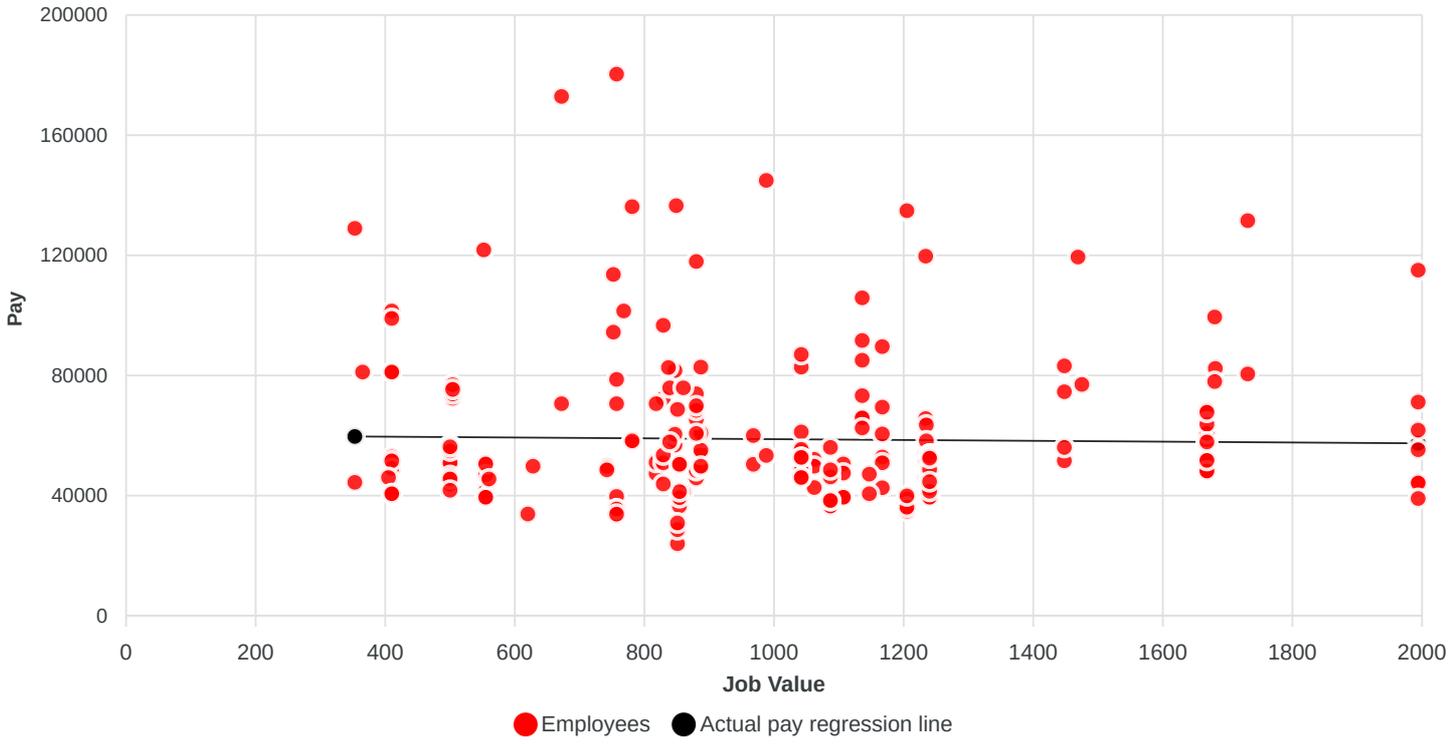
Position Title / Classification	Job Grade		JA Job Factors															VALUE
	Current	Proposed	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Occupational Revenue Clerk	ENTPTNG08	9	5	4	4	7	4	5	3	2	4	8	5	4	4	3	5	818
Sanitation Manager	ENTKMG06	9	5	4	4	7	4	5	3	2	4	8	5	4	4	3	5	818
Building Maintenance/Operations	LSG11	8	6	5	5	6	4	5	1	3	4	6	5	4	4	1	5	781
HVAC Technician	LSG10	8	6	5	5	6	4	5	1	3	4	6	5	4	4	1	5	781
Director of Public Events	DHG07	8	6	5	5	6	4	5	1	3	4	6	5	4	4	1	5	781
Applications Supervisor	PTEG13	8	5	4	5	6	4	5	0	4	5	8	4	4	4	3	3	768
Laborer/Maintenance Helper	ENTLS06	8	5	4	5	6	4	5	2	3	4	7	4	4	4	1	5	757
Property Maintenance Manager	ENTKMG06	8	5	4	5	6	4	5	2	3	4	7	4	4	4	1	5	757
City Manager	DHG10	8	5	4	5	6	4	5	2	3	4	7	4	4	4	1	5	757
Facilities Maintenance Manager	KMG06	8	5	4	5	6	4	5	2	3	4	7	4	4	4	1	5	757
Director - 911 Central Dispatch	KMG08	8	5	4	5	6	4	5	0	2	5	8	4	4	4	3	3	752
Human Resources Manager	DHG04	8	5	4	5	6	4	5	0	2	5	8	4	4	4	3	3	752
Property Maintenance Inspector	PTNG08	8	6	5	5	6	4	5	0	1	4	8	3	4	4	2	1	742
Instrument Technician	ENTLS11	8	6	5	5	6	4	5	0	1	4	8	3	4	4	2	1	742
Police Chief	DHG08	7	7	5	4	5	4	5	0	1	3	6	3	4	4	2	3	672
Street Manager	ENTKMG06	7	7	5	4	5	4	5	0	1	3	6	3	4	4	2	3	672
Events Coordinator	PTNG08	7	5	4	5	6	4	5	0	2	4	6	1	4	4	1	1	628
Citizens Service Representative	ASG03	7	5	4	5	6	4	5	0	1	4	6	1	4	4	1	1	620
Imaging Specialist	PTNG07	6	5	4	4	5	4	4	0	2	4	5	1	3	4	2	2	560
Bus Driver	ENTLS08	6	5	4	4	5	4	4	0	2	4	5	1	3	4	2	1	555
Director of Public Works	DHG07	6	5	4	4	5	4	4	0	1	4	5	1	3	4	2	2	552
Police Lieutenant	PDG03	6	5	0	3	4	4	4	0	6	5	7	1	3	4	1	2	504
Telecommunicator	ENTPTNG07	5	5	0	3	5	4	4	0	6	5	5	2	3	4	1	2	500

Factor 1: Experience - General	Factor 6: Analytical Ability & Problem Solving	Factor 11: Contacts with Public
Factor 2: Experience-Management	Factor 7: Responsibilities for Work of Others	Factor 12: Contacts with Employees
Factor 3: Education	Factor 8: Responsibilities for Funds, Property, etc.	Factor 13: Machine & Computer Operations
Factor 4: Initiative & Ingenuity	Factor 9: Responsibilities for Accuracy	Factor 14: Working Conditions & Hazards
Factor 5: Mental Demand	Factor 10: Accountabilities & End Results	Factor 15: Physical Demands

Position Title / Classification	Job Grade		JA Job Factors															VALUE
	Current	Proposed	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Revenue Clerk	ENTPTNG06	5	5	0	3	5	3	4	0	3	4	6	3	3	2	1	2	410
GIS Manager	KMG07	5	5	0	3	5	3	4	0	3	4	6	3	3	2	1	2	410
Network Systems Engineer	PTEG13	5	5	0	3	5	3	4	0	3	4	6	3	3	2	1	2	410
Administrative Aide	ASG07	5	5	0	3	5	3	4	0	3	4	6	3	3	2	1	2	410
Crew Leader (Complex)	ENTLS10	5	5	0	3	5	3	4	0	3	4	6	3	3	2	1	1	405
Assistant City Engineer	KMG07	4	1	0	3	4	3	4	1	1	4	4	2	3	4	1	5	365
Housing & Grant Coordinator	PTNG07	4	1	0	3	4	3	4	1	1	3	4	2	3	4	1	5	353
Deputy Director Finance & SS	DHG05	4	1	0	3	4	3	4	1	1	3	4	2	3	4	1	5	353

New Demo Project - Demo Client

GB-EX004 : Point and Pay Regression Analysis Report



POSITION TITLE	SALARY	NUMBER OF POSITIONS	Market 25 %ile Salary	Variance From Market	Market Median Salary	Variance From Market	Market 62.5 %ile Salary	Variance From Market	Market 75 %ile Salary	Variance From Market
Utility Crew Leader		2	\$38739		\$38739		\$38739		\$38739	
Transit Manager	\$77994	2	\$27622	64.58%	\$27622	64.58%	\$27622	64.58%	\$27622	64.58%
Telecommunicator	\$49051	2	\$27444	44.05%	\$27444	44.05%	\$27444	44.05%	\$27444	44.05%
Systems Analyst/Programmer	\$83341	2	\$27267	67.28%	\$27267	67.28%	\$27267	67.28%	\$27267	67.28%
Street Manager	\$70616	2	\$38029	46.15%	\$38029	46.15%	\$38029	46.15%	\$38029	46.15%
Senior Engineering Technician	\$82658	2	\$37852	54.21%	\$37852	54.21%	\$37852	54.21%	\$37852	54.21%
Senior Accountant	\$68711	2	\$26734	61.09%	\$26734	61.09%	\$26734	61.09%	\$26734	61.09%
Secretary	\$41630	2	\$26557	36.21%	\$26557	36.21%	\$26557	36.21%	\$26557	36.21%
School Resource Officer	\$57877	2	\$26380	54.42%	\$26380	54.42%	\$26380	54.42%	\$26380	54.42%
Sanitation Manager	\$70616	2	\$26202	62.9%	\$26202	62.9%	\$26202	62.9%	\$26202	62.9%
Road Worker	\$40777	2	\$26024	36.18%	\$26024	36.18%	\$26024	36.18%	\$26024	36.18%
Revenue Clerk	\$40629	2	\$25847	36.38%	\$25847	36.38%	\$25847	36.38%	\$25847	36.38%
Refuse Truck Driver	\$45898	2	\$25670	44.07%	\$25670	44.07%	\$25670	44.07%	\$25670	44.07%
Recreation Supervisor	\$50427	2	\$36432	27.75%	\$36432	27.75%	\$36432	27.75%	\$36432	27.75%
Recreation Superintendent	\$89631	2	\$25314	71.76%	\$25314	71.76%	\$25314	71.76%	\$25314	71.76%
Recreation Specialist	\$43894	2	\$36076	17.81%	\$36076	17.81%	\$36076	17.81%	\$36076	17.81%
Recreation Facilities Manager	\$60749	2	\$24960	58.91%	\$24960	58.91%	\$24960	58.91%	\$24960	58.91%
Records Manager	\$49804	2	\$24782	50.24%	\$24782	50.24%	\$24782	50.24%	\$24782	50.24%
Purchasing Manager	\$75893	2	\$24604	67.58%	\$24604	67.58%	\$24604	67.58%	\$24604	67.58%
Property Maintenance Manager	\$70616	2	\$35366	49.92%	\$35366	49.92%	\$35366	49.92%	\$35366	49.92%
Property Maintenance Inspector	\$48581	2	\$24250	50.08%	\$24250	50.08%	\$24250	50.08%	\$24250	50.08%
Police Sergeant	\$68850	2	\$35012	49.15%	\$35012	49.15%	\$35012	49.15%	\$35012	49.15%

POSITION TITLE	SALARY	NUMBER OF POSITIONS	Market 25 %ile Salary	Variance From Market	Market Median Salary	Variance From Market	Market 62.5 %ile Salary	Variance From Market	Market 75 %ile Salary	Variance From Market
Police Officer	\$54970	2	\$23894	56.53%	\$23894	56.53%	\$23894	56.53%	\$23894	56.53%
Police Major	\$99473	2	\$23717	76.16%	\$23717	76.16%	\$23717	76.16%	\$23717	76.16%
Police Lieutenant	\$74962	2	\$34479	54%	\$34479	54%	\$34479	54%	\$34479	54%
Police Chief	\$172895	2	\$23362	86.49%	\$23362	86.49%	\$23362	86.49%	\$23362	86.49%
Payroll Administrator	\$62535	2	\$23184	62.93%	\$23184	62.93%	\$23184	62.93%	\$23184	62.93%
Parkkeeper/Maintenance Helper	\$27855	2	\$23007	17.4%	\$23007	17.4%	\$23007	17.4%	\$23007	17.4%
Paralegal	\$61811	2	\$22830	63.07%	\$22830	63.07%	\$22830	63.07%	\$22830	63.07%
Office Manager	\$49449	2	\$22652	54.19%	\$22652	54.19%	\$22652	54.19%	\$22652	54.19%
Occupational Tax Administrator	\$75893	2	\$22474	70.39%	\$22474	70.39%	\$22474	70.39%	\$22474	70.39%
Occupational Revenue Clerk	\$49223	2	\$22297	54.7%	\$22297	54.7%	\$22297	54.7%	\$22297	54.7%
Network Systems Technician	\$56056	2	\$33059	41.03%	\$33059	41.03%	\$33059	41.03%	\$33059	41.03%
Network Systems Engineer	\$87097	2	\$21942	74.81%	\$21942	74.81%	\$21942	74.81%	\$21942	74.81%
Mechanic	\$53458	2	\$21764	59.29%	\$21764	59.29%	\$21764	59.29%	\$21764	59.29%
Maintenance Worker	\$39076	2	\$21587	44.76%	\$21587	44.76%	\$21587	44.76%	\$21587	44.76%
Maintenance Specialist	\$42627	2	\$21410	49.77%	\$21410	49.77%	\$21410	49.77%	\$21410	49.77%
Maintenance Equipment Operator	\$44251	2	\$21232	52.02%	\$21232	52.02%	\$21232	52.02%	\$21232	52.02%
Loss Prevention Manager	\$83196	2	\$21054	74.69%	\$21054	74.69%	\$21054	74.69%	\$21054	74.69%
Lead Telecommunicator	\$57309	2	\$31816	44.48%	\$31816	44.48%	\$31816	44.48%	\$31816	44.48%
Laborer/Maintenance Helper	\$35405	2	\$20700	41.54%	\$20700	41.53%	\$20700	41.53%	\$20700	41.54%
Laborer	\$41240	2	\$20522	50.24%	\$20522	50.24%	\$20522	50.24%	\$20522	50.24%
Instrument Technician	\$49721	2	\$20344	59.08%	\$20344	59.08%	\$20344	59.08%	\$20344	59.08%
Infrastructure Supervisor	\$82360	2	\$20167	75.51%	\$20167	75.51%	\$20167	75.51%	\$20167	75.51%

POSITION TITLE	SALARY	NUMBER OF POSITIONS	Market 25 %ile Salary	Variance From Market	Market Median Salary	Variance From Market	Market 62.5 %ile Salary	Variance From Market	Market 75 %ile Salary	Variance From Market
Information Technology Manager	\$117955	2	\$19990	83.05%	\$19990	83.05%	\$19990	83.05%	\$19990	83.05%
Imaging Specialist	\$45546	2	\$30752	32.48%	\$30752	32.48%	\$30752	32.48%	\$30752	32.48%
HVAC Technician	\$58240	2	\$19634	66.29%	\$19634	66.29%	\$19634	66.29%	\$19634	66.29%
Human Resources Manager	\$113639	2	\$19457	82.88%	\$19457	82.88%	\$19457	82.88%	\$19457	82.88%
Human Resources Assistant	\$71150	2	\$19280	72.9%	\$19280	72.9%	\$19280	72.9%	\$19280	72.9%
Housing & Grant Coordinator	\$44428	2	\$19102	57%	\$19102	57%	\$19102	57%	\$19102	57%
Grounds Manager/Horticulturist	\$72393	2	\$18924	73.86%	\$18924	73.86%	\$18924	73.86%	\$18924	73.86%
Greens Superintendent	\$53389	2	\$18747	64.89%	\$18747	64.89%	\$18747	64.89%	\$18747	64.89%
Golf Course Manager	\$65878	2	\$18570	71.81%	\$18570	71.81%	\$18570	71.81%	\$18570	71.81%
GIS Manager	\$101488	2	\$18392	81.88%	\$18392	81.88%	\$18392	81.88%	\$18392	81.88%
GIS Analyst/Programmer	\$84896	2	\$18214	78.54%	\$18214	78.55%	\$18214	78.55%	\$18214	78.54%
Garage Parts Clerk	\$50936	2	\$28976	43.11%	\$28976	43.11%	\$28976	43.11%	\$28976	43.11%
Garage Manager	\$77030	2	\$17860	76.81%	\$17860	76.81%	\$17860	76.81%	\$17860	76.81%
Fire Chief	\$134860	2	\$17682	86.89%	\$17682	86.89%	\$17682	86.89%	\$17682	86.89%
Facilities Maintenance Manager	\$78696	2	\$17504	77.76%	\$17504	77.76%	\$17504	77.76%	\$17504	77.76%
Executive Assistant to Mayor	\$49189	2	\$17327	64.77%	\$17327	64.77%	\$17327	64.77%	\$17327	64.77%
Evidence Collection Unit Tech	\$65680	2	\$17150	73.89%	\$17150	73.89%	\$17150	73.89%	\$17150	73.89%
Evidence Collection Unit Supvr	\$80515	2	\$16972	78.92%	\$16972	78.92%	\$16972	78.92%	\$16972	78.92%
Events Coordinator	\$49804	2	\$16794	66.28%	\$16794	66.28%	\$16794	66.28%	\$16794	66.28%
Engineering Technician	\$58647	2	\$27556	53.01%	\$27556	53.01%	\$27556	53.01%	\$27556	53.01%

POSITION TITLE	SALARY	NUMBER OF POSITIONS	Market 25 %ile Salary	Variance From Market	Market Median Salary	Variance From Market	Market 62.5 %ile Salary	Variance From Market	Market 75 %ile Salary	Variance From Market
Electrician	\$48338	2	\$16440	65.99%	\$16440	65.99%	\$16440	65.99%	\$16440	65.99%
Director of Public Works	\$121807	2	\$16262	86.65%	\$16262	86.65%	\$16262	86.65%	\$16262	86.65%
Director of Public Events	\$136212	2	\$16084	88.19%	\$16084	88.19%	\$16084	88.19%	\$16084	88.19%
Director of Parks & Recreation	\$115063	2	\$15907	86.18%	\$15907	86.18%	\$15907	86.18%	\$15907	86.18%
Director of Finance & Support Se	\$144939	2	\$15730	89.15%	\$15730	89.15%	\$15730	89.15%	\$15730	89.15%
Director - 911 Central Dispatch	\$94428	2	\$15552	83.53%	\$15552	83.53%	\$15552	83.53%	\$15552	83.53%
Deputy Director Public Works	\$96693	2	\$15374	84.1%	\$15374	84.1%	\$15374	84.1%	\$15374	84.1%
Deputy Director Finance & SS	\$128982	2	\$15197	88.22%	\$15197	88.22%	\$15197	88.22%	\$15197	88.22%
Deputy Chief of Police	\$105845	2	\$15020	85.81%	\$15020	85.81%	\$15020	85.81%	\$15020	85.81%
Crew Leader (Complex)	\$46037	2	\$14842	67.76%	\$14842	67.76%	\$14842	67.76%	\$14842	67.76%
Crew Leader	\$51797	2	\$14664	71.69%	\$14664	71.69%	\$14664	71.69%	\$14664	71.69%
Construction Inspector	\$61165	2	\$14487	76.31%	\$14487	76.31%	\$14487	76.31%	\$14487	76.31%
Community Development Director	\$119431	2	\$14310	88.02%	\$14310	88.02%	\$14310	88.02%	\$14310	88.02%
Clerk/Typist	\$37469	2	\$14132	62.28%	\$14132	62.28%	\$14132	62.28%	\$14132	62.28%
City Manager	\$180331	2	\$24888	86.2%	\$24888	86.2%	\$24888	86.2%	\$24888	86.2%
City Engineer	\$119720	2	\$13777	88.49%	\$13777	88.49%	\$13777	88.49%	\$13777	88.49%
City Clerk	\$82787	2	\$13600	83.57%	\$13600	83.57%	\$13600	83.57%	\$13600	83.57%
City Attorney	\$131550	2	\$13422	89.8%	\$13422	89.8%	\$13422	89.8%	\$13422	89.8%
Citizens Service Representative	\$33897	2	\$13244	60.93%	\$13244	60.93%	\$13244	60.93%	\$13244	60.93%
Chief Surveyor	\$81638	2	\$13067	83.99%	\$13067	83.99%	\$13067	83.99%	\$13067	83.99%
Bus Driver/Dispatcher	\$47354	2	\$12890	72.78%	\$12890	72.78%	\$12890	72.78%	\$12890	72.78%

POSITION TITLE	SALARY	NUMBER OF POSITIONS	Market 25 %ile Salary	Variance From Market	Market Median Salary	Variance From Market	Market 62.5 %ile Salary	Variance From Market	Market 75 %ile Salary	Variance From Market
Bus Driver	\$43529	2	\$12712	70.8%	\$12712	70.8%	\$12712	70.8%	\$12712	70.8%
Building Maintenance/Operations	\$57660	2	\$12534	78.26%	\$12534	78.26%	\$12534	78.26%	\$12534	78.26%
Asst. TAC Telecommunicator	\$55217	2	\$12357	77.62%	\$12357	77.62%	\$12357	77.62%	\$12357	77.62%
Asst Occupational Tax Administra	\$66040	2	\$23119	64.99%	\$23119	64.99%	\$23119	64.99%	\$23119	64.99%
Asst Greens Superintendent	\$50020	2	\$12002	76.01%	\$12002	76.01%	\$12002	76.01%	\$12002	76.01%
Assistant City Manager	\$136545	2	\$11824	91.34%	\$11824	91.34%	\$11824	91.34%	\$11824	91.34%
Assistant City Engineer	\$81154	2	\$11647	85.65%	\$11647	85.65%	\$11647	85.65%	\$11647	85.65%
Applications Supervisor	\$101483	2	\$11470	88.7%	\$11470	88.7%	\$11470	88.7%	\$11470	88.7%
Administrative Aide	\$48111	2	\$11292	76.53%	\$11292	76.53%	\$11292	76.53%	\$11292	76.53%
Accounting Clerk	\$48196	2	\$11114	76.94%	\$11114	76.94%	\$11114	76.94%	\$11114	76.94%
Accountant	\$60539	2	\$21377	64.69%	\$21377	64.69%	\$21377	64.69%	\$21377	64.69%



GRADE	JOB VALUE	POSITION TITLE	SALARY	MARKET TARGET SALARY	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	RANGE SPREAD
10	988	Greens Superintendent	\$53389	\$18747	\$12584	\$15730	\$18876	50%
10	968	Asst. TAC Telecommunicator	\$55217	\$12357	\$12584	\$15730	\$18876	50%
10	988	Director of Finance & Support Se	\$144939	\$15730	\$12584	\$15730	\$18876	50%
11	1087	Network Systems Technician	\$56056	\$33059	\$14571	\$18214	\$21857	50%
11	1062	Accounting Clerk	\$48196	\$11114	\$14571	\$18214	\$21857	50%
11	1042	GIS Analyst/Programmer	\$84896	\$18214	\$14571	\$18214	\$21857	50%
11	1087	Road Worker	\$40777	\$26024	\$14571	\$18214	\$21857	50%
11	1042	Crew Leader	\$51797	\$14664	\$14571	\$18214	\$21857	50%
12	1167	Recreation Superintendent	\$89631	\$25314	\$17812	\$22264	\$26717	50%
12	1136	Payroll Administrator	\$62535	\$23184	\$17812	\$22264	\$26717	50%
12	1136	Golf Course Manager	\$65878	\$18570	\$17812	\$22264	\$26717	50%
12	1167	Garage Parts Clerk	\$50936	\$28976	\$17812	\$22264	\$26717	50%
12	1107	Maintenance Equipment Operator	\$44251	\$21232	\$17812	\$22264	\$26717	50%
12	1136	Deputy Chief of Police	\$105845	\$15020	\$17812	\$22264	\$26717	50%
12	1167	Maintenance Specialist	\$42627	\$21410	\$17812	\$22264	\$26717	50%
12	1147	Recreation Specialist	\$43894	\$36076	\$17812	\$22264	\$26717	50%
12	1167	Construction Inspector	\$61165	\$14487	\$17812	\$22264	\$26717	50%
12	1136	Asst Occupational Tax Administra	\$66040	\$23119	\$17812	\$22264	\$26717	50%
12	1136	Systems Analyst/Programmer	\$83341	\$27267	\$17812	\$22264	\$26717	50%
12	1167	Accountant	\$60539	\$21377	\$17812	\$22264	\$26717	50%
13	1240	Refuse Truck Driver	\$45898	\$25670	\$13933	\$17416	\$20899	50%
13	1234	Evidence Collection Unit Tech	\$65680	\$17150	\$13933	\$17416	\$20899	50%
13	1205	Fire Chief	\$134860	\$17682	\$13933	\$17416	\$20899	50%
13	1235	Mechanic	\$53458	\$21764	\$13933	\$17416	\$20899	50%
13	1205	Clerk/Typist	\$37469	\$14132	\$13933	\$17416	\$20899	50%



New Demo Project - Demo Client
 MB-EX002 : Proposed Grade and Range Structure -
 Market Premium

Organization Name: New Demo Client



GRADE	JOB VALUE	POSITION TITLE	SALARY	MARKET TARGET SALARY	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	RANGE SPREAD
13	1234	City Engineer	\$119720	\$13777	\$13933	\$17416	\$20899	50%
15	1448	Recreation Facilities Manager	\$60749	\$24960	\$16843	\$21054	\$25265	50%
15	1448	Loss Prevention Manager	\$83196	\$21054	\$16843	\$21054	\$25265	50%
15	1475	Garage Manager	\$77030	\$17860	\$16843	\$21054	\$25265	50%
15	1469	Community Development Director	\$119431	\$14310	\$16843	\$21054	\$25265	50%
15	1462	Utility Crew Leader		\$38739	\$16843	\$21054	\$25265	50%
17	1681	Infrastructure Supervisor	\$82360	\$20167	\$19044	\$23806	\$28567	50%
17	1680	Transit Manager	\$77994	\$27622	\$19044	\$23806	\$28567	50%
17	1680	Police Major	\$99473	\$23717	\$19044	\$23806	\$28567	50%
17	1668	Police Officer	\$54970	\$23894	\$19044	\$23806	\$28567	50%
18	1731	City Attorney	\$131550	\$13422	\$12158	\$15197	\$18236	50%
18	1731	Evidence Collection Unit Supvr	\$80515	\$16972	\$12158	\$15197	\$18236	50%
20	1994	Secretary	\$41630	\$26557	\$15424	\$19280	\$23136	50%
20	1994	Human Resources Assistant	\$71150	\$19280	\$15424	\$19280	\$23136	50%
20	1994	Asst Greens Superintendent	\$50020	\$12002	\$15424	\$19280	\$23136	50%
20	1994	Director of Parks & Recreation	\$115063	\$15907	\$15424	\$19280	\$23136	50%
20	1994	Paralegal	\$61811	\$22830	\$15424	\$19280	\$23136	50%
4	353	Deputy Director Finance & SS	\$128982	\$15197	\$12158	\$15197	\$18236	50%
4	365	Assistant City Engineer	\$81154	\$11647	\$12158	\$15197	\$18236	50%
4	353	Housing & Grant Coordinator	\$44428	\$19102	\$12158	\$15197	\$18236	50%
5	410	Network Systems Engineer	\$87097	\$21942	\$16134	\$20167	\$24200	50%
5	405	Crew Leader (Complex)	\$46037	\$14842	\$16134	\$20167	\$24200	50%
5	410	Revenue Clerk	\$40629	\$25847	\$16134	\$20167	\$24200	50%
5	410	GIS Manager	\$101488	\$18392	\$16134	\$20167	\$24200	50%
5	500	Telecommunicator	\$49051	\$27444	\$16134	\$20167	\$24200	50%



GRADE	JOB VALUE	POSITION TITLE	SALARY	MARKET TARGET SALARY	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	RANGE SPREAD
5	410	Administrative Aide	\$48111	\$11292	\$16134	\$20167	\$24200	50%
6	504	Police Lieutenant	\$74962	\$34479	\$18806	\$23507	\$28208	50%
6	560	Imaging Specialist	\$45546	\$30752	\$18806	\$23507	\$28208	50%
6	555	Bus Driver	\$43529	\$12712	\$18806	\$23507	\$28208	50%
6	552	Director of Public Works	\$121807	\$16262	\$18806	\$23507	\$28208	50%
7	672	Police Chief	\$172895	\$23362	\$16062	\$20078	\$24094	50%
7	672	Street Manager	\$70616	\$38029	\$16062	\$20078	\$24094	50%
7	620	Citizens Service Representative	\$33897	\$13244	\$16062	\$20078	\$24094	50%
7	628	Events Coordinator	\$49804	\$16794	\$16062	\$20078	\$24094	50%
8	757	City Manager	\$180331	\$24888	\$15636	\$19546	\$23455	50%
8	768	Applications Supervisor	\$101483	\$11470	\$15636	\$19546	\$23455	50%
8	757	Laborer/Maintenance Helper	\$35405	\$20700	\$15636	\$19546	\$23455	50%
8	752	Director - 911 Central Dispatch	\$94428	\$15552	\$15636	\$19546	\$23455	50%
8	781	Director of Public Events	\$136212	\$16084	\$15636	\$19546	\$23455	50%
8	742	Instrument Technician	\$49721	\$20344	\$15636	\$19546	\$23455	50%
8	757	Property Maintenance Manager	\$70616	\$35366	\$15636	\$19546	\$23455	50%
8	757	Facilities Maintenance Manager	\$78696	\$17504	\$15636	\$19546	\$23455	50%
8	742	Property Maintenance Inspector	\$48581	\$24250	\$15636	\$19546	\$23455	50%
8	781	Building Maintenance/Operations	\$57660	\$12534	\$15636	\$19546	\$23455	50%
8	781	HVAC Technician	\$58240	\$19634	\$15636	\$19546	\$23455	50%
8	752	Human Resources Manager	\$113639	\$19457	\$15636	\$19546	\$23455	50%
9	880	Bus Driver/Dispatcher	\$47354	\$12890	\$17979	\$22474	\$26969	50%
9	837	Senior Engineering Technician	\$82658	\$37852	\$17979	\$22474	\$26969	50%
9	849	Assistant City Manager	\$136545	\$11824	\$17979	\$22474	\$26969	50%
9	847	Chief Surveyor	\$81638	\$13067	\$17979	\$22474	\$26969	50%



GRADE	JOB VALUE	POSITION TITLE	SALARY	MARKET TARGET SALARY	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	RANGE SPREAD
9	887	City Clerk	\$82787	\$13600	\$17979	\$22474	\$26969	50%
9	880	Electrician	\$48338	\$16440	\$17979	\$22474	\$26969	50%
9	851	Senior Accountant	\$68711	\$26734	\$17979	\$22474	\$26969	50%
9	829	Grounds Manager/Horticulturist	\$72393	\$18924	\$17979	\$22474	\$26969	50%
9	818	Occupational Revenue Clerk	\$49223	\$22297	\$17979	\$22474	\$26969	50%
9	854	Maintenance Worker	\$39076	\$21587	\$17979	\$22474	\$26969	50%
9	839	Occupational Tax Administrator	\$75893	\$22474	\$17979	\$22474	\$26969	50%
9	829	Office Manager	\$49449	\$22652	\$17979	\$22474	\$26969	50%
9	887	Lead Telecommunicator	\$57309	\$31816	\$17979	\$22474	\$26969	50%
9	860	Laborer	\$41240	\$20522	\$17979	\$22474	\$26969	50%
9	851	Parkkeeper/Maintenance Helper	\$27855	\$23007	\$17979	\$22474	\$26969	50%
9	880	Information Technology Manager	\$117955	\$19990	\$17979	\$22474	\$26969	50%
9	839	School Resource Officer	\$57877	\$26380	\$17979	\$22474	\$26969	50%
9	880	Police Sergeant	\$68850	\$35012	\$17979	\$22474	\$26969	50%
9	887	Executive Assistant to Mayor	\$49189	\$17327	\$17979	\$22474	\$26969	50%
9	847	Engineering Technician	\$58647	\$27556	\$17979	\$22474	\$26969	50%
9	860	Purchasing Manager	\$75893	\$24604	\$17979	\$22474	\$26969	50%
9	829	Deputy Director Public Works	\$96693	\$15374	\$17979	\$22474	\$26969	50%
9	887	Records Manager	\$49804	\$24782	\$17979	\$22474	\$26969	50%
9	854	Recreation Supervisor	\$50427	\$36432	\$17979	\$22474	\$26969	50%
9	818	Sanitation Manager	\$70616	\$26202	\$17979	\$22474	\$26969	50%

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
10	988	Director of Finance & Support Se	HouglumErik	\$144939	10/08/2007		1/01/2012		\$12584		\$15730	9.2%	\$18876	\$126063
10	988	Greens Superintendent	GreenhowardKandra	\$53389	12/05/2016		11/23/2020		\$12584		\$15730	3.4%	\$18876	\$34513
10	968	Asst. TAC Telecommunicator	SchemberLetty	\$60006	6/12/2001		3/29/2020		\$12584		\$15730	3.8%	\$18876	\$41130
10	968	Asst. TAC Telecommunicator	LubbertKeira	\$50427	12/14/2015		3/29/2020		\$12584		\$15730	3.2%	\$18876	\$31551
11	1042	Crew Leader	BarnasHarry	\$46037	1/21/2020		7/24/2022		\$14571		\$18214	2.5%	\$21857	\$24180
11	1087	Road Worker	OxtonTuan	\$48589	11/03/2003		11/03/2003		\$14571		\$18214	2.7%	\$21857	\$26732
11	1087	Road Worker	RingwoodElly	\$36545	9/27/2021		9/27/2021		\$14571		\$18214	2.0%	\$21857	\$14689
11	1087	Road Worker	DrepsTyron	\$38374	2/17/2020		2/17/2020		\$14571		\$18214	2.1%	\$21857	\$16517
11	1087	Road Worker	BerkhalterJustin	\$38374	6/07/2021		6/07/2021		\$14571		\$18214	2.1%	\$21857	\$16517
11	1042	Crew Leader	LongoBrad	\$61206	1/13/2003		9/13/2020		\$14571		\$18214	3.4%	\$21857	\$39350
11	1042	Crew Leader	HicklingGianna	\$54732	6/20/2012		12/06/2020		\$14571		\$18214	3.0%	\$21857	\$32875
11	1042	Crew Leader	GadueLyle	\$55416	5/30/2000		8/22/2011		\$14571		\$18214	3.0%	\$21857	\$33559
11	1087	Road Worker	TekulveLizabeth	\$46234	1/20/2004		7/23/2007		\$14571		\$18214	2.5%	\$21857	\$24377
11	1042	Crew Leader	DambaklyHillary	\$46037	10/10/2016		2/27/2022		\$14571		\$18214	2.5%	\$21857	\$24180
11	1042	Crew Leader	YarmanMargherita	\$52730	10/13/2008		12/14/2015		\$14571		\$18214	2.9%	\$21857	\$30873
11	1042	Crew Leader	SaechaoTawnya	\$52730	11/21/2011		2/17/2019		\$14571		\$18214	2.9%	\$21857	\$30873
11	1042	Crew Leader	SizerBarrett	\$48943	10/16/2017		9/02/2019		\$14571		\$18214	2.7%	\$21857	\$27086
11	1042	Crew Leader	TeagueGiovanni	\$48338	5/09/2016		8/15/2021		\$14571		\$18214	2.7%	\$21857	\$26482
11	1087	Road Worker	ChadezJacqueline	\$36545	2/07/2022		2/07/2022		\$14571		\$18214	2.0%	\$21857	\$14689
11	1042	GIS Analyst/Programmer	CorianoChristopher	\$82787	9/27/2001		9/27/2001		\$14571		\$18214	4.5%	\$21857	\$60930
11	1087	Network Systems Technician	KhanLona	\$56056	9/16/2019		7/04/2021		\$14571		\$18214	3.1%	\$21857	\$34199
11	1042	GIS Analyst/Programmer	AmbergPeggy	\$87004	9/03/2001		9/03/2001		\$14571		\$18214	4.8%	\$21857	\$65147
11	1062	Accounting Clerk	ShifflerChristiane	\$42698	2/21/2017		8/19/2018		\$14571		\$18214	2.3%	\$21857	\$20842



New Demo Project - Demo Client
 MB-EX003 : Potential Costs to Implement Salary Ranges

Organization Name: New Demo Client 

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
11	1062	Accounting Clerk	BradstreetChaya	\$52086	2/10/2003		2/10/2003		\$14571		\$18214	2.9%	\$21857	\$30229
11	1062	Accounting Clerk	GentlesJerri	\$49804	8/01/2016		8/01/2016		\$14571		\$18214	2.7%	\$21857	\$27948
12	1147	Recreation Specialist	RosmanKelsie	\$47160	10/22/2007		10/26/2008		\$17812		\$22264	2.1%	\$26717	\$20442
12	1147	Recreation Specialist	RawlingsElisha	\$40629	2/01/2021		4/25/2021		\$17812		\$22264	1.8%	\$26717	\$13911
12	1167	Maintenance Specialist	KouBrittani	\$42627	10/18/2021		10/18/2021		\$17812		\$22264	1.9%	\$26717	\$15910
12	1107	Maintenance Equipment Operator	DevalleIgnacio	\$47510	3/24/2008		9/26/2011		\$17812		\$22264	2.1%	\$26717	\$20793
12	1107	Maintenance Equipment Operator	AmoresDwight	\$50555	1/31/2000		2/28/2006		\$17812		\$22264	2.3%	\$26717	\$23838
12	1107	Maintenance Equipment Operator	PayeMarlo	\$39470	1/03/2022		1/03/2022		\$17812		\$22264	1.8%	\$26717	\$12752
12	1107	Maintenance Equipment Operator	LicoDonnie	\$39470	10/04/2021		10/04/2021		\$17812		\$22264	1.8%	\$26717	\$12752
12	1167	Recreation Superintendent	BattuelloCarl	\$89631	12/18/2000		4/15/2007		\$17812		\$22264	4.0%	\$26717	\$62914
12	1167	Construction Inspector	LelacheurCarroll	\$52859	7/08/2019		5/08/2022		\$17812		\$22264	2.4%	\$26717	\$26141
12	1167	Construction Inspector	SamborskiAhmed	\$69471	6/10/1996		5/12/2019		\$17812		\$22264	3.1%	\$26717	\$42753
12	1136	Deputy Chief of Police	MackinWilliam	\$105845	7/01/2002		4/10/2022		\$17812		\$22264	4.8%	\$26717	\$79128
12	1167	Accountant	RosenfieldLinette	\$60539	3/09/2020		3/09/2020		\$17812		\$22264	2.7%	\$26717	\$33822
12	1136	Golf Course Manager	LemanRosaria	\$65878	4/24/2012		2/22/2015		\$17812		\$22264	3.0%	\$26717	\$39161
12	1136	Asst Occupational Tax Administra	StoudamireJame	\$66040	5/28/1996		5/22/2013		\$17812		\$22264	3.0%	\$26717	\$39323
12	1167	Garage Parts Clerk	LorenziniDean	\$50936	6/10/2013		6/10/2013		\$17812		\$22264	2.3%	\$26717	\$24219
12	1136	Payroll Administrator	YeckConstance	\$62535	11/04/2002		11/04/2002		\$17812		\$22264	2.8%	\$26717	\$35818
12	1136	Systems Analyst/Programmer	GaubertJoellen	\$85074	5/12/2008		12/01/2014		\$17812		\$22264	3.8%	\$26717	\$58357
12	1136	Systems Analyst/Programmer	WichmannTim	\$73291	5/22/2017		5/22/2017		\$17812		\$22264	3.3%	\$26717	\$46574



New Demo Project - Demo Client
 MB-EX003 : Potential Costs to Implement Salary Ranges

Organization Name: New Demo Client 

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
12	1136	Systems Analyst/Programmer	DuweMaurice	\$91658	9/22/1998		5/10/1999		\$17812		\$22264	4.1%	\$26717	\$64941
13	1240	Refuse Truck Driver	GrabonskiAlexia	\$45208	6/08/2015		6/08/2015		\$13933		\$17416	2.6%	\$20899	\$24308
13	1240	Refuse Truck Driver	DemateoEmery	\$53794	4/23/2001		4/23/2001		\$13933		\$17416	3.1%	\$20899	\$32895
13	1235	Mechanic	PahnkeRena	\$58240	2/28/2005		2/28/2005		\$13933		\$17416	3.3%	\$20899	\$37340
13	1240	Refuse Truck Driver	SuydamKorey	\$53794	4/23/2001		4/23/2001		\$13933		\$17416	3.1%	\$20899	\$32895
13	1240	Refuse Truck Driver	NairnDonn	\$41960	9/21/2015		3/17/2019		\$13933		\$17416	2.4%	\$20899	\$21061
13	1240	Refuse Truck Driver	JareckeMarna	\$48706	10/12/2009		10/12/2009		\$13933		\$17416	2.8%	\$20899	\$27807
13	1240	Refuse Truck Driver	SommersTrevor	\$42485	12/07/2016		6/24/2018		\$13933		\$17416	2.4%	\$20899	\$21586
13	1240	Refuse Truck Driver	MatzaElouise	\$47510	6/13/2011		6/13/2011		\$13933		\$17416	2.7%	\$20899	\$26611
13	1240	Refuse Truck Driver	TuterChristian	\$49315	2/18/2008		2/18/2008		\$13933		\$17416	2.8%	\$20899	\$28415
13	1240	Refuse Truck Driver	RajaratnamMose	\$53130	10/14/2002		10/14/2002		\$13933		\$17416	3.1%	\$20899	\$32231
13	1240	Refuse Truck Driver	MoncionVerdell	\$44650	4/07/2014		3/13/2017		\$13933		\$17416	2.6%	\$20899	\$23750
13	1240	Refuse Truck Driver	SetiasMac	\$41960	9/03/2019		9/03/2019		\$13933		\$17416	2.4%	\$20899	\$21061
13	1240	Refuse Truck Driver	StacksRobby	\$41960	9/03/2019		9/03/2019		\$13933		\$17416	2.4%	\$20899	\$21061
13	1240	Refuse Truck Driver	PlesnarskiDanilo	\$49931	1/22/2007		8/13/2007		\$13933		\$17416	2.9%	\$20899	\$29032
13	1234	City Engineer	LazzaroTroy	\$119720	8/12/2013		5/18/2015		\$13933		\$17416	6.9%	\$20899	\$98821
13	1240	Refuse Truck Driver	KusiakMurray	\$52474	8/11/2003		8/11/2003		\$13933		\$17416	3.0%	\$20899	\$31575
13	1235	Mechanic	QuesadaChristi	\$63531	10/12/1998		10/12/1998		\$13933		\$17416	3.6%	\$20899	\$42632
13	1205	Clerk/Typist	DepippoBenedict	\$38953	7/13/2015		7/13/2015		\$13933		\$17416	2.2%	\$20899	\$18054
13	1205	Clerk/Typist	WaldeJarrett	\$34833	1/04/2021		1/04/2021		\$13933		\$17416	2.0%	\$20899	\$13934
13	1205	Clerk/Typist	CittadiniRob	\$39935	6/22/2009		6/22/2009		\$13933		\$17416	2.3%	\$20899	\$19035
13	1205	Clerk/Typist	SchreifelsLesia	\$36156	2/27/2017		2/27/2017		\$13933		\$17416	2.1%	\$20899	\$15257
13	1235	Mechanic	HanmoreBruna	\$54057	10/10/2011		10/10/2011		\$13933		\$17416	3.1%	\$20899	\$33158
13	1235	Mechanic	ReedusAlex	\$53389	9/24/2012		9/24/2012		\$13933		\$17416	3.1%	\$20899	\$32490



New Demo Project - Demo Client
 MB-EX003 : Potential Costs to Implement Salary Ranges

Organization Name: New Demo Client 

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
13	1205	Fire Chief	ArizmendiWes	\$134860	12/21/1998		11/24/2019		\$13933		\$17416	7.7%	\$20899	\$113961
13	1234	Evidence Collection Unit Tech	MeinerdingLuis	\$65680	7/02/2018		7/02/2018		\$13933		\$17416	3.8%	\$20899	\$44781
13	1235	Mechanic	FalwellJeanmarie	\$51436	10/01/2015		10/01/2015		\$13933		\$17416	3.0%	\$20899	\$30537
13	1235	Mechanic	LuptonKristal	\$46037	12/20/2021		12/20/2021		\$13933		\$17416	2.6%	\$20899	\$25138
13	1235	Mechanic	PalmeroEda	\$50800	9/26/2016		9/26/2016		\$13933		\$17416	2.9%	\$20899	\$29901
13	1240	Refuse Truck Driver	KeaneLonnie	\$46346	10/08/2012		6/10/2013		\$13933		\$17416	2.7%	\$20899	\$25446
13	1240	Refuse Truck Driver	BlasingTyrone	\$41443	8/16/2021		8/16/2021		\$13933		\$17416	2.4%	\$20899	\$20544
13	1240	Refuse Truck Driver	SimcoxJamey	\$41443	3/29/2021		3/29/2021		\$13933		\$17416	2.4%	\$20899	\$20544
13	1240	Refuse Truck Driver	AmorosMadalyn	\$53794	10/12/1998		8/21/2000		\$13933		\$17416	3.1%	\$20899	\$32895
13	1240	Refuse Truck Driver	SatterlyAi	\$39470	9/28/2020		12/19/2021		\$13933		\$17416	2.3%	\$20899	\$18570
13	1240	Refuse Truck Driver	CeaseAnnalee	\$41443	2/01/2021		2/01/2021		\$13933		\$17416	2.4%	\$20899	\$20544
13	1240	Refuse Truck Driver	SayaphonLuba	\$39470	5/09/2022		5/09/2022		\$13933		\$17416	2.3%	\$20899	\$18570
13	1240	Refuse Truck Driver	KielmanShantay	\$39470	7/22/2019		11/21/2021		\$13933		\$17416	2.3%	\$20899	\$18570
13	1235	Mechanic	LizardaContessa	\$50173	3/06/2017		3/06/2017		\$13933		\$17416	2.9%	\$20899	\$29274
15	1448	Recreation Facilities Manager	DominyRandy	\$74591	5/09/1991		9/28/1993		\$16843		\$21054	3.5%	\$25265	\$49326
15	1475	Garage Manager	AbriolaMin	\$77030	7/23/2012		2/25/2013		\$16843		\$21054	3.7%	\$25265	\$51765
15	1462	Utility Crew Leader							\$16843		\$21054		\$25265	
15	1448	Recreation Facilities Manager	BaskervilleJamika	\$51600	11/15/2021		11/15/2021		\$16843		\$21054	2.5%	\$25265	\$26335
15	1448	Loss Prevention Manager	TebarJan	\$83196	3/15/2021		3/15/2021		\$16843		\$21054	4.0%	\$25265	\$57931
15	1469	Community Development Director	SchweinKenton	\$119431	12/26/2006		10/19/2015		\$16843		\$21054	5.7%	\$25265	\$94166
15	1448	Recreation Facilities Manager	SuterRogelio	\$56056	5/10/2021		5/10/2021		\$16843		\$21054	2.7%	\$25265	\$30791
17	1668	Police Officer	BankosAnnamae	\$54564	12/27/2011		5/01/2016		\$19044		\$23806	2.3%	\$28567	\$25997

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
17	1668	Police Officer	RigazioDoyle	\$52670	10/02/2017		10/02/2017		\$19044		\$23806	2.2%	\$28567	\$24103
17	1668	Police Officer	EsqueaAlica	\$68598	9/12/2011		12/11/2011		\$19044		\$23806	2.9%	\$28567	\$40031
17	1668	Police Officer	RechelRhoda	\$57181	3/04/2013		3/04/2013		\$19044		\$23806	2.4%	\$28567	\$28614
17	1668	Police Officer	BoyettYoshiko	\$51734	11/26/2018		11/26/2018		\$19044		\$23806	2.2%	\$28567	\$23167
17	1668	Police Officer	MachtleyMonique	\$54564	5/26/2015		4/18/2016		\$19044		\$23806	2.3%	\$28567	\$25997
17	1668	Police Officer	DoidgeSierra	\$62245	10/24/2005		10/24/2005		\$19044		\$23806	2.6%	\$28567	\$33678
17	1668	Police Officer	HolzwarthDoretta	\$60753	10/09/2006		8/27/2007		\$19044		\$23806	2.6%	\$28567	\$32186
17	1680	Transit Manager	LeacockCordell	\$77994	6/25/2012		3/05/2018		\$19044		\$23806	3.3%	\$28567	\$49427
17	1668	Police Officer	EisenzimmerGeraldo	\$57181	3/04/2013		3/04/2013		\$19044		\$23806	2.4%	\$28567	\$28614
17	1668	Police Officer	SzafranskiArnold	\$51734	10/15/2018		10/15/2018		\$19044		\$23806	2.2%	\$28567	\$23167
17	1668	Police Officer	ThaiDorthy	\$57877	10/24/2011		10/24/2011		\$19044		\$23806	2.4%	\$28567	\$29311
17	1668	Police Officer	DavieHelga	\$58582	10/02/2017		10/02/2017		\$19044		\$23806	2.5%	\$28567	\$30016
17	1668	Police Officer	CarradineZenobia	\$57877	10/24/2011		10/24/2011		\$19044		\$23806	2.4%	\$28567	\$29311
17	1668	Police Officer	SurberMckenzie	\$68598	5/12/2008		5/12/2008		\$19044		\$23806	2.9%	\$28567	\$40031
17	1680	Police Major	PendrakJosh	\$99473	7/01/2002		4/10/2022		\$19044		\$23806	4.2%	\$28567	\$70906
17	1668	Police Officer	PfiferStanton	\$60753	3/03/2008		3/03/2008		\$19044		\$23806	2.6%	\$28567	\$32186
17	1668	Police Officer	StiversonPenni	\$61494	10/24/2011		10/24/2011		\$19044		\$23806	2.6%	\$28567	\$32927
17	1668	Police Officer	CrassRosann	\$60021	11/25/2013		11/25/2013		\$19044		\$23806	2.5%	\$28567	\$31454
17	1668	Police Officer	RaysorDonnie	\$49409	10/12/2020		10/12/2020		\$19044		\$23806	2.1%	\$28567	\$20842
17	1668	Police Officer	FagerquistLogan	\$63005	11/08/2021		11/08/2021		\$19044		\$23806	2.6%	\$28567	\$34439
17	1668	Police Officer	SohreCoral	\$53612	4/03/2017		4/03/2017		\$19044		\$23806	2.3%	\$28567	\$25046
17	1668	Police Officer	WahpekecheLottie	\$51095	10/14/2019		10/14/2019		\$19044		\$23806	2.1%	\$28567	\$22528
17	1668	Police Officer	NagerRosendo	\$58582	12/11/2017		12/11/2017		\$19044		\$23806	2.5%	\$28567	\$30016
17	1668	Police Officer	LarretaDayle	\$62245	10/24/2005		10/24/2005		\$19044		\$23806	2.6%	\$28567	\$33678
17	1668	Police Officer	EnmonStephine	\$48799	7/19/2021		7/19/2021		\$19044		\$23806	2.0%	\$28567	\$20232

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17	1668	Police Officer	LuhringWilton	\$67768	6/01/2015		6/01/2015		\$19044		\$23806	2.8%	\$28567	\$39202
17	1668	Police Officer	SzaboElwood	\$48799	7/04/2022		7/04/2022		\$19044		\$23806	2.0%	\$28567	\$20232
17	1668	Police Officer	JoslynLoriann	\$53612	5/15/2017		5/15/2017		\$19044		\$23806	2.3%	\$28567	\$25046
17	1668	Police Officer	PossLyndsay	\$51734	9/03/2018		9/03/2018		\$19044		\$23806	2.2%	\$28567	\$23167
17	1668	Police Officer	SlatinMarquis	\$54564	4/11/2016		4/11/2016		\$19044		\$23806	2.3%	\$28567	\$25997
17	1668	Police Officer	AmezagaTheresa	\$63775	11/26/2018		11/26/2018		\$19044		\$23806	2.7%	\$28567	\$35208
17	1668	Police Officer	SanderferBenedict	\$52670	2/19/2018		2/19/2018		\$19044		\$23806	2.2%	\$28567	\$24103
17	1668	Police Officer	GoedeLani	\$53612	4/03/2017		4/03/2017		\$19044		\$23806	2.3%	\$28567	\$25046
17	1668	Police Officer	VerfaillieBok	\$51734	10/15/2018		10/15/2018		\$19044		\$23806	2.2%	\$28567	\$23167
17	1668	Police Officer	SilvaRolf	\$60753	8/27/2007		8/27/2007		\$19044		\$23806	2.6%	\$28567	\$32186
17	1668	Police Officer	TabisolaWalker	\$51734	9/03/2018		9/03/2018		\$19044		\$23806	2.2%	\$28567	\$23167
17	1668	Police Officer	DiltsKeisha	\$48197	12/20/2021		12/20/2021		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	CavinLandon	\$48197	4/05/2021		4/05/2021		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	EppesDudley	\$48197	7/18/2022		7/18/2022		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	ShockeyErnesto	\$48197	3/28/2022		3/28/2022		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	McclaveTrisha	\$48197	9/13/2021		9/13/2021		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	AkahiWerner	\$48197	4/05/2021		4/05/2021		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	MunroeDarius	\$48197	12/20/2021		12/20/2021		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	MeitzlerBrigitte	\$48197	4/05/2021		4/05/2021		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	AguilarPhebe	\$48197	9/13/2021		9/13/2021		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	MarshbanksFelecia	\$48197	10/12/2020		10/12/2020		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	KuboushekCoreen	\$48197	10/12/2020		10/12/2020		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	BrowndYasmine	\$48197	7/18/2022		7/18/2022		\$19044		\$23806	2.0%	\$28567	\$19630
17	1668	Police Officer	DorchIsaias	\$48197	11/08/2021		11/08/2021		\$19044		\$23806	2.0%	\$28567	\$19630
17	1681	Infrastructure Supervisor	VindEduardo	\$82360	3/09/2020		3/09/2020		\$19044		\$23806	3.5%	\$28567	\$53793

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17	1668	Police Officer	BasturaLouann	\$55524	1/07/2019		1/07/2019		\$19044		\$23806	2.3%	\$28567	\$26958
17	1668	Police Officer	CynthiaHollis	\$49409	2/01/2021		2/01/2021		\$19044		\$23806	2.1%	\$28567	\$20842
17	1668	Police Officer	BatesoleKelley	\$63775	9/08/2003		9/08/2003		\$19044		\$23806	2.7%	\$28567	\$35208
17	1668	Police Officer	NewhamPauline	\$51734	9/03/2018		9/03/2018		\$19044		\$23806	2.2%	\$28567	\$23167
17	1668	Police Officer	YouskoJan	\$51734	1/03/2022		1/03/2022		\$19044		\$23806	2.2%	\$28567	\$23167
17	1668	Police Officer	MulhallCheryle	\$49409	2/01/2021		2/01/2021		\$19044		\$23806	2.1%	\$28567	\$20842
17	1668	Police Officer	DeboardJesusa	\$51095	10/14/2019		10/14/2019		\$19044		\$23806	2.1%	\$28567	\$22528
17	1668	Police Officer	CothornLeandro	\$55524	8/25/2014		8/25/2014		\$19044		\$23806	2.3%	\$28567	\$26958
17	1668	Police Officer	FortneyQuinn	\$57181	5/30/2016		5/30/2016		\$19044		\$23806	2.4%	\$28567	\$28614
17	1668	Police Officer	DaiseRicky	\$60753	7/01/2019		7/01/2019		\$19044		\$23806	2.6%	\$28567	\$32186
17	1668	Police Officer	WiechmannJosphe	\$64553	7/01/2002		7/01/2002		\$19044		\$23806	2.7%	\$28567	\$35987
17	1668	Police Officer	PeakJonah	\$63005	7/28/2014		7/28/2014		\$19044		\$23806	2.6%	\$28567	\$34439
17	1668	Police Officer	HartgerinkClyde	\$61494	10/07/2013		10/07/2013		\$19044		\$23806	2.6%	\$28567	\$32927
17	1668	Police Officer	HittnerIsaiah	\$48799	7/19/2021		7/19/2021		\$19044		\$23806	2.0%	\$28567	\$20232
17	1668	Police Officer	LafauciNathanial	\$64553	4/14/2003		4/14/2003		\$19044		\$23806	2.7%	\$28567	\$35987
17	1668	Police Officer	BryarElmo	\$52670	2/19/2018		2/19/2018		\$19044		\$23806	2.2%	\$28567	\$24103
17	1668	Police Officer	GottronTroy	\$52670	1/22/2018		1/22/2018		\$19044		\$23806	2.2%	\$28567	\$24103
17	1668	Police Officer	MahnDianne	\$56494	2/27/2017		2/27/2017		\$19044		\$23806	2.4%	\$28567	\$27927
17	1668	Police Officer	YzaquirreNorine	\$51095	7/01/2019		7/01/2019		\$19044		\$23806	2.1%	\$28567	\$22528
17	1668	Police Officer	SeiavitchKent	\$49409	10/12/2020		10/12/2020		\$19044		\$23806	2.1%	\$28567	\$20842
17	1668	Police Officer	AhrensFelicita	\$57877	5/16/2011		5/16/2011		\$19044		\$23806	2.4%	\$28567	\$29311
17	1668	Police Officer	LangmoGlennie	\$49409	10/12/2020		10/12/2020		\$19044		\$23806	2.1%	\$28567	\$20842
17	1668	Police Officer	MeislerRon	\$63005	2/23/2015		2/23/2015		\$19044		\$23806	2.6%	\$28567	\$34439
17	1668	Police Officer	SaupeAlene	\$59298	2/23/2015		2/23/2015		\$19044		\$23806	2.5%	\$28567	\$30731
17	1668	Police Officer	PilkertonDaryl	\$54564	8/24/2015		8/24/2015		\$19044		\$23806	2.3%	\$28567	\$25997

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17	1668	Police Officer	BroudyMalcolm	\$52670	5/14/2018		5/14/2018		\$19044		\$23806	2.2%	\$28567	\$24103
17	1668	Police Officer	HoralEdison	\$54564	4/11/2016		4/11/2016		\$19044		\$23806	2.3%	\$28567	\$25997
18	1731	Evidence Collection Unit Supvr	MincerSheldon	\$80515	6/22/2008		1/11/2010		\$12158		\$15197	5.3%	\$18236	\$62279
18	1731	City Attorney	TerlizziSamuel	\$131550	5/24/2021		5/24/2021		\$12158		\$15197	8.7%	\$18236	\$113314
20	1994	Secretary	KiniryJerrod	\$44212	8/13/2007		8/31/2020		\$15424		\$19280	2.3%	\$23136	\$21076
20	1994	Paralegal	MederosHortencia	\$61811	12/17/2018		12/17/2018		\$15424		\$19280	3.2%	\$23136	\$38675
20	1994	Human Resources Assistant	HanibleRory	\$71150	4/15/1996		12/20/2010		\$15424		\$19280	3.7%	\$23136	\$48014
20	1994	Asst Greens Superintendent	MelvinKittie	\$44758	3/08/2021		3/08/2021		\$15424		\$19280	2.3%	\$23136	\$21622
20	1994	Asst Greens Superintendent	ClemenceHarrison	\$55282	10/01/2001		9/26/2016		\$15424		\$19280	2.9%	\$23136	\$32146
20	1994	Director of Parks & Recreation	SalettaEnoch	\$115063	3/08/2010		3/08/2010		\$15424		\$19280	6.0%	\$23136	\$91927
20	1994	Secretary	StonichJordon	\$39047	2/27/2017		8/02/2020		\$15424		\$19280	2.0%	\$23136	\$15911
4	365	Assistant City Engineer	CrediMaurice	\$81154	7/13/2015		7/13/2015		\$12158		\$15197	5.3%	\$18236	\$62918
4	353	Deputy Director Finance & SS	HoffeditzNestor	\$128982	12/29/2011		12/29/2011		\$12158		\$15197	8.5%	\$18236	\$110746
4	353	Housing & Grant Coordinator	GallusLuigi	\$44428	6/28/2021		6/28/2021		\$12158		\$15197	2.9%	\$18236	\$26192
5	410	GIS Manager	FieCole	\$101488	1/04/2000		1/04/2000		\$16134		\$20167	5.0%	\$24200	\$77288
5	410	Revenue Clerk	CutrerarNova	\$40629	1/27/2020		1/27/2020		\$16134		\$20167	2.0%	\$24200	\$16428
5	410	Revenue Clerk	DegennaroDrema	\$40629	7/19/2021		7/19/2021		\$16134		\$20167	2.0%	\$24200	\$16428
5	410	Administrative Aide	EddingerLacy	\$41790	9/27/2021		9/27/2021		\$16134		\$20167	2.1%	\$24200	\$17589
5	410	Administrative Aide	HipkinsKristle	\$51572	12/02/1997		10/01/2001		\$16134		\$20167	2.6%	\$24200	\$27372
5	500	Telecommunicator	FrasherOcie	\$43879	10/26/2020		10/26/2020		\$16134		\$20167	2.2%	\$24200	\$19679
5	500	Telecommunicator	DietemanLupe	\$43879	3/01/2021		3/01/2021		\$16134		\$20167	2.2%	\$24200	\$19679

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5	500	Telecommunicator	GoldenmanGuadalupe	\$43879	10/26/2020		10/26/2020		\$16134		\$20167	2.2%	\$24200	\$19679
5	500	Telecommunicator	KundananiOctavia	\$43879	1/20/2020		1/20/2020		\$16134		\$20167	2.2%	\$24200	\$19679
5	500	Telecommunicator	MoeningWeldon	\$41790	6/20/2022		6/20/2022		\$16134		\$20167	2.1%	\$24200	\$17589
5	500	Telecommunicator	BattonMauro	\$54878	12/09/2002		12/09/2002		\$16134		\$20167	2.7%	\$24200	\$30678
5	500	Telecommunicator	DibaccoBilly	\$50936	5/05/2008		5/05/2008		\$16134		\$20167	2.5%	\$24200	\$26736
5	500	Telecommunicator	StemmlerRoselia	\$46691	1/22/2018		1/22/2018		\$16134		\$20167	2.3%	\$24200	\$22491
5	410	Network Systems Engineer	MangisPorter	\$81150	9/06/2011		6/23/2019		\$16134		\$20167	4.0%	\$24200	\$56950
5	410	Network Systems Engineer	StotkoGeraldo	\$98990	5/03/1999		5/03/1999		\$16134		\$20167	4.9%	\$24200	\$74790
5	410	Network Systems Engineer	MunnoVince	\$81150	11/09/2009		6/23/2019		\$16134		\$20167	4.0%	\$24200	\$56950
5	500	Telecommunicator	ComingsIra	\$50936	7/01/2010		7/01/2010		\$16134		\$20167	2.5%	\$24200	\$26736
5	500	Telecommunicator	SeanorLeighann	\$44428	10/14/2019		10/14/2019		\$16134		\$20167	2.2%	\$24200	\$20228
5	410	Administrative Aide	NayesTitus	\$49072	3/08/2006		12/28/2015		\$16134		\$20167	2.4%	\$24200	\$24871
5	410	Administrative Aide	BrandonMarilee	\$52870	1/28/2002		8/07/2006		\$16134		\$20167	2.6%	\$24200	\$28670
5	410	Administrative Aide	StamOscar	\$41790	6/20/2022		6/20/2022		\$16134		\$20167	2.1%	\$24200	\$17589
5	410	Administrative Aide	HancockWilmer	\$51572	3/07/2005		4/16/2008		\$16134		\$20167	2.6%	\$24200	\$27372
5	500	Telecommunicator	AnagnosDaria	\$56259	2/28/2000		2/28/2000		\$16134		\$20167	2.8%	\$24200	\$32058
5	500	Telecommunicator	HerranSalley	\$45546	10/30/2017		10/30/2017		\$16134		\$20167	2.3%	\$24200	\$21346
5	500	Telecommunicator	AkimDamian	\$56962	9/27/1999		11/10/2013		\$16134		\$20167	2.8%	\$24200	\$32761
5	500	Telecommunicator	DennoTroy	\$56259	2/28/2000		2/28/2000		\$16134		\$20167	2.8%	\$24200	\$32058
5	500	Telecommunicator	ArhartKatie	\$55565	4/16/2001		4/16/2001		\$16134		\$20167	2.8%	\$24200	\$31365
5	405	Crew Leader (Complex)	OdonRoyce	\$46037	3/09/2020		3/09/2020		\$16134		\$20167	2.3%	\$24200	\$21837
6	555	Bus Driver	WhitlowAlecia	\$46346	5/22/2013		5/22/2013		\$18806		\$23507	2.0%	\$28208	\$18137
6	555	Bus Driver	HargittIsaias	\$41443	6/07/2021		6/07/2021		\$18806		\$23507	1.8%	\$28208	\$13235

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6	555	Bus Driver	AnecelleRose	\$39470	8/29/2022		8/29/2022		\$18806		\$23507	1.7%	\$28208	\$11261
6	555	Bus Driver	McquistonEstrella	\$39470	9/27/2021		9/27/2021		\$18806		\$23507	1.7%	\$28208	\$11261
6	555	Bus Driver	KaczmarskiEllan	\$41443	1/26/2022		1/26/2022		\$18806		\$23507	1.8%	\$28208	\$13235
6	555	Bus Driver	PeirsonRonnie	\$41443	11/23/2020		11/23/2020		\$18806		\$23507	1.8%	\$28208	\$13235
6	555	Bus Driver	McjillisRodney	\$42485	11/26/2018		11/26/2018		\$18806		\$23507	1.8%	\$28208	\$14277
6	504	Police Lieutenant	McquiddyJamey	\$76902	9/08/2003		9/17/2017		\$18806		\$23507	3.3%	\$28208	\$48694
6	504	Police Lieutenant	GottwaldVivian	\$75373	8/04/2008		4/10/2022		\$18806		\$23507	3.2%	\$28208	\$47164
6	504	Police Lieutenant	ClouatreNorine	\$72425	9/07/2009		4/10/2022		\$18806		\$23507	3.1%	\$28208	\$44216
6	504	Police Lieutenant	ReginaShiloh	\$75373	10/24/2005		12/08/2019		\$18806		\$23507	3.2%	\$28208	\$47164
6	504	Police Lieutenant	RegenerTheresa	\$73881	3/03/2008		2/28/2021		\$18806		\$23507	3.1%	\$28208	\$45672
6	504	Police Lieutenant	PendolaCordie	\$73881	8/27/2007		4/01/2018		\$18806		\$23507	3.1%	\$28208	\$45672
6	504	Police Lieutenant	ZizzaToccara	\$76902	11/17/2003		2/13/2022		\$18806		\$23507	3.3%	\$28208	\$48694
6	552	Director of Public Works	KubitzDia	\$121807	8/27/2012		3/14/2021		\$18806		\$23507	5.2%	\$28208	\$93599
6	560	Imaging Specialist	GrindleJanella	\$45546	4/10/2017		4/10/2017		\$18806		\$23507	1.9%	\$28208	\$17338
6	555	Bus Driver	PayenStephaine	\$46924	1/09/2012		5/22/2012		\$18806		\$23507	2.0%	\$28208	\$18715
6	555	Bus Driver	HoffnagleLeroy	\$42485	10/08/2018		10/08/2018		\$18806		\$23507	1.8%	\$28208	\$14277
6	555	Bus Driver	TronaasEarl	\$42485	11/26/2018		11/26/2018		\$18806		\$23507	1.8%	\$28208	\$14277
6	555	Bus Driver	KunishigeElmo	\$41960	3/04/2019		12/23/2019		\$18806		\$23507	1.8%	\$28208	\$13751
6	555	Bus Driver	StathamJimmie	\$50555	10/23/2006		10/23/2006		\$18806		\$23507	2.2%	\$28208	\$22347
6	555	Bus Driver	ThomesMarlena	\$45208	9/21/2015		9/21/2015		\$18806		\$23507	1.9%	\$28208	\$16999
6	555	Bus Driver	EbingerLovella	\$42485	10/29/2018		10/29/2018		\$18806		\$23507	1.8%	\$28208	\$14277
6	555	Bus Driver	MildrumWillard	\$50555	2/08/2006		2/08/2006		\$18806		\$23507	2.2%	\$28208	\$22347
6	555	Bus Driver	SodiniEnrique	\$44650	5/01/2017		5/01/2017		\$18806		\$23507	1.9%	\$28208	\$16441
6	555	Bus Driver	BlowerJerlene	\$44650	8/26/2016		2/20/2017		\$18806		\$23507	1.9%	\$28208	\$16441
6	555	Bus Driver	TawwaterSimon	\$39470	9/27/2021		9/27/2021		\$18806		\$23507	1.7%	\$28208	\$11261

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
7	672	Police Chief	PellicciaGladys	\$172895	4/22/1991		11/26/2012		\$16062		\$20078	8.6%	\$24094	\$148801
7	672	Street Manager	MueggeOlivia	\$70616	2/13/2006		6/20/2021		\$16062		\$20078	3.5%	\$24094	\$46522
7	628	Events Coordinator	CoffenPauline	\$49804	2/08/2016		2/08/2016		\$16062		\$20078	2.5%	\$24094	\$25711
7	620	Citizens Service Representative	KimakMargery	\$33897	4/14/2008		12/19/2021		\$16062		\$20078	1.7%	\$24094	\$9803
8	757	Property Maintenance Manager	KadleAlphonse	\$70616	4/01/2002		10/25/2020		\$15636		\$19546	3.6%	\$23455	\$47161
8	742	Property Maintenance Inspector	NylinDustin	\$48581	10/01/2018		10/01/2018		\$15636		\$19546	2.5%	\$23455	\$25127
8	752	Human Resources Manager	BashiEdda	\$113639	7/05/2016		7/05/2016		\$15636		\$19546	5.8%	\$23455	\$90184
8	757	Laborer/Maintenance Helper	OscheCathryn	\$39733	2/11/2013		9/21/2015		\$15636		\$19546	2.0%	\$23455	\$16278
8	757	Laborer/Maintenance Helper	BegolliCassi	\$33838	2/07/2022		2/07/2022		\$15636		\$19546	1.7%	\$23455	\$10383
8	757	Laborer/Maintenance Helper	SurvisSadie	\$33838	7/25/2022		7/25/2022		\$15636		\$19546	1.7%	\$23455	\$10383
8	757	Laborer/Maintenance Helper	WeglageKaycee	\$35530	11/23/2020		6/20/2021		\$15636		\$19546	1.8%	\$23455	\$12075
8	757	Laborer/Maintenance Helper	HamolikMargarito	\$33838	3/21/2022		3/21/2022		\$15636		\$19546	1.7%	\$23455	\$10383
8	757	Laborer/Maintenance Helper	SkolnikLandon	\$35530	4/26/2021		4/26/2021		\$15636		\$19546	1.8%	\$23455	\$12075
8	757	Laborer/Maintenance Helper	TeperNeoma	\$35530	2/01/2021		2/01/2021		\$15636		\$19546	1.8%	\$23455	\$12075
8	752	Director - 911 Central Dispatch	ThanemAnna	\$94428	9/01/1988		2/01/2010		\$15636		\$19546	4.8%	\$23455	\$70973
8	781	HVAC Technician	OmaraAnn	\$58240	2/21/2022		2/21/2022		\$15636		\$19546	3.0%	\$23455	\$34785
8	781	Director of Public Events	ScholleMaryjo	\$136212	2/21/2011		2/21/2011		\$15636		\$19546	7.0%	\$23455	\$112757
8	757	City Manager	ThurnessAngeles	\$180331	3/21/2018		6/24/2018		\$15636		\$19546	9.2%	\$23455	\$156876
8	768	Applications Supervisor	LandessIsaiah	\$101483	10/19/1998		2/17/2020		\$15636		\$19546	5.2%	\$23455	\$78028



New Demo Project - Demo Client
 MB-EX003 : Potential Costs to Implement Salary Ranges

Organization Name: New Demo Client 

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
8	742	Instrument Technician	KallmeyerSelene	\$49721	8/07/2017		6/19/2022		\$15636		\$19546	2.5%	\$23455	\$26266
8	781	Building Maintenance/Operations	JeoffroyCarylon	\$57660	5/21/2012		6/20/2021		\$15636		\$19546	3.0%	\$23455	\$34205
8	757	Facilities Maintenance Manager	GlapionMaryland	\$78696	10/08/2012		6/06/2021		\$15636		\$19546	4.0%	\$23455	\$55241
9	880	Police Sergeant	StaniforthConsuela	\$70703	7/01/2002		12/08/2019		\$17979		\$22474	3.1%	\$26969	\$43734
9	847	Engineering Technician	FueryShara	\$60442	10/28/2019		10/28/2019		\$17979		\$22474	2.7%	\$26969	\$33473
9	880	Police Sergeant	ZellersWayne	\$69924	11/17/2003		11/01/2015		\$17979		\$22474	3.1%	\$26969	\$42956
9	837	Senior Engineering Technician	MautoneJulie	\$82658	7/31/2000		6/02/2008		\$17979		\$22474	3.7%	\$26969	\$55689
9	847	Engineering Technician	LaubscherGeraldo	\$56853	11/01/2021		11/01/2021		\$17979		\$22474	2.5%	\$26969	\$29884
9	854	Maintenance Worker	TanziAlishia	\$36545	10/25/2021		8/14/2022		\$17979		\$22474	1.6%	\$26969	\$9577
9	880	Police Sergeant	UzzellOrville	\$60714	8/24/2015		1/30/2022		\$17979		\$22474	2.7%	\$26969	\$33746
9	880	Police Sergeant	HaderChris	\$69924	10/24/2005		4/03/2017		\$17979		\$22474	3.1%	\$26969	\$42956
9	880	Police Sergeant	RaimondiNeely	\$73918	8/04/2008		12/08/2019		\$17979		\$22474	3.3%	\$26969	\$46949
9	818	Sanitation Manager	TharpBebe	\$70616	5/09/2011		11/22/2020		\$17979		\$22474	3.1%	\$26969	\$43647
9	880	Police Sergeant	StubblefieldBruna	\$69924	11/17/2003		1/30/2022		\$17979		\$22474	3.1%	\$26969	\$42956
9	880	Police Sergeant	WeyandtSydney	\$68395	10/24/2005		3/28/2021		\$17979		\$22474	3.0%	\$26969	\$41426
9	851	Parkkeeper/Maintenance Helper	CreditFawn	\$23999	11/26/2018		11/26/2018		\$17979		\$22474	1.1%	\$26969	
9	854	Maintenance Worker	RaccaElda	\$39339	4/16/2018		5/22/2022		\$17979		\$22474	1.8%	\$26969	\$12370
9	829	Deputy Director Public Works	ReinfeldFrederick	\$96693	7/26/1999		5/09/2021		\$17979		\$22474	4.3%	\$26969	\$69724
9	854	Recreation Supervisor	PoliczReyes	\$50427	10/19/2015		10/19/2015		\$17979		\$22474	2.2%	\$26969	\$23459
9	880	Police Sergeant	BielbyMason	\$70703	8/04/2008		3/28/2021		\$17979		\$22474	3.1%	\$26969	\$43734
9	854	Recreation Supervisor	MehrensHarland	\$50427	1/02/2013		2/22/2015		\$17979		\$22474	2.2%	\$26969	\$23459
9	851	Parkkeeper/Maintenance Helper	ShoenbergerMiranda	\$30911	8/31/1998		1/04/2000		\$17979		\$22474	1.4%	\$26969	\$3942



New Demo Project - Demo Client
 MB-EX003 : Potential Costs to Implement Salary Ranges

Organization Name: New Demo Client 

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
9	851	Parkkeeper/Maintenance Helper	BrunswickGraham	\$28654	12/21/2009		6/11/2012		\$17979		\$22474	1.3%	\$26969	\$1685
9	839	Occupational Tax Administrator	CoganChi	\$75893	1/22/2013		1/22/2013		\$17979		\$22474	3.4%	\$26969	\$48924
9	860	Purchasing Manager	YeakelSparkle	\$75893	4/23/2018		4/23/2018		\$17979		\$22474	3.4%	\$26969	\$48924
9	880	Electrician	BlasiFederico	\$48338	8/02/2021		8/02/2021		\$17979		\$22474	2.2%	\$26969	\$21370
9	829	Grounds Manager/Horticulturist	RiedmayerEverette	\$72393	1/22/2018		1/22/2018		\$17979		\$22474	3.2%	\$26969	\$45424
9	887	Records Manager	GutschowJames	\$49804	8/13/2007		10/31/2016		\$17979		\$22474	2.2%	\$26969	\$22836
9	887	Lead Telecommunicator	ShukerEllis	\$59406	8/04/2008		4/29/2018		\$17979		\$22474	2.6%	\$26969	\$32437
9	887	Lead Telecommunicator	HellstromGolden	\$60901	3/15/1999		3/09/2008		\$17979		\$22474	2.7%	\$26969	\$33932
9	887	Lead Telecommunicator	LoretoDonnie	\$53787	7/30/2012		3/01/2020		\$17979		\$22474	2.4%	\$26969	\$26818
9	887	Lead Telecommunicator	HadnottPedro	\$55140	7/01/2010		1/13/2014		\$17979		\$22474	2.5%	\$26969	\$28171
9	849	Assistant City Manager	TamondongNickolas	\$136545	8/13/2018		8/13/2018		\$17979		\$22474	6.1%	\$26969	\$109576
9	851	Senior Accountant	MadaMichael	\$68711	11/06/2013		8/28/2022		\$17979		\$22474	3.1%	\$26969	\$41742
9	880	Bus Driver/Dispatcher	MastrangeloRosalia	\$48825	10/02/2013		8/19/2018		\$17979		\$22474	2.2%	\$26969	\$21856
9	880	Bus Driver/Dispatcher	ParikhJohnathan	\$45884	9/04/2018		9/04/2018		\$17979		\$22474	2.0%	\$26969	\$18915
9	880	Police Sergeant	HoelJayne	\$65447	9/07/2009		9/30/2018		\$17979		\$22474	2.9%	\$26969	\$38478
9	880	Information Technology Manager	EveretteSharron	\$117955	12/02/2002		12/12/2011		\$17979		\$22474	5.2%	\$26969	\$90986
9	887	Executive Assistant to Mayor	Flentgelsidro	\$49189	10/01/2018		10/01/2018		\$17979		\$22474	2.2%	\$26969	\$22220
9	818	Occupational Revenue Clerk	HazardLewis	\$47389	8/13/2018		3/14/2021		\$17979		\$22474	2.1%	\$26969	\$20420
9	818	Occupational Revenue Clerk	CottillionShawn	\$51058	10/27/2014		10/27/2014		\$17979		\$22474	2.3%	\$26969	\$24089
9	829	Office Manager	OhlenJeanmarie	\$53532	12/09/2004		12/09/2004		\$17979		\$22474	2.4%	\$26969	\$26563
9	829	Office Manager	FloresJewell	\$43879	6/21/2021		6/21/2021		\$17979		\$22474	2.0%	\$26969	\$16911

GRADE	JOB VALUE	POSITION TITLE	EMPLOYEE NAME	ANNUAL SALARY	DATE OF HIRE	OVERALL SERVICE	DATE IN POSITION	SERVICE IN POSITION	MINIMUM	\$ BELOW MINIMUM	MIDPOINT	COMPA-RATIO	MAXIMUM	\$ ABOVE MAXIMUM
9	829	Office Manager	ChiouClay	\$50936	12/04/2000		2/11/2008		\$17979		\$22474	2.3%	\$26969	\$23967
9	887	City Clerk	EdelbrockVicente	\$82787	2/04/2002		1/23/2012		\$17979		\$22474	3.7%	\$26969	\$55818
9	839	School Resource Officer	PrattsShellie	\$57877	10/24/2011		10/24/2011		\$17979		\$22474	2.6%	\$26969	\$30909
9	854	Maintenance Worker	MuthanaMarcellus	\$41343	6/12/2017		6/12/2017		\$17979		\$22474	1.8%	\$26969	\$14374
9	847	Chief Surveyor	DilsDonn	\$81638	3/04/2002		3/04/2002		\$17979		\$22474	3.6%	\$26969	\$54669
9	860	Laborer	SwadlingFelton	\$41240	6/25/2018		6/25/2018		\$17979		\$22474	1.8%	\$26969	\$14271

GRADE	POSITION TITLE	EMPLOYEE NAME	GENDER	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM MALE AVG
10	Greens Superintendent	GreenhowardKandra	Female	\$53389	11/23/2020			\$15730	3.4%	4.9%	(1.5%)	(1.5%)
10	Asst. TAC Telecommunicator	SchemberLetty	Female	\$60006	3/29/2020			\$15730	3.8%	4.9%	(1.1%)	(1.1%)
10	Asst. TAC Telecommunicator	LubbertKeira	Female	\$50427	3/29/2020			\$15730	3.2%	4.9%	(1.7%)	(1.7%)
10	Director of Finance & Support Se	HouglumErik	Male	\$144939	1/01/2012			\$15730	9.2%	4.9%	4.3%	
11	Crew Leader	TeagueGiovanni	Male	\$48338	8/15/2021			\$18214	2.7%	2.8%	(0.1%)	
11	Accounting Clerk	GentlesJerri	Female	\$49804	8/01/2016			\$18214	2.7%	2.8%	(0.1%)	(0.1%)
11	Accounting Clerk	BradstreetChaya	Female	\$52086	2/10/2003			\$18214	2.9%	2.8%	0.1%	0.1%
11	Accounting Clerk	ShifflerChristiane	Female	\$42698	8/19/2018			\$18214	2.3%	2.8%	(0.5%)	(0.5%)
11	GIS Analyst/Programmer	AmbergPeggy	Female	\$87004	9/03/2001			\$18214	4.8%	2.8%	2.0%	2.0%
11	Network Systems Technician	KhanLona	Female	\$56056	7/04/2021			\$18214	3.1%	2.8%	0.3%	0.3%
11	GIS Analyst/Programmer	CorianoCristopher	Male	\$82787	9/27/2001			\$18214	4.5%	2.8%	1.7%	
11	Road Worker	ChadezJacqueline	Female	\$36545	2/07/2022			\$18214	2.0%	2.8%	(0.8%)	(0.8%)
11	Crew Leader	SizerBarrett	Male	\$48943	9/02/2019			\$18214	2.7%	2.8%	(0.1%)	
11	Crew Leader	SaechaoTawnya	Female	\$52730	2/17/2019			\$18214	2.9%	2.8%	0.1%	0.1%
11	Crew Leader	DambaklyHillary	Female	\$46037	2/27/2022			\$18214	2.5%	2.8%	(0.3%)	(0.3%)
11	Crew Leader	BarnasHarry	Male	\$46037	7/24/2022			\$18214	2.5%	2.8%	(0.3%)	
11	Road Worker	OxtonTuan	Male	\$48589	11/03/2003			\$18214	2.7%	2.8%	(0.1%)	
11	Road Worker	RingwoodElly	Female	\$36545	9/27/2021			\$18214	2.0%	2.8%	(0.8%)	(0.8%)
11	Road Worker	DrepsTyron	Male	\$38374	2/17/2020			\$18214	2.1%	2.8%	(0.7%)	
11	Road Worker	BerkhalterJustin	Male	\$38374	6/07/2021			\$18214	2.1%	2.8%	(0.7%)	
11	Crew Leader	LongoBrad	Male	\$61206	9/13/2020			\$18214	3.4%	2.8%	0.6%	
11	Crew Leader	HicklingGianna	Female	\$54732	12/06/2020			\$18214	3.0%	2.8%	0.2%	0.2%

GRADE	POSITION TITLE	EMPLOYEE NAME	GENDER	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM MALE AVG
11	Crew Leader	GadueLyle	Male	\$55416	8/22/2011			\$18214	3.0%	2.8%	0.2%	
11	Road Worker	TekulveLizabeth	Female	\$46234	7/23/2007			\$18214	2.5%	2.8%	(0.3%)	(0.3%)
11	Crew Leader	YarmanMargherita	Female	\$52730	12/14/2015			\$18214	2.9%	2.8%	0.1%	0.1%
12	Maintenance Equipment Operator	LicoDonnie	Male	\$39470	10/04/2021			\$22264	1.8%	2.8%	(1.0%)	
12	Systems Analyst/Programmer	DuweMaurice	Male	\$91658	5/10/1999			\$22264	4.1%	2.8%	1.3%	
12	Systems Analyst/Programmer	WichmannTim	Male	\$73291	5/22/2017			\$22264	3.3%	2.8%	0.5%	
12	Systems Analyst/Programmer	GaubertJoellen	Female	\$85074	12/01/2014			\$22264	3.8%	2.8%	1.0%	1.0%
12	Payroll Administrator	YeckConstance	Female	\$62535	11/04/2002			\$22264	2.8%	2.8%	0.0%	0.0%
12	Garage Parts Clerk	LorenziniDean	Male	\$50936	6/10/2013			\$22264	2.3%	2.8%	(0.5%)	
12	Asst Occupational Tax Administra	StoudamireJame	Male	\$66040	5/22/2013			\$22264	3.0%	2.8%	0.2%	
12	Golf Course Manager	LemanRosaria	Female	\$65878	2/22/2015			\$22264	3.0%	2.8%	0.2%	0.2%
12	Accountant	RosenfieldLinette	Female	\$60539	3/09/2020			\$22264	2.7%	2.8%	(0.1%)	(0.1%)
12	Deputy Chief of Police	MackinWilliam	Male	\$105845	4/10/2022			\$22264	4.8%	2.8%	2.0%	
12	Construction Inspector	LelacheurCarroll	Male	\$52859	5/08/2022			\$22264	2.4%	2.8%	(0.4%)	
12	Recreation Specialist	RosmanKelsie	Female	\$47160	10/26/2008			\$22264	2.1%	2.8%	(0.7%)	(0.7%)
12	Recreation Specialist	RawlingsElisha	Male	\$40629	4/25/2021			\$22264	1.8%	2.8%	(1.0%)	
12	Maintenance Specialist	KouBrittani	Female	\$42627	10/18/2021			\$22264	1.9%	2.8%	(0.9%)	(0.9%)
12	Maintenance Equipment Operator	DevalleIgnacio	Male	\$47510	9/26/2011			\$22264	2.1%	2.8%	(0.7%)	
12	Maintenance Equipment Operator	AmoresDwight	Male	\$50555	2/28/2006			\$22264	2.3%	2.8%	(0.5%)	
12	Maintenance Equipment Operator	PayeMarlo	Female	\$39470	1/03/2022			\$22264	1.8%	2.8%	(1.0%)	(1.0%)

GRADE	POSITION TITLE	EMPLOYEE NAME	GENDER	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM MALE AVG
12	Construction Inspector	SamborskiAhmed	Male	\$69471	5/12/2019			\$22264	3.1%	2.8%	0.3%	
12	Recreation Superintendent	BattuelloCarl	Male	\$89631	4/15/2007			\$22264	4.0%	2.8%	1.2%	
13	Clerk/Typist	SchreifelsLesia	Female	\$36156	2/27/2017			\$17416	2.1%	3.0%	(0.9%)	(0.9%)
13	Mechanic	HanmoreBruna	Female	\$54057	10/10/2011			\$17416	3.1%	3.0%	0.1%	0.1%
13	Mechanic	ReedusAlex	Male	\$53389	9/24/2012			\$17416	3.1%	3.0%	0.1%	
13	Fire Chief	ArizmendiWes	Male	\$134860	11/24/2019			\$17416	7.7%	3.0%	4.7%	
13	Evidence Collection Unit Tech	MeinerdingLuis	Male	\$65680	7/02/2018			\$17416	3.8%	3.0%	0.8%	
13	Mechanic	FalwellJeanmarie	Female	\$51436	10/01/2015			\$17416	3.0%	3.0%	0.0%	0.0%
13	Mechanic	LuptonKristal	Female	\$46037	12/20/2021			\$17416	2.6%	3.0%	(0.4%)	(0.4%)
13	Mechanic	PalmeroEda	Female	\$50800	9/26/2016			\$17416	2.9%	3.0%	(0.1%)	(0.1%)
13	Refuse Truck Driver	KeaneLonnie	Male	\$46346	6/10/2013			\$17416	2.7%	3.0%	(0.3%)	
13	Refuse Truck Driver	BlasingTyrone	Male	\$41443	8/16/2021			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	SimcoxJamey	Male	\$41443	3/29/2021			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	AmorosMadalyn	Female	\$53794	8/21/2000			\$17416	3.1%	3.0%	0.1%	0.1%
13	Refuse Truck Driver	SatterlyAi	Female	\$39470	12/19/2021			\$17416	2.3%	3.0%	(0.7%)	(0.7%)
13	Refuse Truck Driver	CeaseAnnalee	Female	\$41443	2/01/2021			\$17416	2.4%	3.0%	(0.6%)	(0.6%)
13	Refuse Truck Driver	SayaphonLuba	Female	\$39470	5/09/2022			\$17416	2.3%	3.0%	(0.7%)	(0.7%)
13	Refuse Truck Driver	KielmanShantay	Female	\$39470	11/21/2021			\$17416	2.3%	3.0%	(0.7%)	(0.7%)
13	Mechanic	LizardaContessa	Female	\$50173	3/06/2017			\$17416	2.9%	3.0%	(0.1%)	(0.1%)
13	Clerk/Typist	CittadiniRob	Male	\$39935	6/22/2009			\$17416	2.3%	3.0%	(0.7%)	
13	Refuse Truck Driver	JareckeMarna	Female	\$48706	10/12/2009			\$17416	2.8%	3.0%	(0.2%)	(0.2%)
13	Clerk/Typist	WaldeJarrett	Male	\$34833	1/04/2021			\$17416	2.0%	3.0%	(1.0%)	
13	Refuse Truck Driver	GrabonskiAlexia	Female	\$45208	6/08/2015			\$17416	2.6%	3.0%	(0.4%)	(0.4%)

GRADE	POSITION TITLE	EMPLOYEE NAME	GENDER	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM MALE AVG
13	Refuse Truck Driver	DemateoEmery	Male	\$53794	4/23/2001			\$17416	3.1%	3.0%	0.1%	
13	Mechanic	PahnkeRena	Female	\$58240	2/28/2005			\$17416	3.3%	3.0%	0.3%	0.3%
13	Refuse Truck Driver	SuydamKorey	Male	\$53794	4/23/2001			\$17416	3.1%	3.0%	0.1%	
13	Refuse Truck Driver	NairnDonn	Male	\$41960	3/17/2019			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	SommersTrevor	Male	\$42485	6/24/2018			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	MatzaElouise	Female	\$47510	6/13/2011			\$17416	2.7%	3.0%	(0.3%)	(0.3%)
13	Refuse Truck Driver	TuterChristian	Male	\$49315	2/18/2008			\$17416	2.8%	3.0%	(0.2%)	
13	Refuse Truck Driver	MoncionVerdell	Female	\$44650	3/13/2017			\$17416	2.6%	3.0%	(0.4%)	(0.4%)
13	Refuse Truck Driver	SetiasMac	Male	\$41960	9/03/2019			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	StacksRobby	Male	\$41960	9/03/2019			\$17416	2.4%	3.0%	(0.6%)	
13	Clerk/Typist	DepippoBenedict	Male	\$38953	7/13/2015			\$17416	2.2%	3.0%	(0.8%)	
13	Refuse Truck Driver	PlesnarskiDanilo	Male	\$49931	8/13/2007			\$17416	2.9%	3.0%	(0.1%)	
13	City Engineer	LazzaroTroy	Male	\$119720	5/18/2015			\$17416	6.9%	3.0%	3.9%	
13	Refuse Truck Driver	KusiakMurray	Male	\$52474	8/11/2003			\$17416	3.0%	3.0%	0.0%	
13	Mechanic	QuesadaChristi	Female	\$63531	10/12/1998			\$17416	3.6%	3.0%	0.6%	0.6%
13	Refuse Truck Driver	RajaratnamMose	Male	\$53130	10/14/2002			\$17416	3.1%	3.0%	0.1%	
15	Recreation Facilities Manager	DominyRandy	Male	\$74591	9/28/1993			\$21054	3.5%	3.7%	(0.2%)	
15	Recreation Facilities Manager	SuterRogelio	Male	\$56056	5/10/2021			\$21054	2.7%	3.7%	(1.0%)	
15	Community Development Director	SchweinKenton	Male	\$119431	10/19/2015			\$21054	5.7%	3.7%	2.0%	
15	Loss Prevention Manager	TebarJan	Male	\$83196	3/15/2021			\$21054	4.0%	3.7%	0.3%	
15	Recreation Facilities Manager	BaskervilleJamika	Female	\$51600	11/15/2021			\$21054	2.5%	3.7%	(1.2%)	(1.2%)
15	Utility Crew Leader							\$21054		3.7%		

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15	Garage Manager	AbriolaMin	Female	\$77030	2/25/2013			\$21054	3.7%	3.7%	0.0%	0.0%
17	Police Officer	CynthiaHollis	Male	\$49409	2/01/2021			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	DorchIsaias	Male	\$48197	11/08/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	BasturaLouann	Female	\$55524	1/07/2019			\$23806	2.3%	2.4%	(0.1%)	(0.1%)
17	Infrastructure Supervisor	VindEduardo	Male	\$82360	3/09/2020			\$23806	3.5%	2.4%	1.1%	
17	Police Officer	DeboardJesusa	Female	\$51095	10/14/2019			\$23806	2.1%	2.4%	(0.3%)	(0.3%)
17	Police Officer	BatesoleKelley	Male	\$63775	9/08/2003			\$23806	2.7%	2.4%	0.3%	
17	Police Officer	NewhamPauline	Female	\$51734	9/03/2018			\$23806	2.2%	2.4%	(0.2%)	(0.2%)
17	Police Officer	YouskoJan	Male	\$51734	1/03/2022			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	MulhallCheryle	Female	\$49409	2/01/2021			\$23806	2.1%	2.4%	(0.3%)	(0.3%)
17	Police Officer	AhrensFelicita	Female	\$57877	5/16/2011			\$23806	2.4%	2.4%	0.0%	0.0%
17	Police Officer	BrowndYasmine	Female	\$48197	7/18/2022			\$23806	2.0%	2.4%	(0.4%)	(0.4%)
17	Police Officer	KuboushekCoreen	Female	\$48197	10/12/2020			\$23806	2.0%	2.4%	(0.4%)	(0.4%)
17	Police Officer	MarshbanksFelecia	Female	\$48197	10/12/2020			\$23806	2.0%	2.4%	(0.4%)	(0.4%)
17	Police Officer	AguilarPhebe	Female	\$48197	9/13/2021			\$23806	2.0%	2.4%	(0.4%)	(0.4%)
17	Police Officer	MeitzlerBrigette	Female	\$48197	4/05/2021			\$23806	2.0%	2.4%	(0.4%)	(0.4%)
17	Police Officer	MunroeDarius	Male	\$48197	12/20/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	AkahiWerner	Male	\$48197	4/05/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	McclaveTrisha	Female	\$48197	9/13/2021			\$23806	2.0%	2.4%	(0.4%)	(0.4%)
17	Police Officer	ShockeyErnesto	Male	\$48197	3/28/2022			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	EppesDudley	Male	\$48197	7/18/2022			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	MahnDianne	Female	\$56494	2/27/2017			\$23806	2.4%	2.4%	0.0%	0.0%
17	Police Officer	PeakJonah	Male	\$63005	7/28/2014			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	HoralEdison	Male	\$54564	4/11/2016			\$23806	2.3%	2.4%	(0.1%)	

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17	Police Officer	BroudyMalcolm	Male	\$52670	5/14/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	PilkertonDaryl	Male	\$54564	8/24/2015			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	SaupeAlene	Female	\$59298	2/23/2015			\$23806	2.5%	2.4%	0.1%	0.1%
17	Police Officer	MeislerRon	Male	\$63005	2/23/2015			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	LangmoGlennie	Female	\$49409	10/12/2020			\$23806	2.1%	2.4%	(0.3%)	(0.3%)
17	Police Officer	SeiavitchKent	Male	\$49409	10/12/2020			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	YzaquirreNorine	Female	\$51095	7/01/2019			\$23806	2.1%	2.4%	(0.3%)	(0.3%)
17	Police Officer	CothernLeandro	Male	\$55524	8/25/2014			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	GottronTroy	Male	\$52670	1/22/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	BryarElmo	Male	\$52670	2/19/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	LafauciNathanial	Male	\$64553	4/14/2003			\$23806	2.7%	2.4%	0.3%	
17	Police Officer	HittnerIsaiah	Male	\$48799	7/19/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	HartgerinkClyde	Male	\$61494	10/07/2013			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	WiechmannJospeh	Male	\$64553	7/01/2002			\$23806	2.7%	2.4%	0.3%	
17	Police Officer	DaiseRicky	Male	\$60753	7/01/2019			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	FortneyQuinn	Male	\$57181	5/30/2016			\$23806	2.4%	2.4%	0.0%	
17	Transit Manager	LeacockCordell	Male	\$77994	3/05/2018			\$23806	3.3%	2.4%	0.9%	
17	Police Officer	StiversonPenni	Female	\$61494	10/24/2011			\$23806	2.6%	2.4%	0.2%	0.2%
17	Police Officer	PfiferStanton	Male	\$60753	3/03/2008			\$23806	2.6%	2.4%	0.2%	
17	Police Major	PendrakJosh	Male	\$99473	4/10/2022			\$23806	4.2%	2.4%	1.8%	
17	Police Officer	SurberMckenzie	Female	\$68598	5/12/2008			\$23806	2.9%	2.4%	0.5%	0.5%
17	Police Officer	CarradineZenobia	Female	\$57877	10/24/2011			\$23806	2.4%	2.4%	0.0%	0.0%
17	Police Officer	DavieHelga	Female	\$58582	10/02/2017			\$23806	2.5%	2.4%	0.1%	0.1%
17	Police Officer	ThaiDorthy	Female	\$57877	10/24/2011			\$23806	2.4%	2.4%	0.0%	0.0%

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17	Police Officer	SzafranskiArnold	Male	\$51734	10/15/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	EisenzimmerGeraldo	Male	\$57181	3/04/2013			\$23806	2.4%	2.4%	0.0%	
17	Police Officer	DiltsKeisha	Female	\$48197	12/20/2021			\$23806	2.0%	2.4%	(0.4%)	(0.4%)
17	Police Officer	HolzwarthDoretta	Female	\$60753	8/27/2007			\$23806	2.6%	2.4%	0.2%	0.2%
17	Police Officer	DoidgeSierra	Female	\$62245	10/24/2005			\$23806	2.6%	2.4%	0.2%	0.2%
17	Police Officer	MachtleyMonique	Female	\$54564	4/18/2016			\$23806	2.3%	2.4%	(0.1%)	(0.1%)
17	Police Officer	BoyettYoshiko	Female	\$51734	11/26/2018			\$23806	2.2%	2.4%	(0.2%)	(0.2%)
17	Police Officer	RechelRhoda	Female	\$57181	3/04/2013			\$23806	2.4%	2.4%	0.0%	0.0%
17	Police Officer	EsqueaAlica	Female	\$68598	12/11/2011			\$23806	2.9%	2.4%	0.5%	0.5%
17	Police Officer	RigazioDoyle	Male	\$52670	10/02/2017			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	BankosAnnamae	Female	\$54564	5/01/2016			\$23806	2.3%	2.4%	(0.1%)	(0.1%)
17	Police Officer	CavinLandon	Male	\$48197	4/05/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	RaysorDonnie	Male	\$49409	10/12/2020			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	TabisolaWalker	Male	\$51734	9/03/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	SilvaRolf	Male	\$60753	8/27/2007			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	VerfaillieBok	Female	\$51734	10/15/2018			\$23806	2.2%	2.4%	(0.2%)	(0.2%)
17	Police Officer	GoedeLani	Female	\$53612	4/03/2017			\$23806	2.3%	2.4%	(0.1%)	(0.1%)
17	Police Officer	SanderferBenedict	Male	\$52670	2/19/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	AmezagaTheresa	Female	\$63775	11/26/2018			\$23806	2.7%	2.4%	0.3%	0.3%
17	Police Officer	SlatinMarquis	Male	\$54564	4/11/2016			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	PossLyndsay	Female	\$51734	9/03/2018			\$23806	2.2%	2.4%	(0.2%)	(0.2%)
17	Police Officer	JoslynLoriann	Female	\$53612	5/15/2017			\$23806	2.3%	2.4%	(0.1%)	(0.1%)
17	Police Officer	SzaboElwood	Male	\$48799	7/04/2022			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	LuhringWilton	Male	\$67768	6/01/2015			\$23806	2.8%	2.4%	0.4%	

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17	Police Officer	EnmonStephine	Female	\$48799	7/19/2021			\$23806	2.0%	2.4%	(0.4%)	(0.4%)
17	Police Officer	LarretaDayle	Female	\$62245	10/24/2005			\$23806	2.6%	2.4%	0.2%	0.2%
17	Police Officer	NagerRosendo	Male	\$58582	12/11/2017			\$23806	2.5%	2.4%	0.1%	
17	Police Officer	WahpekecheLottie	Female	\$51095	10/14/2019			\$23806	2.1%	2.4%	(0.3%)	(0.3%)
17	Police Officer	SohreCoral	Female	\$53612	4/03/2017			\$23806	2.3%	2.4%	(0.1%)	(0.1%)
17	Police Officer	FagerquistLogan	Male	\$63005	11/08/2021			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	CrassRosann	Female	\$60021	11/25/2013			\$23806	2.5%	2.4%	0.1%	0.1%
18	Evidence Collection Unit Supvr	MincerSheldon	Male	\$80515	1/11/2010			\$15197	5.3%	7.0%	(1.7%)	
18	City Attorney	TerlizziSamuel	Male	\$131550	5/24/2021			\$15197	8.7%	7.0%	1.7%	
20	Director of Parks & Recreation	SalettaEnoch	Male	\$115063	3/08/2010			\$19280	6.0%	3.2%	2.8%	
20	Secretary	StonichJordon	Male	\$39047	8/02/2020			\$19280	2.0%	3.2%	(1.2%)	
20	Asst Greens Superintendent	ClemenceHarrison	Male	\$55282	9/26/2016			\$19280	2.9%	3.2%	(0.3%)	
20	Human Resources Assistant	HanibleRory	Male	\$71150	12/20/2010			\$19280	3.7%	3.2%	0.5%	
20	Secretary	KiniryJerrod	Male	\$44212	8/31/2020			\$19280	2.3%	3.2%	(0.9%)	
20	Paralegal	MederosHortencia	Female	\$61811	12/17/2018			\$19280	3.2%	3.2%	0.0%	0.0%
20	Asst Greens Superintendent	MelvinKittie	Female	\$44758	3/08/2021			\$19280	2.3%	3.2%	(0.9%)	(0.9%)
4	Assistant City Engineer	CrediMaurice	Male	\$81154	7/13/2015			\$15197	5.3%	5.6%	(0.3%)	
4	Deputy Director Finance & SS	HoffeditzNestor	Male	\$128982	12/29/2011			\$15197	8.5%	5.6%	2.9%	
4	Housing & Grant Coordinator	GallusLuigi	Male	\$44428	6/28/2021			\$15197	2.9%	5.6%	(2.7%)	
5	Network Systems Engineer	StotkoGeraldo	Male	\$98990	5/03/1999			\$20167	4.9%	2.7%	2.2%	

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5	Telecommunicator	SeanorLeighann	Female	\$44428	10/14/2019			\$20167	2.2%	2.7%	(0.5%)	(0.5%)
5	Network Systems Engineer	MunnoVince	Male	\$81150	6/23/2019			\$20167	4.0%	2.7%	1.3%	
5	Telecommunicator	ComingsIra	Male	\$50936	7/01/2010			\$20167	2.5%	2.7%	(0.2%)	
5	Administrative Aide	NayesTitus	Male	\$49072	12/28/2015			\$20167	2.4%	2.7%	(0.3%)	
5	Administrative Aide	BrandonMarilee	Female	\$52870	8/07/2006			\$20167	2.6%	2.7%	(0.1%)	(0.1%)
5	Administrative Aide	StamOscar	Male	\$41790	6/20/2022			\$20167	2.1%	2.7%	(0.6%)	
5	Administrative Aide	HancockWilmer	Male	\$51572	4/16/2008			\$20167	2.6%	2.7%	(0.1%)	
5	Telecommunicator	AnagnosDaria	Female	\$56259	2/28/2000			\$20167	2.8%	2.7%	0.1%	0.1%
5	Telecommunicator	HerranSalley	Female	\$45546	10/30/2017			\$20167	2.3%	2.7%	(0.4%)	(0.4%)
5	Telecommunicator	AkimDamian	Male	\$56962	11/10/2013			\$20167	2.8%	2.7%	0.1%	
5	Telecommunicator	DennoTroy	Male	\$56259	2/28/2000			\$20167	2.8%	2.7%	0.1%	
5	Telecommunicator	ArhartKatie	Female	\$55565	4/16/2001			\$20167	2.8%	2.7%	0.1%	0.1%
5	Crew Leader (Complex)	OdonRoyce	Male	\$46037	3/09/2020			\$20167	2.3%	2.7%	(0.4%)	
5	Telecommunicator	StemmlerRoselia	Female	\$46691	1/22/2018			\$20167	2.3%	2.7%	(0.4%)	(0.4%)
5	Network Systems Engineer	MangisPorter	Male	\$81150	6/23/2019			\$20167	4.0%	2.7%	1.3%	
5	GIS Manager	FieCole	Male	\$101488	1/04/2000			\$20167	5.0%	2.7%	2.3%	
5	Revenue Clerk	CutrerNova	Female	\$40629	1/27/2020			\$20167	2.0%	2.7%	(0.7%)	(0.7%)
5	Revenue Clerk	DegennaroDrema	Female	\$40629	7/19/2021			\$20167	2.0%	2.7%	(0.7%)	(0.7%)
5	Administrative Aide	EddingerLacy	Male	\$41790	9/27/2021			\$20167	2.1%	2.7%	(0.6%)	
5	Administrative Aide	HipkinsKristle	Female	\$51572	10/01/2001			\$20167	2.6%	2.7%	(0.1%)	(0.1%)
5	Telecommunicator	FrasherOcie	Female	\$43879	10/26/2020			\$20167	2.2%	2.7%	(0.5%)	(0.5%)
5	Telecommunicator	DietemanLupe	Male	\$43879	3/01/2021			\$20167	2.2%	2.7%	(0.5%)	
5	Telecommunicator	GoldenmanGuadalupe	Male	\$43879	10/26/2020			\$20167	2.2%	2.7%	(0.5%)	

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5	Telecommunicator	KundananiOctavia	Female	\$43879	1/20/2020			\$20167	2.2%	2.7%	(0.5%)	(0.5%)
5	Telecommunicator	MoeningWeldon	Male	\$41790	6/20/2022			\$20167	2.1%	2.7%	(0.6%)	
5	Telecommunicator	BattonMauro	Male	\$54878	12/09/2002			\$20167	2.7%	2.7%	0.0%	
5	Telecommunicator	DibaccoBilly	Male	\$50936	5/05/2008			\$20167	2.5%	2.7%	(0.2%)	
6	Director of Public Works	KubitzDia	Female	\$121807	3/14/2021			\$23507	5.2%	2.3%	2.9%	2.9%
6	Imaging Specialist	GrindleJanella	Female	\$45546	4/10/2017			\$23507	1.9%	2.3%	(0.4%)	(0.4%)
6	Bus Driver	PayenStephaine	Female	\$46924	5/22/2012			\$23507	2.0%	2.3%	(0.3%)	(0.3%)
6	Bus Driver	HoffnagleLeroy	Male	\$42485	10/08/2018			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	TronaasEarl	Male	\$42485	11/26/2018			\$23507	1.8%	2.3%	(0.5%)	
6	Police Lieutenant	GottwaldVivian	Female	\$75373	4/10/2022			\$23507	3.2%	2.3%	0.9%	0.9%
6	Bus Driver	KunishigeElmo	Male	\$41960	12/23/2019			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	StathamJimmie	Male	\$50555	10/23/2006			\$23507	2.2%	2.3%	(0.1%)	
6	Bus Driver	ThomesMarlena	Female	\$45208	9/21/2015			\$23507	1.9%	2.3%	(0.4%)	(0.4%)
6	Bus Driver	EbingerLovella	Female	\$42485	10/29/2018			\$23507	1.8%	2.3%	(0.5%)	(0.5%)
6	Bus Driver	MildrumWillard	Male	\$50555	2/08/2006			\$23507	2.2%	2.3%	(0.1%)	
6	Bus Driver	SodiniEnrique	Male	\$44650	5/01/2017			\$23507	1.9%	2.3%	(0.4%)	
6	Bus Driver	BlowerJerlene	Female	\$44650	2/20/2017			\$23507	1.9%	2.3%	(0.4%)	(0.4%)
6	Bus Driver	TawwaterSimon	Male	\$39470	9/27/2021			\$23507	1.7%	2.3%	(0.6%)	
6	Police Lieutenant	PendolaCordie	Female	\$73881	4/01/2018			\$23507	3.1%	2.3%	0.8%	0.8%
6	Police Lieutenant	RegenerTheresa	Female	\$73881	2/28/2021			\$23507	3.1%	2.3%	0.8%	0.8%
6	Police Lieutenant	ReginaShiloh	Female	\$75373	12/08/2019			\$23507	3.2%	2.3%	0.9%	0.9%
6	Police Lieutenant	ClouatreNorine	Female	\$72425	4/10/2022			\$23507	3.1%	2.3%	0.8%	0.8%
6	Police Lieutenant	McquiddyJamey	Male	\$76902	9/17/2017			\$23507	3.3%	2.3%	1.0%	
6	Bus Driver	McgillisRodney	Male	\$42485	11/26/2018			\$23507	1.8%	2.3%	(0.5%)	

GRADE	POSITION TITLE	EMPLOYEE NAME	GENDER	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM MALE AVG
6	Bus Driver	PeirsonRonnie	Male	\$41443	11/23/2020			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	KaczmariskiEllan	Female	\$41443	1/26/2022			\$23507	1.8%	2.3%	(0.5%)	(0.5%)
6	Bus Driver	McquistonEstrella	Female	\$39470	9/27/2021			\$23507	1.7%	2.3%	(0.6%)	(0.6%)
6	Bus Driver	AnecelleRose	Female	\$39470	8/29/2022			\$23507	1.7%	2.3%	(0.6%)	(0.6%)
6	Bus Driver	HargittIsaias	Male	\$41443	6/07/2021			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	WhitlowAlecia	Female	\$46346	5/22/2013			\$23507	2.0%	2.3%	(0.3%)	(0.3%)
6	Police Lieutenant	ZizzaToccare	Female	\$76902	2/13/2022			\$23507	3.3%	2.3%	1.0%	1.0%
7	Police Chief	PellicciaGladys	Female	\$172895	11/26/2012			\$20078	8.6%	4.1%	4.5%	4.5%
7	Citizens Service Representative	KimakMargery	Female	\$33897	12/19/2021			\$20078	1.7%	4.1%	(2.4%)	(2.4%)
7	Events Coordinator	CoffenPauline	Female	\$49804	2/08/2016			\$20078	2.5%	4.1%	(1.6%)	(1.6%)
7	Street Manager	MueggeOlivia	Female	\$70616	6/20/2021			\$20078	3.5%	4.1%	(0.6%)	(0.6%)
8	Director of Public Events	ScholleMaryjo	Female	\$136212	2/21/2011			\$19546	7.0%	3.5%	3.5%	3.5%
8	Facilities Maintenance Manager	GlaptionMaryland	Female	\$78696	6/06/2021			\$19546	4.0%	3.5%	0.5%	0.5%
8	Building Maintenance/Operations	JeoffroyCarylon	Female	\$57660	6/20/2021			\$19546	3.0%	3.5%	(0.5%)	(0.5%)
8	Instrument Technician	KallmeyerSelene	Female	\$49721	6/19/2022			\$19546	2.5%	3.5%	(1.0%)	(1.0%)
8	Applications Supervisor	LandessIsaiah	Male	\$101483	2/17/2020			\$19546	5.2%	3.5%	1.7%	
8	City Manager	ThurnessAngeles	Female	\$180331	6/24/2018			\$19546	9.2%	3.5%	5.7%	5.7%
8	HVAC Technician	OmaraAnn	Female	\$58240	2/21/2022			\$19546	3.0%	3.5%	(0.5%)	(0.5%)
8	Director - 911 Central Dispatch	ThanemAnna	Female	\$94428	2/01/2010			\$19546	4.8%	3.5%	1.3%	1.3%
8	Laborer/Maintenance Helper	TeperNeoma	Female	\$35530	2/01/2021			\$19546	1.8%	3.5%	(1.7%)	(1.7%)
8	Laborer/Maintenance Helper	HamolikMargarito	Male	\$33838	3/21/2022			\$19546	1.7%	3.5%	(1.8%)	

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8	Laborer/Maintenance Helper	WeglageKaycee	Female	\$35530	6/20/2021			\$19546	1.8%	3.5%	(1.7%)	(1.7%)
8	Laborer/Maintenance Helper	SkolnikLandon	Male	\$35530	4/26/2021			\$19546	1.8%	3.5%	(1.7%)	
8	Laborer/Maintenance Helper	SurvisSadie	Female	\$33838	7/25/2022			\$19546	1.7%	3.5%	(1.8%)	(1.8%)
8	Laborer/Maintenance Helper	BegolliCassi	Female	\$33838	2/07/2022			\$19546	1.7%	3.5%	(1.8%)	(1.8%)
8	Laborer/Maintenance Helper	OscheCathryn	Female	\$39733	9/21/2015			\$19546	2.0%	3.5%	(1.5%)	(1.5%)
8	Human Resources Manager	BashiEdda	Female	\$113639	7/05/2016			\$19546	5.8%	3.5%	2.3%	2.3%
8	Property Maintenance Inspector	NylinDustin	Male	\$48581	10/01/2018			\$19546	2.5%	3.5%	(1.0%)	
8	Property Maintenance Manager	KadleAlphonse	Male	\$70616	10/25/2020			\$19546	3.6%	3.5%	0.1%	
9	Police Sergeant	HoelJayne	Female	\$65447	9/30/2018			\$22474	2.9%	2.7%	0.2%	0.2%
9	Grounds Manager/Horticulturist	RiedmayerEverette	Male	\$72393	1/22/2018			\$22474	3.2%	2.7%	0.5%	
9	Bus Driver/Dispatcher	ParikhJohnathan	Male	\$45884	9/04/2018			\$22474	2.0%	2.7%	(0.7%)	
9	Bus Driver/Dispatcher	MastrangeloRosalia	Female	\$48825	8/19/2018			\$22474	2.2%	2.7%	(0.5%)	(0.5%)
9	Senior Accountant	MadaMichael	Male	\$68711	8/28/2022			\$22474	3.1%	2.7%	0.4%	
9	Assistant City Manager	TamondongNickolas	Male	\$136545	8/13/2018			\$22474	6.1%	2.7%	3.4%	
9	Lead Telecommunicator	HadnottPedro	Male	\$55140	1/13/2014			\$22474	2.5%	2.7%	(0.2%)	
9	Lead Telecommunicator	LoretoDonnie	Male	\$53787	3/01/2020			\$22474	2.4%	2.7%	(0.3%)	
9	Lead Telecommunicator	HellstromGolden	Female	\$60901	3/09/2008			\$22474	2.7%	2.7%	(0.0%)	(0.0%)
9	Lead Telecommunicator	ShukerEllis	Male	\$59406	4/29/2018			\$22474	2.6%	2.7%	(0.1%)	
9	Records Manager	GutschowJames	Male	\$49804	10/31/2016			\$22474	2.2%	2.7%	(0.5%)	

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9	Information Technology Manager	EveretteSharron	Female	\$117955	12/12/2011			\$22474	5.2%	2.7%	2.5%	2.5%
9	Executive Assistant to Mayor	Flentgelsidro	Male	\$49189	10/01/2018			\$22474	2.2%	2.7%	(0.5%)	
9	Occupational Revenue Clerk	HazardLewis	Male	\$47389	3/14/2021			\$22474	2.1%	2.7%	(0.6%)	
9	Occupational Revenue Clerk	CottillionShawn	Male	\$51058	10/27/2014			\$22474	2.3%	2.7%	(0.4%)	
9	Office Manager	OhlenJeanmarie	Female	\$53532	12/09/2004			\$22474	2.4%	2.7%	(0.3%)	(0.3%)
9	Office Manager	FloresJewell	Male	\$43879	6/21/2021			\$22474	2.0%	2.7%	(0.7%)	
9	Office Manager	ChiouClay	Male	\$50936	2/11/2008			\$22474	2.3%	2.7%	(0.4%)	
9	City Clerk	EdelbrockVicente	Male	\$82787	1/23/2012			\$22474	3.7%	2.7%	1.0%	
9	School Resource Officer	PrattsShellie	Female	\$57877	10/24/2011			\$22474	2.6%	2.7%	(0.1%)	(0.1%)
9	Maintenance Worker	MuthanaMarcellus	Male	\$41343	6/12/2017			\$22474	1.8%	2.7%	(0.9%)	
9	Chief Surveyor	DilsDonn	Male	\$81638	3/04/2002			\$22474	3.6%	2.7%	0.9%	
9	Laborer	SwadlingFelton	Male	\$41240	6/25/2018			\$22474	1.8%	2.7%	(0.9%)	
9	Police Sergeant	WeyandtSydney	Male	\$68395	3/28/2021			\$22474	3.0%	2.7%	0.3%	
9	Police Sergeant	StaniforthConsuela	Female	\$70703	12/08/2019			\$22474	3.1%	2.7%	0.4%	0.4%
9	Engineering Technician	FueryShara	Female	\$60442	10/28/2019			\$22474	2.7%	2.7%	(0.0%)	(0.0%)
9	Police Sergeant	ZellersWayne	Male	\$69924	11/01/2015			\$22474	3.1%	2.7%	0.4%	
9	Senior Engineering Technician	MautoneJulie	Female	\$82658	6/02/2008			\$22474	3.7%	2.7%	1.0%	1.0%
9	Engineering Technician	LaubscherGeraldo	Male	\$56853	11/01/2021			\$22474	2.5%	2.7%	(0.2%)	
9	Maintenance Worker	TanziAlishia	Female	\$36545	8/14/2022			\$22474	1.6%	2.7%	(1.1%)	(1.1%)
9	Police Sergeant	UzzellOrville	Male	\$60714	1/30/2022			\$22474	2.7%	2.7%	(0.0%)	
9	Police Sergeant	HaderChris	Male	\$69924	4/03/2017			\$22474	3.1%	2.7%	0.4%	
9	Police Sergeant	RaimondiNeely	Female	\$73918	12/08/2019			\$22474	3.3%	2.7%	0.6%	0.6%

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9	Sanitation Manager	TharpBebe	Female	\$70616	11/22/2020			\$22474	3.1%	2.7%	0.4%	0.4%
9	Police Sergeant	StubblefieldBruna	Female	\$69924	1/30/2022			\$22474	3.1%	2.7%	0.4%	0.4%
9	Electrician	BlasiFederico	Male	\$48338	8/02/2021			\$22474	2.2%	2.7%	(0.5%)	
9	Parkkeeper/Maintenance Helper	CreditFawn	Female	\$23999	11/26/2018			\$22474	1.1%	2.7%	(1.6%)	(1.6%)
9	Maintenance Worker	RaccaElda	Female	\$39339	5/22/2022			\$22474	1.8%	2.7%	(0.9%)	(0.9%)
9	Deputy Director Public Works	ReinfeldFrederick	Male	\$96693	5/09/2021			\$22474	4.3%	2.7%	1.6%	
9	Recreation Supervisor	PoliczReyes	Male	\$50427	10/19/2015			\$22474	2.2%	2.7%	(0.5%)	
9	Police Sergeant	BielbyMason	Male	\$70703	3/28/2021			\$22474	3.1%	2.7%	0.4%	
9	Recreation Supervisor	MehrensHarland	Male	\$50427	2/22/2015			\$22474	2.2%	2.7%	(0.5%)	
9	Parkkeeper/Maintenance Helper	ShoenbergerMiranda	Female	\$30911	1/04/2000			\$22474	1.4%	2.7%	(1.3%)	(1.3%)
9	Parkkeeper/Maintenance Helper	BrunswickGraham	Male	\$28654	6/11/2012			\$22474	1.3%	2.7%	(1.4%)	
9	Occupational Tax Administrator	CoganChi	Male	\$75893	1/22/2013			\$22474	3.4%	2.7%	0.7%	
9	Purchasing Manager	YeakelSparkle	Female	\$75893	4/23/2018			\$22474	3.4%	2.7%	0.7%	0.7%

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10	Greens Superintendent	GreenhowardKandra	White	\$53389	11/23/2020			\$15730	3.4%	4.9%	(1.5%)	
10	Asst. TAC Telecommunicator	SchemberLetty	White	\$60006	3/29/2020			\$15730	3.8%	4.9%	(1.1%)	
10	Asst. TAC Telecommunicator	LubbertKeira	White	\$50427	3/29/2020			\$15730	3.2%	4.9%	(1.7%)	
10	Director of Finance & Support Se	HouglumErik	White	\$144939	1/01/2012			\$15730	9.2%	4.9%	4.3%	
11	Crew Leader	TeagueGiovanni	White	\$48338	8/15/2021			\$18214	2.7%	2.8%	(0.1%)	
11	Accounting Clerk	GentlesJerri	White	\$49804	8/01/2016			\$18214	2.7%	2.8%	(0.1%)	
11	Accounting Clerk	BradstreetChaya	White	\$52086	2/10/2003			\$18214	2.9%	2.8%	0.1%	
11	Accounting Clerk	ShifflerChristiane	White	\$42698	8/19/2018			\$18214	2.3%	2.8%	(0.5%)	
11	GIS Analyst/Programmer	AmbergPeggy	White	\$87004	9/03/2001			\$18214	4.8%	2.8%	2.0%	
11	Network Systems Technician	KhanLona	White	\$56056	7/04/2021			\$18214	3.1%	2.8%	0.3%	
11	GIS Analyst/Programmer	CorianoCristopher	White	\$82787	9/27/2001			\$18214	4.5%	2.8%	1.7%	
11	Road Worker	ChadezJacqueline	White	\$36545	2/07/2022			\$18214	2.0%	2.8%	(0.8%)	
11	Crew Leader	SizerBarrett	White	\$48943	9/02/2019			\$18214	2.7%	2.8%	(0.1%)	
11	Crew Leader	SaechaoTawnya	White	\$52730	2/17/2019			\$18214	2.9%	2.8%	0.1%	
11	Crew Leader	DambaklyHillary	White	\$46037	2/27/2022			\$18214	2.5%	2.8%	(0.3%)	
11	Crew Leader	BarnasHarry	White	\$46037	7/24/2022			\$18214	2.5%	2.8%	(0.3%)	
11	Road Worker	OxtonTuan	White	\$48589	11/03/2003			\$18214	2.7%	2.8%	(0.1%)	
11	Road Worker	RingwoodElly	White	\$36545	9/27/2021			\$18214	2.0%	2.8%	(0.8%)	
11	Road Worker	DrepsTyron	White	\$38374	2/17/2020			\$18214	2.1%	2.8%	(0.7%)	
11	Road Worker	BerkhalterJustin	White	\$38374	6/07/2021			\$18214	2.1%	2.8%	(0.7%)	
11	Crew Leader	LongoBrad	White	\$61206	9/13/2020			\$18214	3.4%	2.8%	0.6%	
11	Crew Leader	HicklingGianna	White	\$54732	12/06/2020			\$18214	3.0%	2.8%	0.2%	

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11	Crew Leader	GadueLyle	White	\$55416	8/22/2011			\$18214	3.0%	2.8%	0.2%	
11	Road Worker	TekulveLizabeth	White	\$46234	7/23/2007			\$18214	2.5%	2.8%	(0.3%)	
11	Crew Leader	YarmanMargherita	White	\$52730	12/14/2015			\$18214	2.9%	2.8%	0.1%	
12	Maintenance Equipment Operator	LicoDonnie	White	\$39470	10/04/2021			\$22264	1.8%	2.8%	(1.0%)	
12	Systems Analyst/Programmer	DuweMaurice	White	\$91658	5/10/1999			\$22264	4.1%	2.8%	1.3%	
12	Systems Analyst/Programmer	WichmannTim	White	\$73291	5/22/2017			\$22264	3.3%	2.8%	0.5%	
12	Systems Analyst/Programmer	GaubertJoellen	White	\$85074	12/01/2014			\$22264	3.8%	2.8%	1.0%	
12	Payroll Administrator	YeckConstance	White	\$62535	11/04/2002			\$22264	2.8%	2.8%	0.0%	
12	Garage Parts Clerk	LorenziniDean	White	\$50936	6/10/2013			\$22264	2.3%	2.8%	(0.5%)	
12	Asst Occupational Tax Administra	StoudamireJame	White	\$66040	5/22/2013			\$22264	3.0%	2.8%	0.2%	
12	Golf Course Manager	LemanRosaria	White	\$65878	2/22/2015			\$22264	3.0%	2.8%	0.2%	
12	Accountant	RosenfieldLinette	White	\$60539	3/09/2020			\$22264	2.7%	2.8%	(0.1%)	
12	Deputy Chief of Police	MackinWilliam	White	\$105845	4/10/2022			\$22264	4.8%	2.8%	2.0%	
12	Construction Inspector	LelacheurCarroll	White	\$52859	5/08/2022			\$22264	2.4%	2.8%	(0.4%)	
12	Recreation Specialist	RosmanKelsie	Black	\$47160	10/26/2008			\$22264	2.1%	2.8%	(0.7%)	(0.7%)
12	Recreation Specialist	RawlingsElisha	White	\$40629	4/25/2021			\$22264	1.8%	2.8%	(1.0%)	
12	Maintenance Specialist	KouBrittani	White	\$42627	10/18/2021			\$22264	1.9%	2.8%	(0.9%)	
12	Maintenance Equipment Operator	DevalleIgnacio	White	\$47510	9/26/2011			\$22264	2.1%	2.8%	(0.7%)	
12	Maintenance Equipment Operator	AmoresDwight	White	\$50555	2/28/2006			\$22264	2.3%	2.8%	(0.5%)	
12	Maintenance Equipment Operator	PayeMarlo	White	\$39470	1/03/2022			\$22264	1.8%	2.8%	(1.0%)	

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12	Construction Inspector	SamborskiAhmed	White	\$69471	5/12/2019			\$22264	3.1%	2.8%	0.3%	
12	Recreation Superintendent	BattuelloCarl	White	\$89631	4/15/2007			\$22264	4.0%	2.8%	1.2%	
13	Clerk/Typist	SchreifelsLesia	White	\$36156	2/27/2017			\$17416	2.1%	3.0%	(0.9%)	
13	Mechanic	HanmoreBruna	White	\$54057	10/10/2011			\$17416	3.1%	3.0%	0.1%	
13	Mechanic	ReedusAlex	White	\$53389	9/24/2012			\$17416	3.1%	3.0%	0.1%	
13	Fire Chief	ArizmendiWes	White	\$134860	11/24/2019			\$17416	7.7%	3.0%	4.7%	
13	Evidence Collection Unit Tech	MeinerdingLuis	White	\$65680	7/02/2018			\$17416	3.8%	3.0%	0.8%	
13	Mechanic	FalwellJeanmarie	White	\$51436	10/01/2015			\$17416	3.0%	3.0%	0.0%	
13	Mechanic	LuptonKristal	White	\$46037	12/20/2021			\$17416	2.6%	3.0%	(0.4%)	
13	Mechanic	PalmeroEda	White	\$50800	9/26/2016			\$17416	2.9%	3.0%	(0.1%)	
13	Refuse Truck Driver	KeaneLonnie	White	\$46346	6/10/2013			\$17416	2.7%	3.0%	(0.3%)	
13	Refuse Truck Driver	BlasingTyrone	White	\$41443	8/16/2021			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	SimcoxJamey	White	\$41443	3/29/2021			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	AmorosMadalyn	White	\$53794	8/21/2000			\$17416	3.1%	3.0%	0.1%	
13	Refuse Truck Driver	SatterlyAi	Black	\$39470	12/19/2021			\$17416	2.3%	3.0%	(0.7%)	(0.7%)
13	Refuse Truck Driver	CeaseAnnalee	White	\$41443	2/01/2021			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	SayaphonLuba	White	\$39470	5/09/2022			\$17416	2.3%	3.0%	(0.7%)	
13	Refuse Truck Driver	KielmanShantay	White	\$39470	11/21/2021			\$17416	2.3%	3.0%	(0.7%)	
13	Mechanic	LizardaContessa	White	\$50173	3/06/2017			\$17416	2.9%	3.0%	(0.1%)	
13	Clerk/Typist	CittadiniRob	White	\$39935	6/22/2009			\$17416	2.3%	3.0%	(0.7%)	
13	Refuse Truck Driver	JareckeMarna	White	\$48706	10/12/2009			\$17416	2.8%	3.0%	(0.2%)	
13	Clerk/Typist	WaldeJarrett	White	\$34833	1/04/2021			\$17416	2.0%	3.0%	(1.0%)	
13	Refuse Truck Driver	GrabonskiAlexia	White	\$45208	6/08/2015			\$17416	2.6%	3.0%	(0.4%)	

GRADE	POSITION TITLE	EMPLOYEE NAME	ETHNICITY	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM WHITE AVG
13	Refuse Truck Driver	DemateoEmery	Black	\$53794	4/23/2001			\$17416	3.1%	3.0%	0.1%	0.1%
13	Mechanic	PahnkeRena	White	\$58240	2/28/2005			\$17416	3.3%	3.0%	0.3%	
13	Refuse Truck Driver	SuydamKorey	White	\$53794	4/23/2001			\$17416	3.1%	3.0%	0.1%	
13	Refuse Truck Driver	NairnDonn	White	\$41960	3/17/2019			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	SommersTrevor	White	\$42485	6/24/2018			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	MatzaElouise	White	\$47510	6/13/2011			\$17416	2.7%	3.0%	(0.3%)	
13	Refuse Truck Driver	TuterChristian	White	\$49315	2/18/2008			\$17416	2.8%	3.0%	(0.2%)	
13	Refuse Truck Driver	MoncionVerdell	White	\$44650	3/13/2017			\$17416	2.6%	3.0%	(0.4%)	
13	Refuse Truck Driver	SetiasMac	White	\$41960	9/03/2019			\$17416	2.4%	3.0%	(0.6%)	
13	Refuse Truck Driver	StacksRobby	White	\$41960	9/03/2019			\$17416	2.4%	3.0%	(0.6%)	
13	Clerk/Typist	DepippoBenedict	White	\$38953	7/13/2015			\$17416	2.2%	3.0%	(0.8%)	
13	Refuse Truck Driver	PlesnarskiDanilo	White	\$49931	8/13/2007			\$17416	2.9%	3.0%	(0.1%)	
13	City Engineer	LazzaroTroy	White	\$119720	5/18/2015			\$17416	6.9%	3.0%	3.9%	
13	Refuse Truck Driver	KusiakMurray	White	\$52474	8/11/2003			\$17416	3.0%	3.0%	0.0%	
13	Mechanic	QuesadaChristi	White	\$63531	10/12/1998			\$17416	3.6%	3.0%	0.6%	
13	Refuse Truck Driver	RajaratnamMose	White	\$53130	10/14/2002			\$17416	3.1%	3.0%	0.1%	
15	Recreation Facilities Manager	DominyRandy	White	\$74591	9/28/1993			\$21054	3.5%	3.7%	(0.2%)	
15	Recreation Facilities Manager	SuterRogelio	White	\$56056	5/10/2021			\$21054	2.7%	3.7%	(1.0%)	
15	Community Development Director	SchweinKenton	White	\$119431	10/19/2015			\$21054	5.7%	3.7%	2.0%	
15	Loss Prevention Manager	TebarJan	White	\$83196	3/15/2021			\$21054	4.0%	3.7%	0.3%	
15	Recreation Facilities Manager	BaskervilleJamika	White	\$51600	11/15/2021			\$21054	2.5%	3.7%	(1.2%)	
15	Utility Crew Leader							\$21054		3.7%		

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15	Garage Manager	AbriolaMin	White	\$77030	2/25/2013			\$21054	3.7%	3.7%	0.0%	
17	Police Officer	CynthiaHollis	White	\$49409	2/01/2021			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	DorchIsaias	White	\$48197	11/08/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	BasturaLouann	White	\$55524	1/07/2019			\$23806	2.3%	2.4%	(0.1%)	
17	Infrastructure Supervisor	VindEduardo	White	\$82360	3/09/2020			\$23806	3.5%	2.4%	1.1%	
17	Police Officer	DeboardJesusa	White	\$51095	10/14/2019			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	BatesoleKelley	White	\$63775	9/08/2003			\$23806	2.7%	2.4%	0.3%	
17	Police Officer	NewhamPauline	White	\$51734	9/03/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	YouskoJan	Black	\$51734	1/03/2022			\$23806	2.2%	2.4%	(0.2%)	(0.2%)
17	Police Officer	MulhallCheryle	White	\$49409	2/01/2021			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	AhrensFelicita	White	\$57877	5/16/2011			\$23806	2.4%	2.4%	0.0%	
17	Police Officer	BrowndYasmine	White	\$48197	7/18/2022			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	KuboushekCoreen	White	\$48197	10/12/2020			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	MarshbanksFelecia	White	\$48197	10/12/2020			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	AguilarPhebe	White	\$48197	9/13/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	MeitzlerBrigitte	White	\$48197	4/05/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	MunroeDarius	White	\$48197	12/20/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	AkahiWerner	White	\$48197	4/05/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	McclaveTrisha	White	\$48197	9/13/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	ShockeyErnesto	White	\$48197	3/28/2022			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	EppesDudley	White	\$48197	7/18/2022			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	MahnDianne	Black	\$56494	2/27/2017			\$23806	2.4%	2.4%	0.0%	0.0%
17	Police Officer	PeakJonah	White	\$63005	7/28/2014			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	HoralEdison	White	\$54564	4/11/2016			\$23806	2.3%	2.4%	(0.1%)	

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17	Police Officer	BroudyMalcolm	White	\$52670	5/14/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	PilkertonDaryl	White	\$54564	8/24/2015			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	SaupeAlene	Black	\$59298	2/23/2015			\$23806	2.5%	2.4%	0.1%	0.1%
17	Police Officer	MeislerRon	White	\$63005	2/23/2015			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	LangmoGlennie	White	\$49409	10/12/2020			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	SeiavitchKent	White	\$49409	10/12/2020			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	YzaquirreNorine	White	\$51095	7/01/2019			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	CothernLeandro	White	\$55524	8/25/2014			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	GottronTroy	White	\$52670	1/22/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	BryarElmo	White	\$52670	2/19/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	LafauciNathanial	White	\$64553	4/14/2003			\$23806	2.7%	2.4%	0.3%	
17	Police Officer	HittnerIsaiah	White	\$48799	7/19/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	HartgerinkClyde	White	\$61494	10/07/2013			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	WiechmannJospeh	White	\$64553	7/01/2002			\$23806	2.7%	2.4%	0.3%	
17	Police Officer	DaiseRicky	White	\$60753	7/01/2019			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	FortneyQuinn	White	\$57181	5/30/2016			\$23806	2.4%	2.4%	0.0%	
17	Transit Manager	LeacockCordell	White	\$77994	3/05/2018			\$23806	3.3%	2.4%	0.9%	
17	Police Officer	StiversonPenni	White	\$61494	10/24/2011			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	PfiferStanton	White	\$60753	3/03/2008			\$23806	2.6%	2.4%	0.2%	
17	Police Major	PendrakJosh	White	\$99473	4/10/2022			\$23806	4.2%	2.4%	1.8%	
17	Police Officer	SurberMckenzie	White	\$68598	5/12/2008			\$23806	2.9%	2.4%	0.5%	
17	Police Officer	CarradineZenobia	White	\$57877	10/24/2011			\$23806	2.4%	2.4%	0.0%	
17	Police Officer	DavieHelga	White	\$58582	10/02/2017			\$23806	2.5%	2.4%	0.1%	
17	Police Officer	ThaiDorothy	Black	\$57877	10/24/2011			\$23806	2.4%	2.4%	0.0%	0.0%

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17	Police Officer	SzafranskiArnold	White	\$51734	10/15/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	EisenzimmerGeraldo	Black	\$57181	3/04/2013			\$23806	2.4%	2.4%	0.0%	0.0%
17	Police Officer	DiltsKeisha	White	\$48197	12/20/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	HolzwarthDoretta	White	\$60753	8/27/2007			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	DoidgeSierra	White	\$62245	10/24/2005			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	MachtleyMonique	White	\$54564	4/18/2016			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	BoyettYoshiko	White	\$51734	11/26/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	RechelRhoda	White	\$57181	3/04/2013			\$23806	2.4%	2.4%	0.0%	
17	Police Officer	EsqueaAlica	White	\$68598	12/11/2011			\$23806	2.9%	2.4%	0.5%	
17	Police Officer	RigazioDoyle	White	\$52670	10/02/2017			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	BankosAnnamae	White	\$54564	5/01/2016			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	CavinLandon	White	\$48197	4/05/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	RaysorDonnie	Hispanic	\$49409	10/12/2020			\$23806	2.1%	2.4%	(0.3%)	(0.3%)
17	Police Officer	TabisolaWalker	Black	\$51734	9/03/2018			\$23806	2.2%	2.4%	(0.2%)	(0.2%)
17	Police Officer	SilvaRolf	White	\$60753	8/27/2007			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	VerfaillieBok	White	\$51734	10/15/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	GoedeLani	White	\$53612	4/03/2017			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	SanderferBenedict	White	\$52670	2/19/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	AmezagaTheresa	White	\$63775	11/26/2018			\$23806	2.7%	2.4%	0.3%	
17	Police Officer	SlatinMarquis	White	\$54564	4/11/2016			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	PossLyndsay	White	\$51734	9/03/2018			\$23806	2.2%	2.4%	(0.2%)	
17	Police Officer	JoslynLoriann	White	\$53612	5/15/2017			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	SzaboElwood	White	\$48799	7/04/2022			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	LuhringWilton	White	\$67768	6/01/2015			\$23806	2.8%	2.4%	0.4%	

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17	Police Officer	EnmonStephine	White	\$48799	7/19/2021			\$23806	2.0%	2.4%	(0.4%)	
17	Police Officer	LarretaDayle	White	\$62245	10/24/2005			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	NagerRosendo	Black	\$58582	12/11/2017			\$23806	2.5%	2.4%	0.1%	0.1%
17	Police Officer	WahpekecheLottie	White	\$51095	10/14/2019			\$23806	2.1%	2.4%	(0.3%)	
17	Police Officer	SohreCoral	White	\$53612	4/03/2017			\$23806	2.3%	2.4%	(0.1%)	
17	Police Officer	FagerquistLogan	White	\$63005	11/08/2021			\$23806	2.6%	2.4%	0.2%	
17	Police Officer	CrassRosann	White	\$60021	11/25/2013			\$23806	2.5%	2.4%	0.1%	
18	Evidence Collection Unit Supvr	MincerSheldon	White	\$80515	1/11/2010			\$15197	5.3%	7.0%	(1.7%)	
18	City Attorney	TerlizziSamuel	White	\$131550	5/24/2021			\$15197	8.7%	7.0%	1.7%	
20	Director of Parks & Recreation	SalettaEnoch	White	\$115063	3/08/2010			\$19280	6.0%	3.2%	2.8%	
20	Secretary	StonichJordon	White	\$39047	8/02/2020			\$19280	2.0%	3.2%	(1.2%)	
20	Asst Greens Superintendent	ClemenceHarrison	White	\$55282	9/26/2016			\$19280	2.9%	3.2%	(0.3%)	
20	Human Resources Assistant	HanibleRory	White	\$71150	12/20/2010			\$19280	3.7%	3.2%	0.5%	
20	Secretary	KiniryJerrod	White	\$44212	8/31/2020			\$19280	2.3%	3.2%	(0.9%)	
20	Paralegal	MederosHortencia	White	\$61811	12/17/2018			\$19280	3.2%	3.2%	0.0%	
20	Asst Greens Superintendent	MelvinKittie	White	\$44758	3/08/2021			\$19280	2.3%	3.2%	(0.9%)	
4	Assistant City Engineer	CrediMaurice	White	\$81154	7/13/2015			\$15197	5.3%	5.6%	(0.3%)	
4	Deputy Director Finance & SS	HoffeditzNestor	White	\$128982	12/29/2011			\$15197	8.5%	5.6%	2.9%	
4	Housing & Grant Coordinator	GallusLuigi	White	\$44428	6/28/2021			\$15197	2.9%	5.6%	(2.7%)	
5	Network Systems Engineer	StotkoGeraldo	White	\$98990	5/03/1999			\$20167	4.9%	2.7%	2.2%	

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5	Telecommunicator	SeanorLeighann	White	\$44428	10/14/2019			\$20167	2.2%	2.7%	(0.5%)	
5	Network Systems Engineer	MunnoVince	White	\$81150	6/23/2019			\$20167	4.0%	2.7%	1.3%	
5	Telecommunicator	ComingsIra	White	\$50936	7/01/2010			\$20167	2.5%	2.7%	(0.2%)	
5	Administrative Aide	NayesTitus	White	\$49072	12/28/2015			\$20167	2.4%	2.7%	(0.3%)	
5	Administrative Aide	BrandonMarilee	White	\$52870	8/07/2006			\$20167	2.6%	2.7%	(0.1%)	
5	Administrative Aide	StamOscar	White	\$41790	6/20/2022			\$20167	2.1%	2.7%	(0.6%)	
5	Administrative Aide	HancockWilmer	White	\$51572	4/16/2008			\$20167	2.6%	2.7%	(0.1%)	
5	Telecommunicator	AnagnosDaria	White	\$56259	2/28/2000			\$20167	2.8%	2.7%	0.1%	
5	Telecommunicator	HerranSalley	White	\$45546	10/30/2017			\$20167	2.3%	2.7%	(0.4%)	
5	Telecommunicator	AkimDamian	White	\$56962	11/10/2013			\$20167	2.8%	2.7%	0.1%	
5	Telecommunicator	DennoTroy	White	\$56259	2/28/2000			\$20167	2.8%	2.7%	0.1%	
5	Telecommunicator	ArhartKatie	White	\$55565	4/16/2001			\$20167	2.8%	2.7%	0.1%	
5	Crew Leader (Complex)	OdonRoyce	White	\$46037	3/09/2020			\$20167	2.3%	2.7%	(0.4%)	
5	Telecommunicator	StemmlerRoselia	White	\$46691	1/22/2018			\$20167	2.3%	2.7%	(0.4%)	
5	Network Systems Engineer	MangisPorter	White	\$81150	6/23/2019			\$20167	4.0%	2.7%	1.3%	
5	GIS Manager	FieCole	White	\$101488	1/04/2000			\$20167	5.0%	2.7%	2.3%	
5	Revenue Clerk	CutrerNova	White	\$40629	1/27/2020			\$20167	2.0%	2.7%	(0.7%)	
5	Revenue Clerk	DegennaroDrema	White	\$40629	7/19/2021			\$20167	2.0%	2.7%	(0.7%)	
5	Administrative Aide	EddingerLacy	White	\$41790	9/27/2021			\$20167	2.1%	2.7%	(0.6%)	
5	Administrative Aide	HipkinsKristle	White	\$51572	10/01/2001			\$20167	2.6%	2.7%	(0.1%)	
5	Telecommunicator	FrasherOcie	White	\$43879	10/26/2020			\$20167	2.2%	2.7%	(0.5%)	
5	Telecommunicator	DietemanLupe	Black	\$43879	3/01/2021			\$20167	2.2%	2.7%	(0.5%)	(0.5%)
5	Telecommunicator	GoldenmanGuadalupe	White	\$43879	10/26/2020			\$20167	2.2%	2.7%	(0.5%)	

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5	Telecommunicator	KundananiOctavia	White	\$43879	1/20/2020			\$20167	2.2%	2.7%	(0.5%)	
5	Telecommunicator	MoeningWeldon	White	\$41790	6/20/2022			\$20167	2.1%	2.7%	(0.6%)	
5	Telecommunicator	BattonMauro	White	\$54878	12/09/2002			\$20167	2.7%	2.7%	0.0%	
5	Telecommunicator	DibaccoBilly	White	\$50936	5/05/2008			\$20167	2.5%	2.7%	(0.2%)	
6	Director of Public Works	KubitzDia	White	\$121807	3/14/2021			\$23507	5.2%	2.3%	2.9%	
6	Imaging Specialist	GrindleJanella	White	\$45546	4/10/2017			\$23507	1.9%	2.3%	(0.4%)	
6	Bus Driver	PayenStephaine	White	\$46924	5/22/2012			\$23507	2.0%	2.3%	(0.3%)	
6	Bus Driver	HoffnagleLeroy	White	\$42485	10/08/2018			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	TronaasEarl	White	\$42485	11/26/2018			\$23507	1.8%	2.3%	(0.5%)	
6	Police Lieutenant	GottwaldVivian	White	\$75373	4/10/2022			\$23507	3.2%	2.3%	0.9%	
6	Bus Driver	KunishigeElmo	White	\$41960	12/23/2019			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	StathamJimmie	White	\$50555	10/23/2006			\$23507	2.2%	2.3%	(0.1%)	
6	Bus Driver	ThomesMarlena	White	\$45208	9/21/2015			\$23507	1.9%	2.3%	(0.4%)	
6	Bus Driver	EbingerLovella	White	\$42485	10/29/2018			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	MildrumWillard	White	\$50555	2/08/2006			\$23507	2.2%	2.3%	(0.1%)	
6	Bus Driver	SodiniEnrique	White	\$44650	5/01/2017			\$23507	1.9%	2.3%	(0.4%)	
6	Bus Driver	BlowerJerlene	White	\$44650	2/20/2017			\$23507	1.9%	2.3%	(0.4%)	
6	Bus Driver	TawwaterSimon	White	\$39470	9/27/2021			\$23507	1.7%	2.3%	(0.6%)	
6	Police Lieutenant	PendolaCordie	White	\$73881	4/01/2018			\$23507	3.1%	2.3%	0.8%	
6	Police Lieutenant	RegenerTheresa	White	\$73881	2/28/2021			\$23507	3.1%	2.3%	0.8%	
6	Police Lieutenant	ReginaShiloh	White	\$75373	12/08/2019			\$23507	3.2%	2.3%	0.9%	
6	Police Lieutenant	ClouatreNorine	White	\$72425	4/10/2022			\$23507	3.1%	2.3%	0.8%	
6	Police Lieutenant	McquiddyJamey	White	\$76902	9/17/2017			\$23507	3.3%	2.3%	1.0%	
6	Bus Driver	McgillisRodney	White	\$42485	11/26/2018			\$23507	1.8%	2.3%	(0.5%)	

GRADE	POSITION TITLE	EMPLOYEE NAME	ETHNICITY	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM WHITE AVG
6	Bus Driver	PeirsonRonnie	White	\$41443	11/23/2020			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	KaczmariskiEllan	White	\$41443	1/26/2022			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	McquistonEstrella	White	\$39470	9/27/2021			\$23507	1.7%	2.3%	(0.6%)	
6	Bus Driver	AnecelleRose	White	\$39470	8/29/2022			\$23507	1.7%	2.3%	(0.6%)	
6	Bus Driver	HargittIsaias	White	\$41443	6/07/2021			\$23507	1.8%	2.3%	(0.5%)	
6	Bus Driver	WhitlowAlecia	White	\$46346	5/22/2013			\$23507	2.0%	2.3%	(0.3%)	
6	Police Lieutenant	ZizzaToccara	White	\$76902	2/13/2022			\$23507	3.3%	2.3%	1.0%	
7	Police Chief	PellicciaGladys	Black	\$172895	11/26/2012			\$20078	8.6%	4.1%	4.5%	4.5%
7	Citizens Service Representative	KimakMargery	White	\$33897	12/19/2021			\$20078	1.7%	4.1%	(2.4%)	
7	Events Coordinator	CoffenPauline	White	\$49804	2/08/2016			\$20078	2.5%	4.1%	(1.6%)	
7	Street Manager	MueggeOlivia	White	\$70616	6/20/2021			\$20078	3.5%	4.1%	(0.6%)	
8	Director of Public Events	ScholleMaryjo	White	\$136212	2/21/2011			\$19546	7.0%	3.5%	3.5%	
8	Facilities Maintenance Manager	GlaptionMaryland	White	\$78696	6/06/2021			\$19546	4.0%	3.5%	0.5%	
8	Building Maintenance/Operations	JeoffroyCarylon	White	\$57660	6/20/2021			\$19546	3.0%	3.5%	(0.5%)	
8	Instrument Technician	KallmeyerSelene	White	\$49721	6/19/2022			\$19546	2.5%	3.5%	(1.0%)	
8	Applications Supervisor	LandessIsaiah	White	\$101483	2/17/2020			\$19546	5.2%	3.5%	1.7%	
8	City Manager	ThurnessAngeles	White	\$180331	6/24/2018			\$19546	9.2%	3.5%	5.7%	
8	HVAC Technician	OmaraAnn	White	\$58240	2/21/2022			\$19546	3.0%	3.5%	(0.5%)	
8	Director - 911 Central Dispatch	ThanemAnna	White	\$94428	2/01/2010			\$19546	4.8%	3.5%	1.3%	
8	Laborer/Maintenance Helper	TeperNeoma	White	\$35530	2/01/2021			\$19546	1.8%	3.5%	(1.7%)	
8	Laborer/Maintenance Helper	HamolikMargarito	White	\$33838	3/21/2022			\$19546	1.7%	3.5%	(1.8%)	

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8	Laborer/Maintenance Helper	WeglageKaycee	White	\$35530	6/20/2021			\$19546	1.8%	3.5%	(1.7%)	
8	Laborer/Maintenance Helper	SkolnikLandon	White	\$35530	4/26/2021			\$19546	1.8%	3.5%	(1.7%)	
8	Laborer/Maintenance Helper	SurvisSadie	White	\$33838	7/25/2022			\$19546	1.7%	3.5%	(1.8%)	
8	Laborer/Maintenance Helper	BegolliCassi	White	\$33838	2/07/2022			\$19546	1.7%	3.5%	(1.8%)	
8	Laborer/Maintenance Helper	OscheCathryn	Black	\$39733	9/21/2015			\$19546	2.0%	3.5%	(1.5%)	(1.5%)
8	Human Resources Manager	BashiEdda	White	\$113639	7/05/2016			\$19546	5.8%	3.5%	2.3%	
8	Property Maintenance Inspector	NylinDustin	White	\$48581	10/01/2018			\$19546	2.5%	3.5%	(1.0%)	
8	Property Maintenance Manager	KadleAlphonse	White	\$70616	10/25/2020			\$19546	3.6%	3.5%	0.1%	
9	Police Sergeant	HoelJayne	White	\$65447	9/30/2018			\$22474	2.9%	2.7%	0.2%	
9	Grounds Manager/Horticulturist	RiedmayerEverette	White	\$72393	1/22/2018			\$22474	3.2%	2.7%	0.5%	
9	Bus Driver/Dispatcher	ParikhJohnathan	White	\$45884	9/04/2018			\$22474	2.0%	2.7%	(0.7%)	
9	Bus Driver/Dispatcher	MastrangeloRosalia	White	\$48825	8/19/2018			\$22474	2.2%	2.7%	(0.5%)	
9	Senior Accountant	MadaMichael	White	\$68711	8/28/2022			\$22474	3.1%	2.7%	0.4%	
9	Assistant City Manager	TamondongNickolas	White	\$136545	8/13/2018			\$22474	6.1%	2.7%	3.4%	
9	Lead Telecommunicator	HadnottPedro	White	\$55140	1/13/2014			\$22474	2.5%	2.7%	(0.2%)	
9	Lead Telecommunicator	LoretoDonnie	White	\$53787	3/01/2020			\$22474	2.4%	2.7%	(0.3%)	
9	Lead Telecommunicator	HellstromGolden	White	\$60901	3/09/2008			\$22474	2.7%	2.7%	(0.0%)	
9	Lead Telecommunicator	ShukerEllis	White	\$59406	4/29/2018			\$22474	2.6%	2.7%	(0.1%)	
9	Records Manager	GutschowJames	White	\$49804	10/31/2016			\$22474	2.2%	2.7%	(0.5%)	

GRADE	POSITION TITLE	EMPLOYEE NAME	ETHNICITY	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM WHITE AVG
9	Information Technology Manager	EveretteSharron	White	\$117955	12/12/2011			\$22474	5.2%	2.7%	2.5%	
9	Executive Assistant to Mayor	Flentgelsidro	White	\$49189	10/01/2018			\$22474	2.2%	2.7%	(0.5%)	
9	Occupational Revenue Clerk	HazardLewis	White	\$47389	3/14/2021			\$22474	2.1%	2.7%	(0.6%)	
9	Occupational Revenue Clerk	CottillionShawn	White	\$51058	10/27/2014			\$22474	2.3%	2.7%	(0.4%)	
9	Office Manager	OhlenJeanmarie	White	\$53532	12/09/2004			\$22474	2.4%	2.7%	(0.3%)	
9	Office Manager	FloresJewell	White	\$43879	6/21/2021			\$22474	2.0%	2.7%	(0.7%)	
9	Office Manager	ChiouClay	White	\$50936	2/11/2008			\$22474	2.3%	2.7%	(0.4%)	
9	City Clerk	EdelbrockVicente	White	\$82787	1/23/2012			\$22474	3.7%	2.7%	1.0%	
9	School Resource Officer	PrattsShellie	Hispanic	\$57877	10/24/2011			\$22474	2.6%	2.7%	(0.1%)	(0.1%)
9	Maintenance Worker	MuthanaMarcellus	White	\$41343	6/12/2017			\$22474	1.8%	2.7%	(0.9%)	
9	Chief Surveyor	DilsDonn	White	\$81638	3/04/2002			\$22474	3.6%	2.7%	0.9%	
9	Laborer	SwadlingFelton	White	\$41240	6/25/2018			\$22474	1.8%	2.7%	(0.9%)	
9	Police Sergeant	WeyandtSydney	White	\$68395	3/28/2021			\$22474	3.0%	2.7%	0.3%	
9	Police Sergeant	StaniforthConsuela	White	\$70703	12/08/2019			\$22474	3.1%	2.7%	0.4%	
9	Engineering Technician	FueryShara	White	\$60442	10/28/2019			\$22474	2.7%	2.7%	(0.0%)	
9	Police Sergeant	ZellersWayne	White	\$69924	11/01/2015			\$22474	3.1%	2.7%	0.4%	
9	Senior Engineering Technician	MautoneJulie	White	\$82658	6/02/2008			\$22474	3.7%	2.7%	1.0%	
9	Engineering Technician	LaubscherGeraldo	White	\$56853	11/01/2021			\$22474	2.5%	2.7%	(0.2%)	
9	Maintenance Worker	Tanzialishia	White	\$36545	8/14/2022			\$22474	1.6%	2.7%	(1.1%)	
9	Police Sergeant	UzzellOrville	White	\$60714	1/30/2022			\$22474	2.7%	2.7%	(0.0%)	
9	Police Sergeant	HaderChris	White	\$69924	4/03/2017			\$22474	3.1%	2.7%	0.4%	
9	Police Sergeant	RaimondiNeely	White	\$73918	12/08/2019			\$22474	3.3%	2.7%	0.6%	

GRADE	POSITION TITLE	EMPLOYEE NAME	ETHNICITY	CURRENT SALARY	DATE OF POSITION	SERVICE IN POSITION	COHORT AVG SERVICE IN POSITION	MIDPOINT	COMPA-RATIO	COHORT AVG COMPA-RATIO	VARIANCE FROM COHORT AVG	VARIANCE FROM WHITE AVG
9	Sanitation Manager	TharpBebe	White	\$70616	11/22/2020			\$22474	3.1%	2.7%	0.4%	
9	Police Sergeant	StubblefieldBruna	White	\$69924	1/30/2022			\$22474	3.1%	2.7%	0.4%	
9	Electrician	BlasiFederico	White	\$48338	8/02/2021			\$22474	2.2%	2.7%	(0.5%)	
9	Parkkeeper/Maintenance Helper	CreditFawn	White	\$23999	11/26/2018			\$22474	1.1%	2.7%	(1.6%)	
9	Maintenance Worker	RaccaElda	White	\$39339	5/22/2022			\$22474	1.8%	2.7%	(0.9%)	
9	Deputy Director Public Works	ReinfeldFrederick	White	\$96693	5/09/2021			\$22474	4.3%	2.7%	1.6%	
9	Recreation Supervisor	PoliczReyes	Black	\$50427	10/19/2015			\$22474	2.2%	2.7%	(0.5%)	(0.5%)
9	Police Sergeant	BielbyMason	White	\$70703	3/28/2021			\$22474	3.1%	2.7%	0.4%	
9	Recreation Supervisor	MehrensHarland	White	\$50427	2/22/2015			\$22474	2.2%	2.7%	(0.5%)	
9	Parkkeeper/Maintenance Helper	ShoenbergerMiranda	White	\$30911	1/04/2000			\$22474	1.4%	2.7%	(1.3%)	
9	Parkkeeper/Maintenance Helper	BrunswickGraham	White	\$28654	6/11/2012			\$22474	1.3%	2.7%	(1.4%)	
9	Occupational Tax Administrator	CoganChi	White	\$75893	1/22/2013			\$22474	3.4%	2.7%	0.7%	
9	Purchasing Manager	YeakelSparkle	White	\$75893	4/23/2018			\$22474	3.4%	2.7%	0.7%	

Position Title / Classification	Job Value	Present Pay Rate	Acrilicks Technologies			EduBridge Solutions			RoysOrganizationOfDevelopment			ShopEase Retail		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Paralegal	1994	\$61811	\$39009	\$22802	36.89%	\$40052	\$21759	35.2%	\$187	\$61624	99.7%	\$40661	\$21150	34.22%
Director of Parks & Recreation	1994	\$115063	\$28674	\$86389	75.08%	\$28976	\$86087	74.82%	\$148	\$114915	99.87%	\$29390	\$85673	74.46%
Asst Greens Superintendent	1994	\$50020	\$22844	\$27176	54.33%	\$22728	\$27292	54.56%	\$126	\$49894	99.75%	\$23032	\$26988	53.95%
Secretary	1994	\$41630	\$44574	(\$2944)	(7.07%)	\$46016	(\$4386)	(10.54%)	\$208	\$41422	99.5%	\$46730	(\$5100)	(12.25%)
Human Resources Assistant	1994	\$71150	\$33709	\$37441	52.62%	\$34372	\$36778	51.69%	\$167	\$70983	99.77%	\$34881	\$36269	50.98%
Evidence Collection Unit Supvr	1731	\$80515	\$30264	\$50251	62.41%	\$30680	\$49835	61.9%	\$154	\$80361	99.81%	\$31124	\$49391	61.34%
City Attorney	1731	\$131550	\$24964	\$106586	81.02%	\$25000	\$106550	81%	\$135	\$131415	99.9%	\$25344	\$106206	80.73%
Infrastructure Supervisor	1681	\$82360	\$35034	\$47326	57.46%	\$35792	\$46568	56.54%	\$172	\$82188	99.79%	\$36326	\$46034	55.89%
Transit Manager	1680	\$77994	\$46164	\$31830	40.81%	\$47720	\$30274	38.82%	\$214	\$77780	99.73%	\$48464	\$29530	37.86%
Police Major	1680	\$99473	\$40334	\$59139	59.45%	\$41472	\$58001	58.31%	\$192	\$99281	99.81%	\$42106	\$57367	57.67%
Police Officer	1668	\$54970	\$40599	\$14371	26.14%	\$41756	\$13214	24.04%	\$193	\$54777	99.65%	\$42395	\$12575	22.88%
Garage Manager	1475	\$77030	\$31589	\$45441	58.99%	\$32100	\$44930	58.33%	\$159	\$76871	99.79%	\$32569	\$44461	57.72%
Community Development Director	1469	\$119431	\$26289	\$93142	77.99%	\$26420	\$93011	77.88%	\$139	\$119292	99.88%	\$26789	\$92642	77.57%
Utility Crew Leader	1462		\$46429			\$48004			\$22094			\$48753		
Loss Prevention Manager	1448	\$83196	\$36359	\$46837	56.3%	\$37212	\$45984	55.27%	\$177	\$83019	99.79%	\$37771	\$45425	54.6%
Recreation Facilities Manager	1448	\$60749	\$42189	\$18560	30.55%	\$43460	\$17289	28.46%	\$199	\$60550	99.67%	\$44129	\$16620	27.36%
Refuse Truck Driver	1240	\$45898	\$43249	\$2649	5.77%	\$44596	\$1302	2.84%	\$203	\$45695	99.56%	\$45285	\$613	1.34%
Mechanic	1235	\$53458	\$37419	\$16039	30%	\$38348	\$15110	28.27%	\$181	\$53277	99.66%	\$38927	\$14531	27.18%
City Engineer	1234	\$119720	\$25494	\$94226	78.71%	\$25568	\$94152	78.64%	\$136	\$119584	99.89%	\$25922	\$93798	78.35%
Evidence Collection Unit Tech	1234	\$65680	\$30529	\$35151	53.52%	\$30964	\$34716	52.86%	\$155	\$65525	99.76%	\$31413	\$34267	52.17%

Position Title / Classification	Job Value	Present Pay Rate	Acriclcks Technologies			EduBridge Solutions			RoysOrganizationOfDevelopment			ShopEase Retail		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Fire Chief	1205	\$134860	\$31324	\$103536	76.77%	\$31816	\$103044	76.41%	\$158	\$134702	99.88%	\$32280	\$102580	76.06%
Clerk/Typist	1205	\$37469	\$26024	\$11445	30.55%	\$26136	\$11333	30.25%	\$138	\$37331	99.63%	\$26500	\$10969	29.27%
Garage Parts Clerk	1167	\$50936	\$31854	\$19082	37.46%	\$32384	\$18552	36.42%	\$22039	\$28897	56.73%	\$32858	\$18078	35.49%
Maintenance Specialist	1167	\$42627	\$36889	\$5738	13.46%	\$37780	\$4847	11.37%	\$179	\$42448	99.58%	\$38349	\$4278	10.04%
Recreation Superintendent	1167	\$89631	\$42719	\$46912	52.34%	\$44028	\$45603	50.88%	\$201	\$89430	99.78%	\$44707	\$44924	50.12%
Construction Inspector	1167	\$61165	\$26554	\$34611	56.59%	\$26704	\$34461	56.34%	\$140	\$61025	99.77%	\$27078	\$34087	55.73%
Accountant	1167	\$60539	\$21254	\$39285	64.89%	\$21024	\$39515	65.27%	\$21000	\$39539	65.31%	\$21298	\$39241	64.82%
Recreation Specialist	1147	\$43894	\$42454	\$1440	3.28%	\$43744	\$150	0.34%	\$22079	\$21815	49.7%	\$44418	(\$524)	(1.19%)
Systems Analyst/Programmer	1136	\$83341	\$45634	\$37707	45.24%	\$47152	\$36189	43.42%	\$212	\$83129	99.75%	\$47886	\$35455	42.54%
Payroll Administrator	1136	\$62535	\$39539	\$22996	36.77%	\$40620	\$21915	35.04%	\$189	\$62346	99.7%	\$41239	\$21296	34.05%
Golf Course Manager	1136	\$65878	\$32649	\$33229	50.44%	\$33236	\$32642	49.55%	\$163	\$65715	99.75%	\$33725	\$32153	48.81%
Deputy Chief of Police	1136	\$105845	\$27349	\$78496	74.16%	\$27556	\$78289	73.97%	\$143	\$105702	99.86%	\$27945	\$77900	73.6%
Asst Occupational Tax Administra	1136	\$66040	\$23109	\$42931	65.01%	\$23012	\$43028	65.15%	\$22006	\$44034	66.68%	\$23321	\$42719	64.69%
Maintenance Equipment Operator	1107	\$44251	\$36624	\$7627	17.24%	\$37496	\$6755	15.27%	\$178	\$44073	99.6%	\$38060	\$6191	13.99%
Network Systems Technician	1087	\$56056	\$37949	\$18107	32.3%	\$38916	\$17140	30.58%	\$22062	\$33994	60.64%	\$39505	\$16551	29.53%
Road Worker	1087	\$40777	\$43779	(\$3002)	(7.36%)	\$45164	(\$4387)	(10.76%)	\$205	\$40572	99.5%	\$45863	(\$5086)	(12.47%)
Accounting Clerk	1062	\$48196	\$21519	\$26677	55.35%	\$21308	\$26888	55.79%	\$121	\$48075	99.75%	\$21587	\$26609	55.21%
Crew Leader	1042	\$51797	\$26819	\$24978	48.22%	\$26988	\$24809	47.9%	\$141	\$51656	99.73%	\$27367	\$24430	47.16%
GIS Analyst/Programmer	1042	\$84896	\$32119	\$52777	62.17%	\$32668	\$52228	61.52%	\$161	\$84735	99.81%	\$33147	\$51749	60.96%
Director of Finance & Support Se	988	\$144939	\$28409	\$116530	80.4%	\$28692	\$116247	80.2%	\$147	\$144792	99.9%	\$29101	\$115838	79.92%
Greens Superintendent	988	\$53389	\$32914	\$20475	38.35%	\$33520	\$19869	37.22%	\$164	\$53225	99.69%	\$34014	\$19375	36.29%

Position Title / Classification	Job Value	Present Pay Rate	Acrylics Technologies			EduBridge Solutions			RoysOrganizationOfDevelopment			ShopEase Retail		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Asst. TAC Telecommunicator	968	\$55217	\$23374	\$31843	57.67%	\$23296	\$31921	57.81%	\$128	\$55089	99.77%	\$23610	\$31607	57.24%
Records Manager	887	\$49804	\$41924	\$7880	15.82%	\$43176	\$6628	13.31%	\$198	\$49606	99.6%	\$43840	\$5964	11.97%
City Clerk	887	\$82787	\$25229	\$57558	69.53%	\$25284	\$57503	69.46%	\$135	\$82652	99.84%	\$25633	\$57154	69.04%
Lead Telecommunicator	887	\$57309	\$36094	\$21215	37.02%	\$36928	\$20381	35.56%	\$22055	\$35254	61.52%	\$37482	\$19827	34.6%
Executive Assistant to Mayor	887	\$49189	\$30794	\$18395	37.4%	\$31248	\$17941	36.47%	\$156	\$49033	99.68%	\$31702	\$17487	35.55%
Electrician	880	\$48338	\$29469	\$18869	39.04%	\$29828	\$18510	38.29%	\$151	\$48187	99.69%	\$30257	\$18081	37.41%
Police Sergeant	880	\$68851	\$40864	\$27987	40.65%	\$42040	\$26811	38.94%	\$22073	\$46778	67.94%	\$42684	\$26167	38.01%
Bus Driver/Dispatcher	880	\$47354	\$24169	\$23185	48.96%	\$24148	\$23206	49.01%	\$131	\$47223	99.72%	\$24477	\$22877	48.31%
Information Technology Manager	880	\$117955	\$34769	\$83186	70.52%	\$35508	\$82447	69.9%	\$171	\$117784	99.86%	\$36037	\$81918	69.45%
Laborer	860	\$41240	\$35564	\$5676	13.76%	\$36360	\$4880	11.83%	\$174	\$41066	99.58%	\$36904	\$4336	10.51%
Purchasing Manager	860	\$75893	\$41659	\$34234	45.11%	\$42892	\$33001	43.48%	\$197	\$75696	99.74%	\$43551	\$32342	42.62%
Recreation Supervisor	854	\$50427	\$42984	\$7443	14.76%	\$44312	\$6115	12.13%	\$22081	\$28346	56.21%	\$44996	\$5431	10.77%
Maintenance Worker	854	\$39076	\$37154	\$1922	4.92%	\$38064	\$1012	2.59%	\$180	\$38896	99.54%	\$38638	\$438	1.12%
Parkkeeper/Maintenance Helper	851	\$27855	\$39274	(\$11419)	(40.99%)	\$40336	(\$12481)	(44.81%)	\$188	\$27667	99.33%	\$40950	(\$13095)	(47.01%)
Senior Accountant	851	\$68711	\$44839	\$23872	34.74%	\$46300	\$22411	32.62%	\$209	\$68502	99.7%	\$47019	\$21692	31.57%
Assistant City Manager	849	\$136545	\$22579	\$113966	83.46%	\$22444	\$114101	83.56%	\$125	\$136420	99.91%	\$22743	\$113802	83.34%
Chief Surveyor	847	\$81638	\$24434	\$57204	70.07%	\$24432	\$57206	70.07%	\$132	\$81506	99.84%	\$24766	\$56872	69.66%
Engineering Technician	847	\$58647	\$29734	\$28913	49.3%	\$30112	\$28535	48.66%	\$22031	\$36616	62.43%	\$30546	\$28101	47.92%
School Resource Officer	839	\$57877	\$44309	\$13568	23.44%	\$45732	\$12145	20.98%	\$207	\$57670	99.64%	\$46441	\$11436	19.76%
Occupational Tax Administrator	839	\$75893	\$38479	\$37414	49.3%	\$39484	\$36409	47.97%	\$185	\$75708	99.76%	\$40083	\$35810	47.18%
Senior Engineering Technician	837	\$82658	\$45104	\$37554	45.43%	\$46584	\$36074	43.64%	\$22089	\$60569	73.28%	\$47308	\$35350	42.77%

Position Title / Classification	Job Value	Present Pay Rate	Acrylics Technologies			EduBridge Solutions			RoysOrganizationOfDevelopment			ShopEase Retail		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Grounds Manager/Horticulturist	829	\$72393	\$33179	\$39214	54.17%	\$33804	\$38589	53.3%	\$165	\$72228	99.77%	\$34303	\$38090	52.62%
Office Manager	829	\$49449	\$38744	\$10705	21.65%	\$39768	\$9681	19.58%	\$186	\$49263	99.62%	\$40372	\$9077	18.36%
Deputy Director Public Works	829	\$96693	\$27879	\$68814	71.17%	\$28124	\$68569	70.91%	\$145	\$96548	99.85%	\$28523	\$68170	70.5%
Occupational Revenue Clerk	818	\$49223	\$38214	\$11009	22.37%	\$39200	\$10023	20.36%	\$184	\$49039	99.63%	\$39794	\$9429	19.16%
Sanitation Manager	818	\$70616	\$44044	\$26572	37.63%	\$45448	\$25168	35.64%	\$206	\$70410	99.71%	\$46152	\$24464	34.64%
Director of Public Events	781	\$136212	\$28939	\$107273	78.75%	\$29260	\$106952	78.52%	\$149	\$136063	99.89%	\$29679	\$106533	78.21%
HVAC Technician	781	\$58240	\$34239	\$24001	41.21%	\$34940	\$23300	40.01%	\$169	\$58071	99.71%	\$35459	\$22781	39.12%
Building Maintenance/Operations	781	\$57660	\$23639	\$34021	59%	\$23580	\$34080	59.11%	\$129	\$57531	99.78%	\$23899	\$33761	58.55%
Applications Supervisor	768	\$101483	\$22049	\$79434	78.27%	\$21876	\$79607	78.44%	\$123	\$101360	99.88%	\$22165	\$79318	78.16%
Facilities Maintenance Manager	757	\$78696	\$31059	\$47637	60.53%	\$31532	\$47164	59.93%	\$157	\$78539	99.8%	\$31991	\$46705	59.35%
City Manager	757	\$180331	\$25759	\$154572	85.72%	\$25852	\$154479	85.66%	\$22004	\$158327	87.8%	\$26211	\$154120	85.47%
Property Maintenance Manager	757	\$70616	\$41394	\$29222	41.38%	\$42608	\$28008	39.66%	\$22075	\$48541	68.74%	\$43262	\$27354	38.74%
Laborer/Maintenance Helper	757	\$35405	\$35829	(\$424)	(1.2%)	\$36644	(\$1239)	(3.5%)	\$175	\$35230	99.51%	\$37193	(\$1788)	(5.05%)
Human Resources Manager	752	\$113639	\$33974	\$79665	70.1%	\$34656	\$78983	69.5%	\$168	\$113471	99.85%	\$35170	\$78469	69.05%
Director - 911 Central Dispatch	752	\$94428	\$28144	\$66284	70.2%	\$28408	\$66020	69.92%	\$146	\$94282	99.85%	\$28812	\$65616	69.49%
Instrument Technician	742	\$49721	\$35299	\$14422	29.01%	\$36076	\$13645	27.44%	\$173	\$49548	99.65%	\$36615	\$13106	26.36%
Property Maintenance Inspector	742	\$48581	\$41129	\$7452	15.34%	\$42324	\$6257	12.88%	\$195	\$48386	99.6%	\$42973	\$5608	11.54%
Street Manager	672	\$70616	\$45369	\$25247	35.75%	\$46868	\$23748	33.63%	\$22090	\$48526	68.72%	\$47597	\$23019	32.6%
Police Chief	672	\$172895	\$39804	\$133091	76.98%	\$40904	\$131991	76.34%	\$190	\$172705	99.89%	\$41528	\$131367	75.98%

Position Title / Classification	Job Value	Present Pay Rate	Acrylics Technologies			EduBridge Solutions			RoysOrganizationOfDevelopment			ShopEase Retail		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Events Coordinator	628	\$49804	\$29999	\$19805	39.77%	\$30396	\$19408	38.97%	\$153	\$49651	99.69%	\$30835	\$18969	38.09%
Citizens Service Representative	620	\$33897	\$24699	\$9198	27.14%	\$24716	\$9181	27.08%	\$133	\$33764	99.61%	\$25055	\$8842	26.08%
Imaging Specialist	560	\$45546	\$34504	\$11042	24.24%	\$35224	\$10322	22.66%	\$22049	\$23497	51.59%	\$35748	\$9798	21.51%
Bus Driver	555	\$43529	\$23904	\$19625	45.08%	\$23864	\$19665	45.18%	\$130	\$43399	99.7%	\$24188	\$19341	44.43%
Director of Public Works	552	\$121807	\$29204	\$92603	76.02%	\$29544	\$92263	75.75%	\$150	\$121657	99.88%	\$29968	\$91839	75.4%
Police Lieutenant	504	\$74962	\$40069	\$34893	46.55%	\$41188	\$33774	45.05%	\$22070	\$52892	70.56%	\$41817	\$33145	44.22%
Telecommunicator	500	\$49051	\$45899	\$3152	6.43%	\$47436	\$1615	3.29%	\$213	\$48838	99.57%	\$48175	\$876	1.79%
Network Systems Engineer	410	\$87097	\$37684	\$49413	56.73%	\$38632	\$48465	55.64%	\$182	\$86915	99.79%	\$39216	\$47881	54.97%
Administrative Aide	410	\$48111	\$21784	\$26327	54.72%	\$21592	\$26519	55.12%	\$122	\$47989	99.75%	\$21876	\$26235	54.53%
Revenue Clerk	410	\$40629	\$43514	(\$2885)	(7.1%)	\$44880	(\$4251)	(10.46%)	\$204	\$40425	99.5%	\$45574	(\$4945)	(12.17%)
GIS Manager	410	\$101488	\$32384	\$69104	68.09%	\$32952	\$68536	67.53%	\$162	\$101326	99.84%	\$33436	\$68052	67.05%
Crew Leader (Complex)	405	\$46037	\$27084	\$18953	41.17%	\$27272	\$18765	40.76%	\$142	\$45895	99.69%	\$27656	\$18381	39.93%
Assistant City Engineer	365	\$81154	\$22314	\$58840	72.5%	\$22160	\$58994	72.69%	\$124	\$81030	99.85%	\$22454	\$58700	72.33%
Housing & Grant Coordinator	353	\$44428	\$33444	\$10984	24.72%	\$34088	\$10340	23.27%	\$166	\$44262	99.63%	\$34592	\$9836	22.14%
Deputy Director Finance & SS	353	\$128982	\$27614	\$101368	78.59%	\$27840	\$101142	78.42%	\$144	\$128838	99.89%	\$28234	\$100748	78.11%
Total Market Pay			\$3202355			\$3265340			\$343040			\$3313695		
Total Scenario Pay		\$6897442	\$6897442			\$6897442			\$6897442			\$6897442		
Dollar & Percentage Variances				\$3695087	53.57%		\$3632102	95.03%		\$6554402	95.03%		\$3583747	51.96%

Position Title / Classification	Job Value	Present Pay Rate	Incorporation of Technologies			SkillVantage Institute			Harmony Helpers Network			Sterling Capital		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Paralegal	1994	\$61811	\$38873	\$22938	37.11%	\$37772	\$24039	38.89%	\$45472	\$16339	26.43%	\$41320	\$20491	33.15%
Director of Parks & Recreation	1994	\$115063	\$28850	\$86213	74.93%	\$28217	\$86846	75.48%	\$31666	\$83397	72.48%	\$29698	\$85365	74.19%
Asst Greens Superintendent	1994	\$50020	\$23196	\$26824	53.63%	\$22827	\$27193	54.36%	\$23878	\$26142	52.26%	\$23142	\$26878	53.73%
Secretary	1994	\$41630	\$44270	(\$2640)	(6.34%)	\$42917	(\$1287)	(3.09%)	\$52906	(\$11276)	(27.09%)	\$47578	(\$5948)	(14.29%)
Human Resources Assistant	1994	\$71150	\$33733	\$37417	52.59%	\$32872	\$38278	53.8%	\$38392	\$32758	46.04%	\$35360	\$35790	50.3%
Evidence Collection Unit Supvr	1731	\$80515	\$30392	\$50123	62.25%	\$29687	\$50828	63.13%	\$33790	\$46725	58.03%	\$31486	\$49029	60.89%
City Attorney	1731	\$131550	\$25252	\$106298	80.8%	\$24787	\$106763	81.16%	\$26710	\$104840	79.7%	\$25526	\$106024	80.6%
Infrastructure Supervisor	1681	\$82360	\$35018	\$47342	57.48%	\$34097	\$48263	58.6%	\$40162	\$42198	51.24%	\$36850	\$45510	55.26%
Transit Manager	1680	\$77994	\$45812	\$32182	41.26%	\$44387	\$33607	43.09%	\$55030	\$22964	29.44%	\$49366	\$28628	36.71%
Police Major	1680	\$99473	\$40158	\$59315	59.63%	\$38997	\$60476	60.8%	\$47242	\$52231	52.51%	\$42810	\$56663	56.96%
Police Officer	1668	\$54970	\$40415	\$14555	26.48%	\$39242	\$15728	28.61%	\$47596	\$7374	13.41%	\$43108	\$11862	21.58%
Garage Manager	1475	\$77030	\$31677	\$45353	58.88%	\$30912	\$46118	59.87%	\$35560	\$41470	53.84%	\$32976	\$44054	57.19%
Community Development Director	1469	\$119431	\$26537	\$92894	77.78%	\$26012	\$93419	78.22%	\$28480	\$90951	76.15%	\$27016	\$92415	77.38%
Utility Crew Leader	1462		\$46069			\$44632			\$55384			\$49664		
Loss Prevention Manager	1448	\$83196	\$36303	\$46893	56.36%	\$35322	\$47874	57.54%	\$41932	\$41264	49.6%	\$38340	\$44856	53.92%
Recreation Facilities Manager	1448	\$60749	\$41957	\$18792	30.93%	\$40712	\$20037	32.98%	\$49720	\$11029	18.16%	\$44896	\$15853	26.1%
Refuse Truck Driver	1240	\$45898	\$42985	\$2913	6.35%	\$41692	\$4206	9.16%	\$51136	(\$5238)	(11.41%)	\$46088	(\$190)	(0.41%)
Mechanic	1235	\$53458	\$37331	\$16127	30.17%	\$36302	\$17156	32.09%	\$43348	\$10110	18.91%	\$39532	\$13926	26.05%
City Engineer	1234	\$119720	\$25766	\$93954	78.48%	\$25277	\$94443	78.89%	\$27418	\$92302	77.1%	\$26122	\$93598	78.18%
Evidence Collection Unit Tech	1234	\$65680	\$30649	\$35031	53.34%	\$29932	\$35748	54.43%	\$34144	\$31536	48.01%	\$31784	\$33896	51.61%

Position Title / Classification	Job Value	Present Pay Rate	Incorporation of Technologies			SkillVantage Institute			Harmony Helpers Network			Sterling Capital		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Fire Chief	1205	\$134860	\$31420	\$103440	76.7%	\$30667	\$104193	77.26%	\$35206	\$99654	73.89%	\$32678	\$102182	75.77%
Clerk/Typist	1205	\$37469	\$26280	\$11189	29.86%	\$25767	\$11702	31.23%	\$28126	\$9343	24.94%	\$26718	\$10751	28.69%
Garage Parts Clerk	1167	\$50936	\$31934	\$19002	37.31%	\$31157	\$19779	38.83%	\$35914	\$15022	29.49%	\$33274	\$17662	34.67%
Maintenance Specialist	1167	\$42627	\$36817	\$5810	13.63%	\$35812	\$6815	15.99%	\$42640	(\$13)	(0.03%)	\$38936	\$3691	8.66%
Recreation Superintendent	1167	\$89631	\$42471	\$47160	52.62%	\$41202	\$48429	54.03%	\$50428	\$39203	43.74%	\$45492	\$44139	49.25%
Construction Inspector	1167	\$61165	\$26794	\$34371	56.19%	\$26257	\$34908	57.07%	\$28834	\$32331	52.86%	\$27314	\$33851	55.34%
Accountant	1167	\$60539	\$21654	\$38885	64.23%	\$21357	\$39182	64.72%	\$21754	\$38785	64.07%	\$21354	\$39185	64.73%
Recreation Specialist	1147	\$43894	\$42214	\$1680	3.83%	\$40957	\$2937	6.69%	\$50074	(\$6180)	(14.08%)	\$45194	(\$1300)	(2.96%)
Systems Analyst/Programmer	1136	\$83341	\$45298	\$38043	45.65%	\$43897	\$39444	47.33%	\$54322	\$29019	34.82%	\$48770	\$34571	41.48%
Payroll Administrator	1136	\$62535	\$39387	\$23148	37.02%	\$38262	\$24273	38.82%	\$46180	\$16355	26.15%	\$41916	\$20619	32.97%
Golf Course Manager	1136	\$65878	\$32705	\$33173	50.36%	\$31892	\$33986	51.59%	\$36976	\$28902	43.87%	\$34168	\$31710	48.13%
Deputy Chief of Police	1136	\$105845	\$27565	\$78280	73.96%	\$26992	\$78853	74.5%	\$29896	\$75949	71.75%	\$28208	\$77637	73.35%
Asst Occupational Tax Administra	1136	\$66040	\$23453	\$42587	64.49%	\$23072	\$42968	65.06%	\$24232	\$41808	63.31%	\$23440	\$42600	64.51%
Maintenance Equipment Operator	1107	\$44251	\$36560	\$7691	17.38%	\$35567	\$8684	19.62%	\$42286	\$1965	4.44%	\$38638	\$5613	12.68%
Network Systems Technician	1087	\$56056	\$37845	\$18211	32.49%	\$36792	\$19264	34.37%	\$44056	\$12000	21.41%	\$40128	\$15928	28.41%
Road Worker	1087	\$40777	\$43499	(\$2722)	(6.68%)	\$42182	(\$1405)	(3.45%)	\$51844	(\$11067)	(27.14%)	\$46684	(\$5907)	(14.49%)
Accounting Clerk	1062	\$48196	\$21911	\$26285	54.54%	\$21602	\$26594	55.18%	\$22108	\$26088	54.13%	\$21652	\$26544	55.08%
Crew Leader	1042	\$51797	\$27051	\$24746	47.77%	\$26502	\$25295	48.83%	\$29188	\$22609	43.65%	\$27612	\$24185	46.69%
GIS Analyst/Programmer	1042	\$84896	\$32191	\$52705	62.08%	\$31402	\$53494	63.01%	\$36268	\$48628	57.28%	\$33572	\$51324	60.46%
Director of Finance & Support Se	988	\$144939	\$28593	\$116346	80.27%	\$27972	\$116967	80.7%	\$31312	\$113627	78.4%	\$29400	\$115539	79.72%
Greens Superintendent	988	\$53389	\$32962	\$20427	38.26%	\$32137	\$21252	39.81%	\$37330	\$16059	30.08%	\$34466	\$18923	35.44%

Position Title / Classification	Job Value	Present Pay Rate	Incorporation of Technologies			SkillVantage Institute			Harmony Helpers Network			Sterling Capital		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Asst. TAC Telecommunicator	968	\$55217	\$23710	\$31507	57.06%	\$23317	\$31900	57.77%	\$24586	\$30631	55.47%	\$23738	\$31479	57.01%
Records Manager	887	\$49804	\$41700	\$8104	16.27%	\$40467	\$9337	18.75%	\$49366	\$438	0.88%	\$44598	\$5206	10.45%
City Clerk	887	\$82787	\$25509	\$57278	69.19%	\$25032	\$57755	69.76%	\$27064	\$55723	67.31%	\$25824	\$56963	68.81%
Lead Telecommunicator	887	\$57309	\$36046	\$21263	37.1%	\$35077	\$22232	38.79%	\$41578	\$15731	27.45%	\$38042	\$19267	33.62%
Executive Assistant to Mayor	887	\$49189	\$30906	\$18283	37.17%	\$30177	\$19012	38.65%	\$34498	\$14691	29.87%	\$32082	\$17107	34.78%
Electrician	880	\$48338	\$29621	\$18717	38.72%	\$28952	\$19386	40.11%	\$32728	\$15610	32.29%	\$30592	\$17746	36.71%
Police Sergeant	880	\$68851	\$40672	\$28179	40.93%	\$39487	\$29364	42.65%	\$47950	\$20901	30.36%	\$43406	\$25445	36.96%
Bus Driver/Dispatcher	880	\$47354	\$24481	\$22873	48.3%	\$24052	\$23302	49.21%	\$25648	\$21706	45.84%	\$24632	\$22722	47.98%
Information Technology Manager	880	\$117955	\$34761	\$83194	70.53%	\$33852	\$84103	71.3%	\$39808	\$78147	66.25%	\$36552	\$81403	69.01%
Laborer	860	\$41240	\$35532	\$5708	13.84%	\$34587	\$6653	16.13%	\$40870	\$370	0.9%	\$37446	\$3794	9.2%
Purchasing Manager	860	\$75893	\$41443	\$34450	45.39%	\$40222	\$35671	47%	\$49012	\$26881	35.42%	\$44300	\$31593	41.63%
Recreation Supervisor	854	\$50427	\$42728	\$7699	15.27%	\$41447	\$8980	17.81%	\$50782	(\$355)	(0.7%)	\$45790	\$4637	9.2%
Maintenance Worker	854	\$39076	\$37074	\$2002	5.12%	\$36057	\$3019	7.73%	\$42994	(\$3918)	(10.03%)	\$39234	(\$158)	(0.4%)
Parkkeeper/Maintenance Helper	851	\$27855	\$39130	(\$11275)	(40.48%)	\$38017	(\$10162)	(36.48%)	\$45826	(\$17971)	(64.52%)	\$41618	(\$13763)	(49.41%)
Senior Accountant	851	\$68711	\$44527	\$24184	35.2%	\$43162	\$25549	37.18%	\$53260	\$15451	22.49%	\$47876	\$20835	30.32%
Assistant City Manager	849	\$136545	\$22939	\$113606	83.2%	\$22582	\$113963	83.46%	\$23524	\$113021	82.77%	\$22844	\$113701	83.27%
Chief Surveyor	847	\$81638	\$24738	\$56900	69.7%	\$24297	\$57341	70.24%	\$26002	\$55636	68.15%	\$24930	\$56708	69.46%
Engineering Technician	847	\$58647	\$29878	\$28769	49.05%	\$29197	\$29450	50.22%	\$33082	\$25565	43.59%	\$30890	\$27757	47.33%
School Resource Officer	839	\$57877	\$44013	\$13864	23.95%	\$42672	\$15205	26.27%	\$52552	\$5325	9.2%	\$47280	\$10597	18.31%
Occupational Tax Administrator	839	\$75893	\$38359	\$37534	49.46%	\$37282	\$38611	50.88%	\$44764	\$31129	41.02%	\$40724	\$35169	46.34%
Senior Engineering Technician	837	\$82658	\$44784	\$37874	45.82%	\$43407	\$39251	47.49%	\$53614	\$29044	35.14%	\$48174	\$34484	41.72%

Position Title / Classification	Job Value	Present Pay Rate	Incorporation of Technologies			SkillVantage Institute			Harmony Helpers Network			Sterling Capital		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Grounds Manager/Horticulturist	829	\$72393	\$33219	\$39174	54.11%	\$32382	\$40011	55.27%	\$37684	\$34709	47.95%	\$34764	\$37629	51.98%
Office Manager	829	\$49449	\$38616	\$10833	21.91%	\$37527	\$11922	24.11%	\$45118	\$4331	8.76%	\$41022	\$8427	17.04%
Deputy Director Public Works	829	\$96693	\$28079	\$68614	70.96%	\$27482	\$69211	71.58%	\$30604	\$66089	68.35%	\$28804	\$67889	70.21%
Occupational Revenue Clerk	818	\$49223	\$38102	\$11121	22.59%	\$37037	\$12186	24.76%	\$44410	\$4813	9.78%	\$40426	\$8797	17.87%
Sanitation Manager	818	\$70616	\$43756	\$26860	38.04%	\$42427	\$28189	39.92%	\$52198	\$18418	26.08%	\$46982	\$23634	33.47%
Director of Public Events	781	\$136212	\$29107	\$107105	78.63%	\$28462	\$107750	79.1%	\$32020	\$104192	76.49%	\$29996	\$106216	77.98%
HVAC Technician	781	\$58240	\$34247	\$23993	41.2%	\$33362	\$24878	42.72%	\$39100	\$19140	32.86%	\$35956	\$22284	38.26%
Building Maintenance/Operations	781	\$57660	\$23967	\$33693	58.43%	\$23562	\$34098	59.14%	\$24940	\$32720	56.75%	\$24036	\$33624	58.31%
Applications Supervisor	768	\$101483	\$22425	\$79058	77.9%	\$22092	\$79391	78.23%	\$22816	\$78667	77.52%	\$22248	\$79235	78.08%
Facilities Maintenance Manager	757	\$78696	\$31163	\$47533	60.4%	\$30422	\$48274	61.34%	\$34852	\$43844	55.71%	\$32380	\$46316	58.85%
City Manager	757	\$180331	\$26023	\$154308	85.57%	\$25522	\$154809	85.85%	\$27772	\$152559	84.6%	\$26420	\$153911	85.35%
Property Maintenance Manager	757	\$70616	\$41186	\$29430	41.68%	\$39977	\$30639	43.39%	\$48658	\$21958	31.09%	\$44002	\$26614	37.69%
Laborer/Maintenance Helper	757	\$35405	\$35789	(\$384)	(1.08%)	\$34832	\$573	1.62%	\$41224	(\$5819)	(16.44%)	\$37744	(\$2339)	(6.61%)
Human Resources Manager	752	\$113639	\$33990	\$79649	70.09%	\$33117	\$80522	70.86%	\$38746	\$74893	65.9%	\$35658	\$77981	68.62%
Director - 911 Central Dispatch	752	\$94428	\$28336	\$66092	69.99%	\$27727	\$66701	70.64%	\$30958	\$63470	67.22%	\$29102	\$65326	69.18%
Instrument Technician	742	\$49721	\$35275	\$14446	29.05%	\$34342	\$15379	30.93%	\$40516	\$9205	18.51%	\$37148	\$12573	25.29%
Property Maintenance Inspector	742	\$48581	\$40929	\$7652	15.75%	\$39732	\$8849	18.21%	\$48304	\$277	0.57%	\$43704	\$4877	10.04%
Street Manager	672	\$70616	\$45041	\$25575	36.22%	\$43652	\$26964	38.18%	\$53968	\$16648	23.58%	\$48472	\$22144	31.36%
Police Chief	672	\$172895	\$39644	\$133251	77.07%	\$38507	\$134388	77.73%	\$46534	\$126361	73.09%	\$42214	\$130681	75.58%

Position Title / Classification	Job Value	Present Pay Rate	Incorporation of Technologies			SkillVantage Institute			Harmony Helpers Network			Sterling Capital		
			Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance	Pay Rate Mean	Dollar Variance	Percent Variance
Events Coordinator	628	\$49804	\$30135	\$19669	39.49%	\$29442	\$20362	40.88%	\$33436	\$16368	32.86%	\$31188	\$18616	37.38%
Citizens Service Representative	620	\$33897	\$24995	\$8902	26.26%	\$24542	\$9355	27.6%	\$26356	\$7541	22.25%	\$25228	\$8669	25.57%
Imaging Specialist	560	\$45546	\$34504	\$11042	24.24%	\$33607	\$11939	26.21%	\$39454	\$6092	13.38%	\$36254	\$9292	20.4%
Bus Driver	555	\$43529	\$24224	\$19305	44.35%	\$23807	\$19722	45.31%	\$25294	\$18235	41.89%	\$24334	\$19195	44.1%
Director of Public Works	552	\$121807	\$29364	\$92443	75.89%	\$28707	\$93100	76.43%	\$32374	\$89433	73.42%	\$30294	\$91513	75.13%
Police Lieutenant	504	\$74962	\$39901	\$35061	46.77%	\$38752	\$36210	48.3%	\$46888	\$28074	37.45%	\$42512	\$32450	43.29%
Telecommunicator	500	\$49051	\$45555	\$3496	7.13%	\$44142	\$4909	10.01%	\$54676	(\$5625)	(11.47%)	\$49068	(\$17)	(0.03%)
Network Systems Engineer	410	\$87097	\$37588	\$49509	56.84%	\$36547	\$50550	58.04%	\$43702	\$43395	49.82%	\$39830	\$47267	54.27%
Administrative Aide	410	\$48111	\$22168	\$25943	53.92%	\$21847	\$26264	54.59%	\$22462	\$25649	53.31%	\$21950	\$26161	54.38%
Revenue Clerk	410	\$40629	\$43242	(\$2613)	(6.43%)	\$41937	(\$1308)	(3.22%)	\$51490	(\$10861)	(26.73%)	\$46386	(\$5757)	(14.17%)
GIS Manager	410	\$101488	\$32448	\$69040	68.03%	\$31647	\$69841	68.82%	\$36622	\$64866	63.91%	\$33870	\$67618	66.63%
Crew Leader (Complex)	405	\$46037	\$27308	\$18729	40.68%	\$26747	\$19290	41.9%	\$29542	\$16495	35.83%	\$27910	\$18127	39.37%
Assistant City Engineer	365	\$81154	\$22682	\$58472	72.05%	\$22337	\$58817	72.48%	\$23170	\$57984	71.45%	\$22546	\$58608	72.22%
Housing & Grant Coordinator	353	\$44428	\$33476	\$10952	24.65%	\$32627	\$11801	26.56%	\$38038	\$6390	14.38%	\$35062	\$9366	21.08%
Deputy Director Finance & SS	353	\$128982	\$27822	\$101160	78.43%	\$27237	\$101745	78.88%	\$30250	\$98732	76.55%	\$28506	\$100476	77.9%
Total Market Pay			\$3204635			\$3122840			\$3647240			\$3359200		
Total Scenario Pay		\$6897442	\$6897442			\$6897442			\$6897442			\$6897442		
Dollar & Percentage Variances				\$3692807	53.54%		\$3774602	47.12%		\$3250202	47.12%		\$3538242	51.3%

Position Title / Classification	Job Value	Present Pay Rate	Ocean's Catch Seafood		
			Pay Rate Mean	Dollar Variance	Percent Variance
Paralegal	1994	\$61811	\$21256	\$40555	65.61%
Director of Parks & Recreation	1994	\$115063	\$21256	\$93807	81.53%
Asst Greens Superintendent	1994	\$50020	\$21256	\$28764	57.5%
Secretary	1994	\$41630	\$21256	\$20374	48.94%
Human Resources Assistant	1994	\$71150	\$21256	\$49894	70.13%
Evidence Collection Unit Supvr	1731	\$80515	\$21256	\$59259	73.6%
City Attorney	1731	\$131550	\$21256	\$110294	83.84%
Infrastructure Supervisor	1681	\$82360	\$21256	\$61104	74.19%
Transit Manager	1680	\$77994	\$21256	\$56738	72.75%
Police Major	1680	\$99473	\$21256	\$78217	78.63%
Police Officer	1668	\$54970	\$21256	\$33714	61.33%
Garage Manager	1475	\$77030	\$21256	\$55774	72.41%
Community Development Director	1469	\$119431	\$21256	\$98175	82.2%
Utility Crew Leader	1462		\$21256		
Loss Prevention Manager	1448	\$83196	\$21256	\$61940	74.45%
Recreation Facilities Manager	1448	\$60749	\$21256	\$39493	65.01%
Refuse Truck Driver	1240	\$45898	\$21256	\$24642	53.69%
Mechanic	1235	\$53458	\$21256	\$32202	60.24%
City Engineer	1234	\$119720	\$21256	\$98464	82.25%
Evidence Collection Unit Tech	1234	\$65680	\$21256	\$44424	67.64%
Fire Chief	1205	\$134860	\$21256	\$113604	84.24%
Clerk/Typist	1205	\$37469	\$21256	\$16213	43.27%
Garage Parts Clerk	1167	\$50936	\$21256	\$29680	58.27%
Maintenance Specialist	1167	\$42627	\$21256	\$21371	50.13%

Position Title / Classification	Job Value	Present Pay Rate	Ocean's Catch Seafood		
			Pay Rate Mean	Dollar Variance	Percent Variance
Recreation Superintendent	1167	\$89631	\$21256	\$68375	76.28%
Construction Inspector	1167	\$61165	\$21256	\$39909	65.25%
Accountant	1167	\$60539	\$21256	\$39283	64.89%
Recreation Specialist	1147	\$43894	\$21256	\$22638	51.57%
Systems Analyst/Programmer	1136	\$83341	\$21256	\$62085	74.5%
Payroll Administrator	1136	\$62535	\$21256	\$41279	66.01%
Golf Course Manager	1136	\$65878	\$21256	\$44622	67.73%
Deputy Chief of Police	1136	\$105845	\$21256	\$84589	79.92%
Asst Occupational Tax Administra	1136	\$66040	\$21256	\$44784	67.81%
Maintenance Equipment Operator	1107	\$44251	\$21256	\$22995	51.96%
Network Systems Technician	1087	\$56056	\$21256	\$34800	62.08%
Road Worker	1087	\$40777	\$21256	\$19521	47.87%
Accounting Clerk	1062	\$48196	\$21256	\$26940	55.9%
Crew Leader	1042	\$51797	\$21256	\$30541	58.96%
GIS Analyst/Programmer	1042	\$84896	\$21256	\$63640	74.96%
Director of Finance & Support Se	988	\$144939	\$21256	\$123683	85.33%
Greens Superintendent	988	\$53389	\$21256	\$32133	60.19%
Asst. TAC Telecommunicator	968	\$55217	\$21256	\$33961	61.5%
Records Manager	887	\$49804	\$21256	\$28548	57.32%
City Clerk	887	\$82787	\$21256	\$61531	74.32%
Lead Telecommunicator	887	\$57309	\$21256	\$36053	62.91%
Executive Assistant to Mayor	887	\$49189	\$21256	\$27933	56.79%
Electrician	880	\$48338	\$21256	\$27082	56.03%
Police Sergeant	880	\$68851	\$21256	\$47595	69.13%

Position Title / Classification	Job Value	Present Pay Rate	Ocean's Catch Seafood		
			Pay Rate Mean	Dollar Variance	Percent Variance
Bus Driver/Dispatcher	880	\$47354	\$21256	\$26098	55.11%
Information Technology Manager	880	\$117955	\$21256	\$96699	81.98%
Laborer	860	\$41240	\$21256	\$19984	48.46%
Purchasing Manager	860	\$75893	\$21256	\$54637	71.99%
Recreation Supervisor	854	\$50427	\$21256	\$29171	57.85%
Maintenance Worker	854	\$39076	\$21256	\$17820	45.6%
Parkkeeper/Maintenance Helper	851	\$27855	\$21256	\$6599	23.69%
Senior Accountant	851	\$68711	\$21256	\$47455	69.06%
Assistant City Manager	849	\$136545	\$21256	\$115289	84.43%
Chief Surveyor	847	\$81638	\$21256	\$60382	73.96%
Engineering Technician	847	\$58647	\$21256	\$37391	63.76%
School Resource Officer	839	\$57877	\$21256	\$36621	63.27%
Occupational Tax Administrator	839	\$75893	\$21256	\$54637	71.99%
Senior Engineering Technician	837	\$82658	\$21256	\$61402	74.28%
Grounds Manager/Horticulturist	829	\$72393	\$21256	\$51137	70.64%
Office Manager	829	\$49449	\$21256	\$28193	57.01%
Deputy Director Public Works	829	\$96693	\$21256	\$75437	78.02%
Occupational Revenue Clerk	818	\$49223	\$21256	\$27967	56.82%
Sanitation Manager	818	\$70616	\$21256	\$49360	69.9%
Director of Public Events	781	\$136212	\$21256	\$114956	84.39%
HVAC Technician	781	\$58240	\$21256	\$36984	63.5%
Building Maintenance/Operations	781	\$57660	\$21256	\$36404	63.14%
Applications Supervisor	768	\$101483	\$21256	\$80227	79.05%
Facilities Maintenance Manager	757	\$78696	\$21256	\$57440	72.99%

Position Title / Classification	Job Value	Present Pay Rate	Ocean's Catch Seafood		
			Pay Rate Mean	Dollar Variance	Percent Variance
City Manager	757	\$180331	\$21256	\$159075	88.21%
Property Maintenance Manager	757	\$70616	\$21256	\$49360	69.9%
Laborer/Maintenance Helper	757	\$35405	\$21256	\$14149	39.96%
Human Resources Manager	752	\$113639	\$21256	\$92383	81.3%
Director - 911 Central Dispatch	752	\$94428	\$21256	\$73172	77.49%
Instrument Technician	742	\$49721	\$21256	\$28465	57.25%
Property Maintenance Inspector	742	\$48581	\$21256	\$27325	56.25%
Street Manager	672	\$70616	\$21256	\$49360	69.9%
Police Chief	672	\$172895	\$21256	\$151639	87.71%
Events Coordinator	628	\$49804	\$21256	\$28548	57.32%
Citizens Service Representative	620	\$33897	\$21256	\$12641	37.29%
Imaging Specialist	560	\$45546	\$21256	\$24290	53.33%
Bus Driver	555	\$43529	\$21256	\$22273	51.17%
Director of Public Works	552	\$121807	\$21256	\$100551	82.55%
Police Lieutenant	504	\$74962	\$21256	\$53706	71.64%
Telecommunicator	500	\$49051	\$21256	\$27795	56.67%
Network Systems Engineer	410	\$87097	\$21256	\$65841	75.6%
Administrative Aide	410	\$48111	\$21256	\$26855	55.82%
Revenue Clerk	410	\$40629	\$21256	\$19373	47.68%
GIS Manager	410	\$101488	\$21256	\$80232	79.06%
Crew Leader (Complex)	405	\$46037	\$21256	\$24781	53.83%
Assistant City Engineer	365	\$81154	\$21256	\$59898	73.81%
Housing & Grant Coordinator	353	\$44428	\$21256	\$23172	52.16%
Deputy Director Finance & SS	353	\$128982	\$21256	\$107726	83.52%

Position Title / Classification	Job Value	Present Pay Rate	Ocean's Catch Seafood		
			Pay Rate Mean	Dollar Variance	Percent Variance
Total Market Pay			\$2019320		
Total Scenario Pay		\$6897442	\$6897442		
Dollar & Percentage Variances				\$4878122	70.72%

Position Title / Classification	Job Code	Pay Mean	Pay Comps
Director of Finance & Support Se		\$25619	9
Greens Superintendent		\$28751	9
Asst. TAC Telecommunicator		\$21454	9
Records Manager		\$36763	9
City Clerk		\$22620	9
Lead Telecommunicator		\$33398	9
Executive Assistant to Mayor		\$26980	9
Police Sergeant		\$38360	9
Information Technology Manager		\$30302	9
Electrician		\$24630	9
Bus Driver/Dispatcher		\$21965	9
Purchasing Manager		\$31453	9
Laborer		\$28582	9
Maintenance Worker		\$33667	9
Recreation Supervisor		\$40716	9
Parkkeeper/Maintenance Helper		\$34587	9
Senior Accountant		\$38438	9
Assistant City Manager		\$20388	9
Chief Surveyor		\$22099	9
Engineering Technician		\$28814	9
School Resource Officer		\$40197	9
Occupational Tax Administrator		\$33323	9
Senior Engineering Technician		\$42663	9
Grounds Manager/Horticulturist		\$28973	9
Office Manager		\$34363	9
Deputy Director Public Works		\$24970	9
Sanitation Manager		\$39186	9

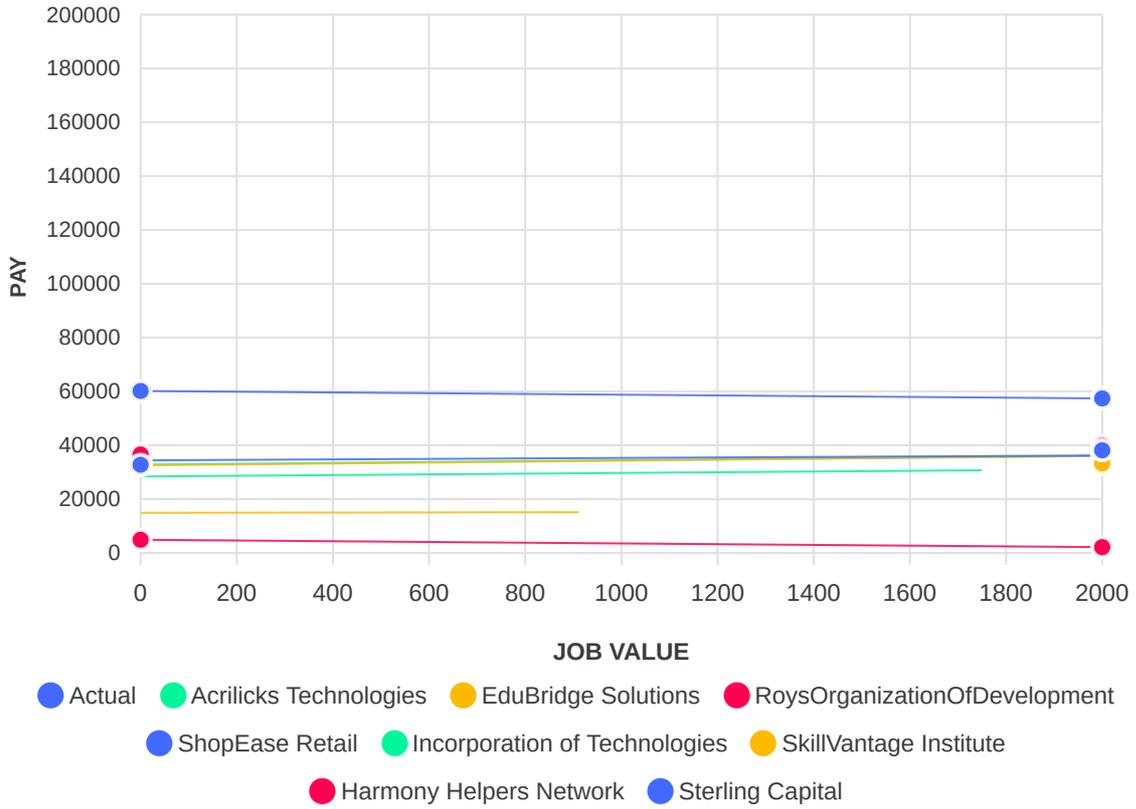
Position Title / Classification	Job Code	Pay Mean	Pay Comps
Occupational Revenue Clerk		\$28100	9
HVAC Technician		\$29859	9
Director of Public Events		\$23731	9
Building Maintenance/Operations		\$21259	9
Applications Supervisor		\$19948	9
Laborer/Maintenance Helper		\$31788	9
City Manager		\$25202	9
Facilities Maintenance Manager		\$28248	9
Property Maintenance Manager		\$35813	9
Director - 911 Central Dispatch		\$25528	9
Human Resources Manager		\$30457	9
Instrument Technician		\$31722	9
Property Maintenance Inspector		\$37637	9
Police Chief		\$32732	9
Street Manager		\$40085	9
Events Coordinator		\$25810	9
Citizens Service Representative		\$22152	9
Imaging Specialist		\$32511	9
Bus Driver		\$21222	9
Director of Public Works		\$21524	9
Police Lieutenant		\$36600	9
Telecommunicator		\$41242	9
Network Systems Engineer		\$33673	9
Revenue Clerk		\$38944	9
GIS Manager		\$25494	9
Administrative Aide		\$16828	9
Crew Leader (Complex)		\$23578	9

Position Title / Classification	Job Code	Pay Mean	Pay Comps
Assistant City Engineer		\$20401	9
Deputy Director Finance & SS		\$24741	9
Housing & Grant Coordinator		\$29896	9
Paralegal		\$33170	9
Asst Greens Superintendent		\$18759	9
Secretary		\$37754	9
Director of Parks & Recreation		\$25208	9
Human Resources Assistant		\$29848	9
City Attorney		\$22938	9
Evidence Collection Unit Supvr		\$24556	9
Infrastructure Supervisor		\$31927	9
Police Major		\$34952	9
Transit Manager		\$41942	9
Police Officer		\$36143	9
Garage Manager		\$28048	9
Community Development Director		\$23886	9
Loss Prevention Manager		\$31789	9
Recreation Facilities Manager		\$32872	9
Refuse Truck Driver		\$38258	9
Mechanic		\$32516	9
City Engineer		\$23038	9
Evidence Collection Unit Tech		\$27076	9
Clerk/Typist		\$22994	9
Fire Chief		\$27862	9
Accountant		\$21328	9
Construction Inspector		\$23523	9
Recreation Superintendent		\$36021	9

Position Title / Classification	Job Code	Pay Mean	Pay Comps
Garage Parts Clerk		\$30676	9
Maintenance Specialist		\$32701	9
Recreation Specialist		\$38520	9
Deputy Chief of Police		\$25128	9
Golf Course Manager		\$28530	9
Payroll Administrator		\$34275	9
Asst Occupational Tax Administra		\$23035	9
Systems Analyst/Programmer		\$41088	9
Maintenance Equipment Operator		\$32356	9
Road Worker		\$39232	9
Network Systems Technician		\$35646	9
Accounting Clerk		\$19806	9
GIS Analyst/Programmer		\$29247	9
Crew Leader		\$24507	9

New Demo Project - Demo Client

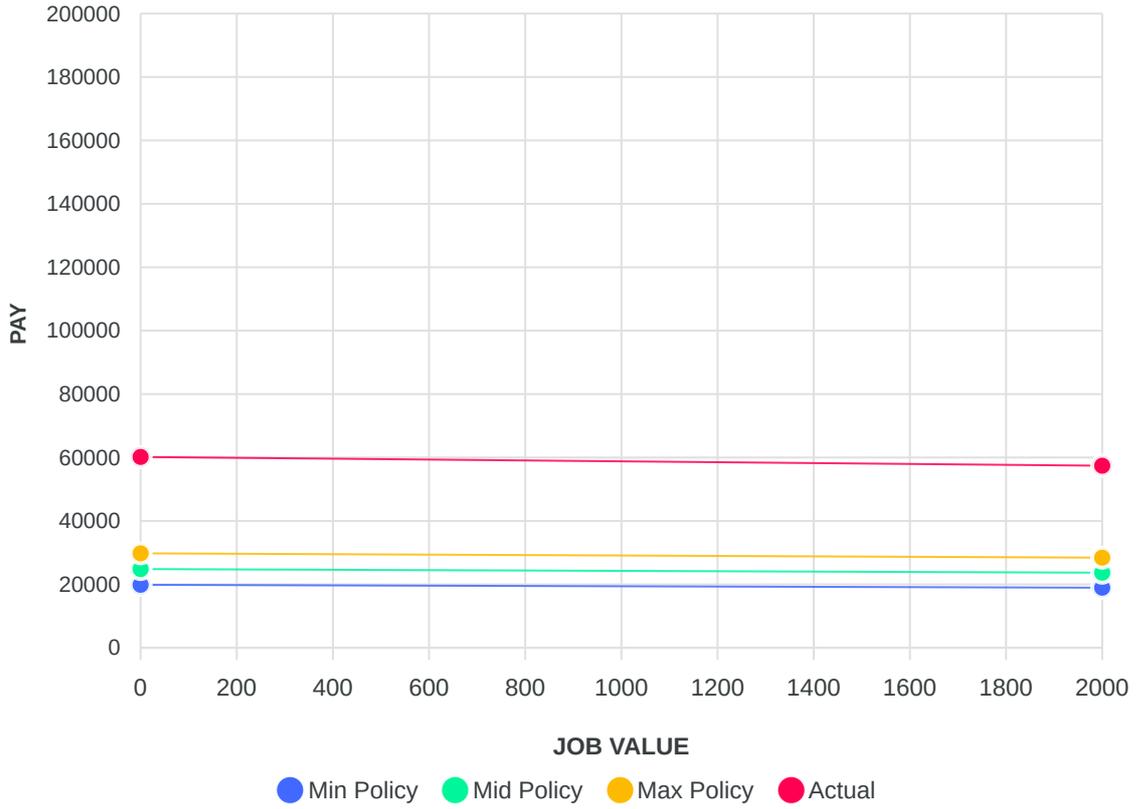
MB-EX012 : Regression Analysis/Market Paylines Report



Pay Data Source	% Variance	Titles	Correlation	Slope	Intercept
YOUR PAY SCENARIO		95	(2.81)	(1.38229)	60184.62
Acrilicks Technologies	52.2%	112	8.87	1.63627	32810.45
EduBridge Solutions	51.2%	112	8.42	1.75756	32531.38
RoysOrganizationOfDevelopment	95.1%	115	(7.05)	(1.36536)	4905.4
ShopEase Retail	50.5%	121	4.47	0.90616	34407.08
Incorporation of Technologies	52.6%	111	7.56	1.32224	32501.48
SkillVantage Institute	54.3%	109	1.6	0.26858	32689.76
Harmony Helpers Network	47.7%	115	6.51	1.6085	36596.83
Sterling Capital	50.9%	128	12.25	2.69272	32772.32

New Demo Project - Demo Client

July 2025 MB-EX014 : Client Payline & New Salary Range Paylines





Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Director of Parks & Recreation	1994	1901-2000	1950	20	\$115063	Saletta, Enoch	\$18966	\$23708	\$28450						X	\$91355	79.4%
Asst Greens Superintendent	1994	1901-2000	1950	20	\$44758	Melvin, Kittie	\$18966	\$23708	\$28450						X	\$21050	47.03%
Asst Greens Superintendent	1994	1901-2000	1950	20	\$55282	Clemence, Harrison	\$18966	\$23708	\$28450						X	\$31574	57.11%
Secretary	1994	1901-2000	1950	20	\$44212	Kiniry, Jerrod	\$18966	\$23708	\$28450						X	\$20504	46.38%
Secretary	1994	1901-2000	1950	20	\$39047	Stonich, Jordon	\$18966	\$23708	\$28450						X	\$15339	39.28%
Human Resources Assistant	1994	1901-2000	1950	20	\$71150	Hanible, Rory	\$18966	\$23708	\$28450						X	\$47442	66.68%
Paralegal	1994	1901-2000	1950	20	\$61811	Mederos, Hortencia	\$18966	\$23708	\$28450						X	\$38103	61.64%
City Attorney	1731	1701-1800	1750	18	\$131550	Terlizzi, Samuel	\$19058	\$23822	\$28587						X	\$107728	81.89%
Evidence Collection Unit Supvr	1731	1701-1800	1750	18	\$80515	Mincer, Sheldon	\$19058	\$23822	\$28587						X	\$56693	70.41%
Infrastructure Supervisor	1681	1601-1700	1650	17	\$82360	Vind, Eduardo	\$19103	\$23879	\$28655						X	\$58481	71.01%
Transit Manager	1680	1601-1700	1650	17	\$77994	Leacock, Cordell	\$19103	\$23879	\$28655						X	\$54115	69.38%
Police Major	1680	1601-1700	1650	17	\$99473	Pendrak, Josh	\$19103	\$23879	\$28655						X	\$75594	75.99%
Police Officer	1668	1601-1700	1650	17	\$68598	Surber, Mckenzie	\$19103	\$23879	\$28655						X	\$44719	65.19%
Police Officer	1668	1601-1700	1650	17	\$60753	Pfifer, Stanton	\$19103	\$23879	\$28655						X	\$36874	60.7%
Police Officer	1668	1601-1700	1650	17	\$61494	Stiverson, Penni	\$19103	\$23879	\$28655						X	\$37615	61.17%
Police Officer	1668	1601-1700	1650	17	\$57877	Carradine, Zenobia	\$19103	\$23879	\$28655						X	\$33998	58.74%
Police Officer	1668	1601-1700	1650	17	\$58582	Davie, Helga	\$19103	\$23879	\$28655						X	\$34703	59.24%
Police Officer	1668	1601-1700	1650	17	\$57877	Thai, Dorthy	\$19103	\$23879	\$28655						X	\$33998	58.74%
Police Officer	1668	1601-1700	1650	17	\$51734	Szafranski, Arnold	\$19103	\$23879	\$28655						X	\$27855	53.84%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Police Officer	1668	1601-1700	1650	17	\$57181	Eisenzimmer, Geraldo	\$19103	\$23879	\$28655						X	\$33302	58.24%
Police Officer	1668	1601-1700	1650	17	\$60753	Holzwarth, Doretta	\$19103	\$23879	\$28655						X	\$36874	60.7%
Police Officer	1668	1601-1700	1650	17	\$52670	Rigazio, Doyle	\$19103	\$23879	\$28655						X	\$28791	54.66%
Police Officer	1668	1601-1700	1650	17	\$57181	Rechel, Rhoda	\$19103	\$23879	\$28655						X	\$33302	58.24%
Police Officer	1668	1601-1700	1650	17	\$68598	Esquea, Alica	\$19103	\$23879	\$28655						X	\$44719	65.19%
Police Officer	1668	1601-1700	1650	17	\$54564	Machtley, Monique	\$19103	\$23879	\$28655						X	\$30685	56.24%
Police Officer	1668	1601-1700	1650	17	\$62245	Doidge, Sierra	\$19103	\$23879	\$28655						X	\$38366	61.64%
Police Officer	1668	1601-1700	1650	17	\$54564	Bankos, Annamae	\$19103	\$23879	\$28655						X	\$30685	56.24%
Police Officer	1668	1601-1700	1650	17	\$52670	Gottron, Troy	\$19103	\$23879	\$28655						X	\$28791	54.66%
Police Officer	1668	1601-1700	1650	17	\$60753	Silva, Rolf	\$19103	\$23879	\$28655						X	\$36874	60.7%
Police Officer	1668	1601-1700	1650	17	\$52670	Bryar, Elmo	\$19103	\$23879	\$28655						X	\$28791	54.66%
Police Officer	1668	1601-1700	1650	17	\$64553	Lafauci, Nathaniel	\$19103	\$23879	\$28655						X	\$40674	63.01%
Police Officer	1668	1601-1700	1650	17	\$48799	Hittner, Isaiah	\$19103	\$23879	\$28655						X	\$24920	51.07%
Police Officer	1668	1601-1700	1650	17	\$61494	Hartgerink, Clyde	\$19103	\$23879	\$28655						X	\$37615	61.17%
Police Officer	1668	1601-1700	1650	17	\$63005	Peak, Jonah	\$19103	\$23879	\$28655						X	\$39126	62.1%
Police Officer	1668	1601-1700	1650	17	\$64553	Wiechmann, Jospeh	\$19103	\$23879	\$28655						X	\$40674	63.01%
Police Officer	1668	1601-1700	1650	17	\$55524	Bastura, Louann	\$19103	\$23879	\$28655						X	\$31645	56.99%
Police Officer	1668	1601-1700	1650	17	\$57181	Fortney, Quinn	\$19103	\$23879	\$28655						X	\$33302	58.24%
Police Officer	1668	1601-1700	1650	17	\$55524	Cothorn, Leandro	\$19103	\$23879	\$28655						X	\$31645	56.99%
Police Officer	1668	1601-1700	1650	17	\$51095	Deboard, Jesusa	\$19103	\$23879	\$28655						X	\$27216	53.27%
Police Officer	1668	1601-1700	1650	17	\$49409	Mulhall, Cheryle	\$19103	\$23879	\$28655						X	\$25530	51.67%
Police Officer	1668	1601-1700	1650	17	\$51734	Yousko, Jan	\$19103	\$23879	\$28655						X	\$27855	53.84%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Police Officer	1668	1601-1700	1650	17	\$51734	Newham, Pauline	\$19103	\$23879	\$28655						X	\$27855	53.84%
Police Officer	1668	1601-1700	1650	17	\$51734	Boyett, Yoshiko	\$19103	\$23879	\$28655						X	\$27855	53.84%
Police Officer	1668	1601-1700	1650	17	\$63775	Batesole, Kelley	\$19103	\$23879	\$28655						X	\$39896	62.56%
Police Officer	1668	1601-1700	1650	17	\$49409	Cynthia, Hollis	\$19103	\$23879	\$28655						X	\$25530	51.67%
Police Officer	1668	1601-1700	1650	17	\$56494	Mahn, Dianne	\$19103	\$23879	\$28655						X	\$32615	57.73%
Police Officer	1668	1601-1700	1650	17	\$51095	Yzaquirre, Norine	\$19103	\$23879	\$28655						X	\$27216	53.27%
Police Officer	1668	1601-1700	1650	17	\$49409	Langmo, Glennie	\$19103	\$23879	\$28655						X	\$25530	51.67%
Police Officer	1668	1601-1700	1650	17	\$59298	Saupe, Alene	\$19103	\$23879	\$28655						X	\$35419	59.73%
Police Officer	1668	1601-1700	1650	17	\$52670	Broudy, Malcolm	\$19103	\$23879	\$28655						X	\$28791	54.66%
Police Officer	1668	1601-1700	1650	17	\$54564	Horal, Edison	\$19103	\$23879	\$28655						X	\$30685	56.24%
Police Officer	1668	1601-1700	1650	17	\$54564	Pilkerton, Daryl	\$19103	\$23879	\$28655						X	\$30685	56.24%
Police Officer	1668	1601-1700	1650	17	\$63005	Meisler, Ron	\$19103	\$23879	\$28655						X	\$39126	62.1%
Police Officer	1668	1601-1700	1650	17	\$57877	Ahrens, Felicita	\$19103	\$23879	\$28655						X	\$33998	58.74%
Police Officer	1668	1601-1700	1650	17	\$60753	Daise, Ricky	\$19103	\$23879	\$28655						X	\$36874	60.7%
Police Officer	1668	1601-1700	1650	17	\$49409	Seiavitch, Kent	\$19103	\$23879	\$28655						X	\$25530	51.67%
Police Officer	1668	1601-1700	1650	17	\$51734	Verfaillie, Bok	\$19103	\$23879	\$28655						X	\$27855	53.84%
Police Officer	1668	1601-1700	1650	17	\$53612	Goede, Lani	\$19103	\$23879	\$28655						X	\$29733	55.46%
Police Officer	1668	1601-1700	1650	17	\$52670	Sanderfer, Benedict	\$19103	\$23879	\$28655						X	\$28791	54.66%
Police Officer	1668	1601-1700	1650	17	\$63775	Amezaga, Theresa	\$19103	\$23879	\$28655						X	\$39896	62.56%
Police Officer	1668	1601-1700	1650	17	\$54564	Slatin, Marquis	\$19103	\$23879	\$28655						X	\$30685	56.24%
Police Officer	1668	1601-1700	1650	17	\$51734	Poss, Lyndsay	\$19103	\$23879	\$28655						X	\$27855	53.84%
Police Officer	1668	1601-1700	1650	17	\$53612	Joslyn, Loriann	\$19103	\$23879	\$28655						X	\$29733	55.46%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Police Officer	1668	1601-1700	1650	17	\$60021	Crass, Rosann	\$19103	\$23879	\$28655						X	\$36142	60.22%
Police Officer	1668	1601-1700	1650	17	\$67768	Luhring, Wilton	\$19103	\$23879	\$28655						X	\$43889	64.76%
Police Officer	1668	1601-1700	1650	17	\$48799	Enmon, Stephine	\$19103	\$23879	\$28655						X	\$24920	51.07%
Police Officer	1668	1601-1700	1650	17	\$62245	Larreta, Dayle	\$19103	\$23879	\$28655						X	\$38366	61.64%
Police Officer	1668	1601-1700	1650	17	\$58582	Nager, Rosendo	\$19103	\$23879	\$28655						X	\$34703	59.24%
Police Officer	1668	1601-1700	1650	17	\$51095	Wahpekeche, Lottie	\$19103	\$23879	\$28655						X	\$27216	53.27%
Police Officer	1668	1601-1700	1650	17	\$53612	Sohre, Coral	\$19103	\$23879	\$28655						X	\$29733	55.46%
Police Officer	1668	1601-1700	1650	17	\$63005	Fagerquist, Logan	\$19103	\$23879	\$28655						X	\$39126	62.1%
Police Officer	1668	1601-1700	1650	17	\$49409	Raysor, Donnie	\$19103	\$23879	\$28655						X	\$25530	51.67%
Police Officer	1668	1601-1700	1650	17	\$48799	Szabo, Elwood	\$19103	\$23879	\$28655						X	\$24920	51.07%
Police Officer	1668	1601-1700	1650	17	\$51734	Tabisola, Walker	\$19103	\$23879	\$28655						X	\$27855	53.84%
Police Officer	1668	1601-1700	1650	17	\$48197	Dilts, Keisha	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Cavin, Landon	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Eppes, Dudley	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Shockey, Ernesto	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Mcclave, Trisha	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Akahi, Werner	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Munroe, Darius	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Meitzler, Brigette	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Aguilar, Phebe	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Marshbanks, Felecia	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Kuboushek, Coreen	\$19103	\$23879	\$28655						X	\$24318	50.46%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Police Officer	1668	1601-1700	1650	17	\$48197	Brownd, Yasmine	\$19103	\$23879	\$28655						X	\$24318	50.46%
Police Officer	1668	1601-1700	1650	17	\$48197	Dorch, Isaias	\$19103	\$23879	\$28655						X	\$24318	50.46%
Garage Manager	1475	1401-1500	1450	15	\$77030	Abriola, Min	\$19194	\$23993	\$28792						X	\$53037	68.85%
Community Development Director	1469	1401-1500	1450	15	\$119431	Schwein, Kenton	\$19194	\$23993	\$28792						X	\$95438	79.91%
Utility Crew Leader	1462	1401-1500	1450	15	-		-	-	-							-	
Loss Prevention Manager	1448	1401-1500	1450	15	\$83196	Tebar, Jan	\$19194	\$23993	\$28792						X	\$59203	71.16%
Recreation Facilities Manager	1448	1401-1500	1450	15	\$51600	Baskerville, Jamika	\$19194	\$23993	\$28792						X	\$27607	53.5%
Recreation Facilities Manager	1448	1401-1500	1450	15	\$74591	Dominy, Randy	\$19194	\$23993	\$28792						X	\$50598	67.83%
Recreation Facilities Manager	1448	1401-1500	1450	15	\$56056	Suter, Rogelio	\$19194	\$23993	\$28792						X	\$32063	57.2%
Refuse Truck Driver	1240	1201-1300	1250	13	\$49931	Plesnarski, Danilo	\$19286	\$24107	\$28929						X	\$25824	51.72%
Refuse Truck Driver	1240	1201-1300	1250	13	\$41960	Stacks, Robby	\$19286	\$24107	\$28929						X	\$17853	42.55%
Refuse Truck Driver	1240	1201-1300	1250	13	\$41960	Setias, Mac	\$19286	\$24107	\$28929						X	\$17853	42.55%
Refuse Truck Driver	1240	1201-1300	1250	13	\$44650	Moncion, Verdell	\$19286	\$24107	\$28929						X	\$20543	46.01%
Refuse Truck Driver	1240	1201-1300	1250	13	\$53130	Rajaratnam, Mose	\$19286	\$24107	\$28929						X	\$29023	54.63%
Refuse Truck Driver	1240	1201-1300	1250	13	\$49315	Tuter, Christian	\$19286	\$24107	\$28929						X	\$25208	51.12%
Refuse Truck Driver	1240	1201-1300	1250	13	\$53794	Demateo, Emery	\$19286	\$24107	\$28929						X	\$29687	55.19%
Refuse Truck Driver	1240	1201-1300	1250	13	\$53794	Suydam, Korey	\$19286	\$24107	\$28929						X	\$29687	55.19%
Refuse Truck Driver	1240	1201-1300	1250	13	\$41960	Nairn, Donn	\$19286	\$24107	\$28929						X	\$17853	42.55%
Refuse Truck Driver	1240	1201-1300	1250	13	\$48706	Jarecke, Marna	\$19286	\$24107	\$28929						X	\$24599	50.51%
Refuse Truck Driver	1240	1201-1300	1250	13	\$42485	Sommers, Trevor	\$19286	\$24107	\$28929						X	\$18378	43.26%
Refuse Truck Driver	1240	1201-1300	1250	13	\$47510	Matza, Elouise	\$19286	\$24107	\$28929						X	\$23403	49.26%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Refuse Truck Driver	1240	1201-1300	1250	13	\$45208	Grabonski, Alexia	\$19286	\$24107	\$28929						X	\$21101	46.68%
Refuse Truck Driver	1240	1201-1300	1250	13	\$53794	Amoros, Madalyn	\$19286	\$24107	\$28929						X	\$29687	55.19%
Refuse Truck Driver	1240	1201-1300	1250	13	\$52474	Kusiak, Murray	\$19286	\$24107	\$28929						X	\$28367	54.06%
Refuse Truck Driver	1240	1201-1300	1250	13	\$46346	Keane, Lonnie	\$19286	\$24107	\$28929						X	\$22239	47.99%
Refuse Truck Driver	1240	1201-1300	1250	13	\$41443	Blasing, Tyrone	\$19286	\$24107	\$28929						X	\$17336	41.83%
Refuse Truck Driver	1240	1201-1300	1250	13	\$41443	Simcox, Jamey	\$19286	\$24107	\$28929						X	\$17336	41.83%
Refuse Truck Driver	1240	1201-1300	1250	13	\$41443	Cease, Annalee	\$19286	\$24107	\$28929						X	\$17336	41.83%
Refuse Truck Driver	1240	1201-1300	1250	13	\$39470	Sayaphon, Luba	\$19286	\$24107	\$28929						X	\$15363	38.92%
Refuse Truck Driver	1240	1201-1300	1250	13	\$39470	Kielman, Shantay	\$19286	\$24107	\$28929						X	\$15363	38.92%
Refuse Truck Driver	1240	1201-1300	1250	13	\$39470	Satterly, Ai	\$19286	\$24107	\$28929						X	\$15363	38.92%
Mechanic	1235	1201-1300	1250	13	\$63531	Quesada, Christi	\$19286	\$24107	\$28929						X	\$39424	62.05%
Mechanic	1235	1201-1300	1250	13	\$53389	Reedus, Alex	\$19286	\$24107	\$28929						X	\$29282	54.85%
Mechanic	1235	1201-1300	1250	13	\$50800	Palmero, Eda	\$19286	\$24107	\$28929						X	\$26693	52.55%
Mechanic	1235	1201-1300	1250	13	\$50173	Lizarda, Contessa	\$19286	\$24107	\$28929						X	\$26066	51.95%
Mechanic	1235	1201-1300	1250	13	\$58240	Pahnke, Rena	\$19286	\$24107	\$28929						X	\$34133	58.61%
Mechanic	1235	1201-1300	1250	13	\$54057	Hanmore, Bruna	\$19286	\$24107	\$28929						X	\$29950	55.4%
Mechanic	1235	1201-1300	1250	13	\$51436	Falwell, Jeanmarie	\$19286	\$24107	\$28929						X	\$27329	53.13%
Mechanic	1235	1201-1300	1250	13	\$46037	Lupton, Kristal	\$19286	\$24107	\$28929						X	\$21930	47.64%
City Engineer	1234	1201-1300	1250	13	\$119720	Lazzaro, Troy	\$19286	\$24107	\$28929						X	\$95613	79.86%
Evidence Collection Unit Tech	1234	1201-1300	1250	13	\$65680	Meinerding, Luis	\$19286	\$24107	\$28929						X	\$41573	63.3%
Clerk/Typist	1205	1201-1300	1250	13	\$38953	Depippo, Benedict	\$19286	\$24107	\$28929						X	\$14846	38.11%
Clerk/Typist	1205	1201-1300	1250	13	\$34833	Walde, Jarrett	\$19286	\$24107	\$28929						X	\$10726	30.79%



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							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Clerk/Typist	1205	1201-1300	1250	13	\$39935	Cittadini, Rob	\$19286	\$24107	\$28929						X	\$15828	39.63%
Clerk/Typist	1205	1201-1300	1250	13	\$36156	Schreifels, Lesia	\$19286	\$24107	\$28929						X	\$12049	33.33%
Fire Chief	1205	1201-1300	1250	13	\$134860	Arizmendi, Wes	\$19286	\$24107	\$28929						X	\$110753	82.12%
Garage Parts Clerk	1167	1101-1200	1150	12	\$50936	Lorenzini, Dean	\$19331	\$24164	\$28997						X	\$26772	52.56%
Accountant	1167	1101-1200	1150	12	\$60539	Rosenfield, Linette	\$19331	\$24164	\$28997						X	\$36375	60.09%
Construction Inspector	1167	1101-1200	1150	12	\$52859	Lelacheur, Carroll	\$19331	\$24164	\$28997						X	\$28695	54.29%
Construction Inspector	1167	1101-1200	1150	12	\$69471	Samborski, Ahmed	\$19331	\$24164	\$28997						X	\$45307	65.22%
Recreation Superintendent	1167	1101-1200	1150	12	\$89631	Battuello, Carl	\$19331	\$24164	\$28997						X	\$65467	73.04%
Maintenance Specialist	1167	1101-1200	1150	12	\$42627	Kou, Brittani	\$19331	\$24164	\$28997						X	\$18463	43.31%
Recreation Specialist	1147	1101-1200	1150	12	\$40629	Rawlings, Elisha	\$19331	\$24164	\$28997						X	\$16465	40.53%
Recreation Specialist	1147	1101-1200	1150	12	\$47160	Rosman, Kelsie	\$19331	\$24164	\$28997						X	\$22996	48.76%
Asst Occupational Tax Administra	1136	1101-1200	1150	12	\$66040	Stoudamire, Jame	\$19331	\$24164	\$28997						X	\$41876	63.41%
Deputy Chief of Police	1136	1101-1200	1150	12	\$105845	Mackin, William	\$19331	\$24164	\$28997						X	\$81681	77.17%
Payroll Administrator	1136	1101-1200	1150	12	\$62535	Yeck, Constance	\$19331	\$24164	\$28997						X	\$38371	61.36%
Systems Analyst/Programmer	1136	1101-1200	1150	12	\$91658	Duwe, Maurice	\$19331	\$24164	\$28997						X	\$67494	73.64%
Systems Analyst/Programmer	1136	1101-1200	1150	12	\$73291	Wichmann, Tim	\$19331	\$24164	\$28997						X	\$49127	67.03%
Systems Analyst/Programmer	1136	1101-1200	1150	12	\$85074	Gaubert, Joellen	\$19331	\$24164	\$28997						X	\$60910	71.6%
Golf Course Manager	1136	1101-1200	1150	12	\$65878	Leman, Rosaria	\$19331	\$24164	\$28997						X	\$41714	63.32%
Maintenance Equipment Operator	1107	1101-1200	1150	12	\$47510	Devalle, Ignacio	\$19331	\$24164	\$28997						X	\$23346	49.14%
Maintenance Equipment Operator	1107	1101-1200	1150	12	\$50555	Amores, Dwight	\$19331	\$24164	\$28997						X	\$26391	52.2%

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							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Maintenance Equipment Operator	1107	1101-1200	1150	12	\$39470	Paye, Marlo	\$19331	\$24164	\$28997						X	\$15306	38.78%
Maintenance Equipment Operator	1107	1101-1200	1150	12	\$39470	Lico, Donnie	\$19331	\$24164	\$28997						X	\$15306	38.78%
Network Systems Technician	1087	1001-1100	1050	11	\$56056	Khan, Lona	\$19377	\$24221	\$29065						X	\$31835	56.79%
Road Worker	1087	1001-1100	1050	11	\$46234	Tekulve, Lizabeth	\$19377	\$24221	\$29065						X	\$22013	47.61%
Road Worker	1087	1001-1100	1050	11	\$48589	Oxton, Tuan	\$19377	\$24221	\$29065						X	\$24368	50.15%
Road Worker	1087	1001-1100	1050	11	\$38374	Berkhalter, Justin	\$19377	\$24221	\$29065						X	\$14153	36.88%
Road Worker	1087	1001-1100	1050	11	\$36545	Chadez, Jacqueline	\$19377	\$24221	\$29065						X	\$12324	33.72%
Road Worker	1087	1001-1100	1050	11	\$38374	Dreps, Tyron	\$19377	\$24221	\$29065						X	\$14153	36.88%
Road Worker	1087	1001-1100	1050	11	\$36545	Ringwood, Elly	\$19377	\$24221	\$29065						X	\$12324	33.72%
Accounting Clerk	1062	1001-1100	1050	11	\$49804	Gentles, Jerri	\$19377	\$24221	\$29065						X	\$25583	51.37%
Accounting Clerk	1062	1001-1100	1050	11	\$52086	Bradstreet, Chaya	\$19377	\$24221	\$29065						X	\$27865	53.5%
Accounting Clerk	1062	1001-1100	1050	11	\$42698	Shiffler, Christiane	\$19377	\$24221	\$29065						X	\$18477	43.27%
Crew Leader	1042	1001-1100	1050	11	\$61206	Longo, Brad	\$19377	\$24221	\$29065						X	\$36986	60.43%
Crew Leader	1042	1001-1100	1050	11	\$54732	Hickling, Gianna	\$19377	\$24221	\$29065						X	\$30511	55.75%
Crew Leader	1042	1001-1100	1050	11	\$55416	Gadue, Lyle	\$19377	\$24221	\$29065						X	\$31195	56.29%
Crew Leader	1042	1001-1100	1050	11	\$46037	Barnas, Harry	\$19377	\$24221	\$29065						X	\$21816	47.39%
Crew Leader	1042	1001-1100	1050	11	\$46037	Dambakly, Hillary	\$19377	\$24221	\$29065						X	\$21816	47.39%
Crew Leader	1042	1001-1100	1050	11	\$52730	Yarman, Margherita	\$19377	\$24221	\$29065						X	\$28509	54.07%
Crew Leader	1042	1001-1100	1050	11	\$52730	Saechao, Tawnya	\$19377	\$24221	\$29065						X	\$28509	54.07%
Crew Leader	1042	1001-1100	1050	11	\$48943	Sizer, Barrett	\$19377	\$24221	\$29065						X	\$24722	50.51%
Crew Leader	1042	1001-1100	1050	11	\$48338	Teague, Giovanni	\$19377	\$24221	\$29065						X	\$24117	49.89%

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							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
GIS Analyst/Programmer	1042	1001-1100	1050	11	\$87004	Amberg, Peggy	\$19377	\$24221	\$29065						X	\$62783	72.16%
GIS Analyst/Programmer	1042	1001-1100	1050	11	\$82787	Coriano, Christopher	\$19377	\$24221	\$29065						X	\$58566	70.74%
Director of Finance & Support Se	988	901-1000	950	10	\$144939	Houglum, Erik	\$19422	\$24278	\$29134						X	\$120661	83.25%
Greens Superintendent	988	901-1000	950	10	\$53389	Greenhoward, Kandra	\$19422	\$24278	\$29134						X	\$29111	54.53%
Asst. TAC Telecommunicator	968	901-1000	950	10	\$60006	Schember, Letty	\$19422	\$24278	\$29134						X	\$35728	59.54%
Asst. TAC Telecommunicator	968	901-1000	950	10	\$50427	Lubbert, Keira	\$19422	\$24278	\$29134						X	\$26149	51.85%
Executive Assistant to Mayor	887	801-900	850	9	\$49189	Flentge, Isidro	\$19468	\$24335	\$29202						X	\$24854	50.53%
Records Manager	887	801-900	850	9	\$49804	Gutschow, James	\$19468	\$24335	\$29202						X	\$25469	51.14%
Lead Telecommunicator	887	801-900	850	9	\$59406	Shuker, Ellis	\$19468	\$24335	\$29202						X	\$35071	59.04%
Lead Telecommunicator	887	801-900	850	9	\$60901	Hellstrom, Golden	\$19468	\$24335	\$29202						X	\$36566	60.04%
Lead Telecommunicator	887	801-900	850	9	\$53787	Loreto, Donnie	\$19468	\$24335	\$29202						X	\$29452	54.76%
Lead Telecommunicator	887	801-900	850	9	\$55140	Hadnott, Pedro	\$19468	\$24335	\$29202						X	\$30805	55.87%
City Clerk	887	801-900	850	9	\$82787	Edelbrock, Vicente	\$19468	\$24335	\$29202						X	\$58452	70.61%
Information Technology Manager	880	801-900	850	9	\$117955	Everette, Sharron	\$19468	\$24335	\$29202						X	\$93620	79.37%
Electrician	880	801-900	850	9	\$48338	Blasi, Federico	\$19468	\$24335	\$29202						X	\$24003	49.66%
Bus Driver/Dispatcher	880	801-900	850	9	\$48825	Mastrangelo, Rosalia	\$19468	\$24335	\$29202						X	\$24490	50.16%
Bus Driver/Dispatcher	880	801-900	850	9	\$45884	Parikh, Johnathan	\$19468	\$24335	\$29202						X	\$21549	46.96%
Police Sergeant	880	801-900	850	9	\$70703	Bielby, Mason	\$19468	\$24335	\$29202						X	\$46368	65.58%
Police Sergeant	880	801-900	850	9	\$69924	Zellers, Wayne	\$19468	\$24335	\$29202						X	\$45589	65.2%

Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Police Sergeant	880	801-900	850	9	\$68395	Weyandt, Sydney	\$19468	\$24335	\$29202						X	\$44060	64.42%
Police Sergeant	880	801-900	850	9	\$69924	Stubblefield, Bruna	\$19468	\$24335	\$29202						X	\$45589	65.2%
Police Sergeant	880	801-900	850	9	\$73918	Raimondi, Neely	\$19468	\$24335	\$29202						X	\$49583	67.08%
Police Sergeant	880	801-900	850	9	\$69924	Hader, Chris	\$19468	\$24335	\$29202						X	\$45589	65.2%
Police Sergeant	880	801-900	850	9	\$60714	Uzzell, Orville	\$19468	\$24335	\$29202						X	\$36379	59.92%
Police Sergeant	880	801-900	850	9	\$70703	Staniforth, Consuela	\$19468	\$24335	\$29202						X	\$46368	65.58%
Police Sergeant	880	801-900	850	9	\$65447	Hoel, Jayne	\$19468	\$24335	\$29202						X	\$41112	62.82%
Purchasing Manager	860	801-900	850	9	\$75893	Yeakel, Sparkle	\$19468	\$24335	\$29202						X	\$51558	67.94%
Laborer	860	801-900	850	9	\$41240	Swadling, Felton	\$19468	\$24335	\$29202						X	\$16905	40.99%
Maintenance Worker	854	801-900	850	9	\$41343	Muthana, Marcellus	\$19468	\$24335	\$29202						X	\$17008	41.14%
Maintenance Worker	854	801-900	850	9	\$39339	Racca, Elda	\$19468	\$24335	\$29202						X	\$15004	38.14%
Maintenance Worker	854	801-900	850	9	\$36545	Tanzi, Alishia	\$19468	\$24335	\$29202						X	\$12210	33.41%
Recreation Supervisor	854	801-900	850	9	\$50427	Policz, Reyes	\$19468	\$24335	\$29202						X	\$26092	51.74%
Recreation Supervisor	854	801-900	850	9	\$50427	Mehrens, Harland	\$19468	\$24335	\$29202						X	\$26092	51.74%
Senior Accountant	851	801-900	850	9	\$68711	Mada, Michael	\$19468	\$24335	\$29202						X	\$44376	64.58%
Parkkeeper/Maintenance Helper	851	801-900	850	9	\$30911	Shoenberger, Miranda	\$19468	\$24335	\$29202						X	\$6576	21.27%
Parkkeeper/Maintenance Helper	851	801-900	850	9	\$28654	Brunswick, Graham	\$19468	\$24335	\$29202					X		\$4319	15.07%
Parkkeeper/Maintenance Helper	851	801-900	850	9	\$23999	Credit, Fawn	\$19468	\$24335	\$29202			X				\$-336	(1.4%)
Assistant City Manager	849	801-900	850	9	\$136545	Tamondong, Nickolas	\$19468	\$24335	\$29202						X	\$112210	82.18%
Engineering Technician	847	801-900	850	9	\$60442	Fuery, Shara	\$19468	\$24335	\$29202						X	\$36107	59.74%



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							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Engineering Technician	847	801-900	850	9	\$56853	Laubscher, Geraldo	\$19468	\$24335	\$29202						X	\$32518	57.2%
Chief Surveyor	847	801-900	850	9	\$81638	Dils, Donn	\$19468	\$24335	\$29202						X	\$57303	70.19%
Occupational Tax Administrator	839	801-900	850	9	\$75893	Cogan, Chi	\$19468	\$24335	\$29202						X	\$51558	67.94%
School Resource Officer	839	801-900	850	9	\$57877	Pratts, Shellie	\$19468	\$24335	\$29202						X	\$33542	57.95%
Senior Engineering Technician	837	801-900	850	9	\$82658	Mautone, Julie	\$19468	\$24335	\$29202						X	\$58323	70.56%
Office Manager	829	801-900	850	9	\$50936	Chiou, Clay	\$19468	\$24335	\$29202						X	\$26601	52.22%
Office Manager	829	801-900	850	9	\$43879	Flores, Jewell	\$19468	\$24335	\$29202						X	\$19544	44.54%
Office Manager	829	801-900	850	9	\$53532	Ohlen, Jeanmarie	\$19468	\$24335	\$29202						X	\$29197	54.54%
Grounds Manager/Horticulturist	829	801-900	850	9	\$72393	Riedmayer, Everette	\$19468	\$24335	\$29202						X	\$48058	66.38%
Deputy Director Public Works	829	801-900	850	9	\$96693	Reinfeld, Frederick	\$19468	\$24335	\$29202						X	\$72358	74.83%
Occupational Revenue Clerk	818	801-900	850	9	\$51058	Cottillion, Shawn	\$19468	\$24335	\$29202						X	\$26723	52.34%
Occupational Revenue Clerk	818	801-900	850	9	\$47389	Hazard, Lewis	\$19468	\$24335	\$29202						X	\$23054	48.65%
Sanitation Manager	818	801-900	850	9	\$70616	Tharp, Bebe	\$19468	\$24335	\$29202						X	\$46281	65.54%
Building Maintenance/Operations	781	701-800	750	8	\$57660	Jeoffroy, Carylon	\$19514	\$24392	\$29271						X	\$33268	57.7%
Director of Public Events	781	701-800	750	8	\$136212	Scholle, Maryjo	\$19514	\$24392	\$29271						X	\$111820	82.09%
HVAC Technician	781	701-800	750	8	\$58240	Omara, Ann	\$19514	\$24392	\$29271						X	\$33848	58.12%
Applications Supervisor	768	701-800	750	8	\$101483	Landess, Isaiah	\$19514	\$24392	\$29271						X	\$77091	75.96%
Laborer/Maintenance Helper	757	701-800	750	8	\$39733	Osche, Cathryn	\$19514	\$24392	\$29271						X	\$15341	38.61%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Laborer/Maintenance Helper	757	701-800	750	8	\$33838	Begolli, Cassi	\$19514	\$24392	\$29271						X	\$9446	27.92%
Laborer/Maintenance Helper	757	701-800	750	8	\$33838	Survis, Sadie	\$19514	\$24392	\$29271						X	\$9446	27.92%
Laborer/Maintenance Helper	757	701-800	750	8	\$35530	Weglage, Kaycee	\$19514	\$24392	\$29271						X	\$11138	31.35%
Laborer/Maintenance Helper	757	701-800	750	8	\$33838	Hamolik, Margarito	\$19514	\$24392	\$29271						X	\$9446	27.92%
Laborer/Maintenance Helper	757	701-800	750	8	\$35530	Skolnik, Landon	\$19514	\$24392	\$29271						X	\$11138	31.35%
Laborer/Maintenance Helper	757	701-800	750	8	\$35530	Teper, Neoma	\$19514	\$24392	\$29271						X	\$11138	31.35%
City Manager	757	701-800	750	8	\$180331	Thurness, Angeles	\$19514	\$24392	\$29271						X	\$155939	86.47%
Property Maintenance Manager	757	701-800	750	8	\$70616	Kadle, Alphonse	\$19514	\$24392	\$29271						X	\$46224	65.46%
Facilities Maintenance Manager	757	701-800	750	8	\$78696	Glaption, Maryland	\$19514	\$24392	\$29271						X	\$54304	69%
Human Resources Manager	752	701-800	750	8	\$113639	Bashi, Edda	\$19514	\$24392	\$29271						X	\$89247	78.54%
Director - 911 Central Dispatch	752	701-800	750	8	\$94428	Thanem, Anna	\$19514	\$24392	\$29271						X	\$70036	74.17%
Property Maintenance Inspector	742	701-800	750	8	\$48581	Nylin, Dustin	\$19514	\$24392	\$29271						X	\$24189	49.79%
Instrument Technician	742	701-800	750	8	\$49721	Kallmeyer, Selene	\$19514	\$24392	\$29271						X	\$25329	50.94%
Police Chief	672	601-700	650	7	\$172895	Pelliccia, Gladly	\$19559	\$24449	\$29339						X	\$148446	85.86%
Street Manager	672	601-700	650	7	\$70616	Muegge, Oliva	\$19559	\$24449	\$29339						X	\$46167	65.38%
Events Coordinator	628	601-700	650	7	\$49804	Coffen, Pauline	\$19559	\$24449	\$29339						X	\$25355	50.91%
Citizens Service Representative	620	601-700	650	7	\$33897	Kimak, Margery	\$19559	\$24449	\$29339						X	\$9448	27.87%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Imaging Specialist	560	501-600	550	6	\$45546	Grindle, Janella	\$19605	\$24506	\$29407						X	\$21040	46.2%
Bus Driver	555	501-600	550	6	\$42485	Mcgillis, Rodney	\$19605	\$24506	\$29407						X	\$17979	42.32%
Bus Driver	555	501-600	550	6	\$42485	Hoffnagle, Leroy	\$19605	\$24506	\$29407						X	\$17979	42.32%
Bus Driver	555	501-600	550	6	\$42485	Tronaas, Earl	\$19605	\$24506	\$29407						X	\$17979	42.32%
Bus Driver	555	501-600	550	6	\$41960	Kunishige, Elmo	\$19605	\$24506	\$29407						X	\$17454	41.6%
Bus Driver	555	501-600	550	6	\$50555	Statham, Jimmie	\$19605	\$24506	\$29407						X	\$26049	51.53%
Bus Driver	555	501-600	550	6	\$45208	Thomes, Marlena	\$19605	\$24506	\$29407						X	\$20702	45.79%
Bus Driver	555	501-600	550	6	\$42485	Ebinger, Lovella	\$19605	\$24506	\$29407						X	\$17979	42.32%
Bus Driver	555	501-600	550	6	\$46346	Whitlow, Alecia	\$19605	\$24506	\$29407						X	\$21840	47.12%
Bus Driver	555	501-600	550	6	\$50555	Mildrum, Willard	\$19605	\$24506	\$29407						X	\$26049	51.53%
Bus Driver	555	501-600	550	6	\$44650	Sodini, Enrique	\$19605	\$24506	\$29407						X	\$20144	45.12%
Bus Driver	555	501-600	550	6	\$44650	Blower, Jerlene	\$19605	\$24506	\$29407						X	\$20144	45.12%
Bus Driver	555	501-600	550	6	\$46924	Payen, Stephaine	\$19605	\$24506	\$29407						X	\$22418	47.78%
Bus Driver	555	501-600	550	6	\$41443	Peirson, Ronnie	\$19605	\$24506	\$29407						X	\$16937	40.87%
Bus Driver	555	501-600	550	6	\$41443	Kaczmarski, Ellan	\$19605	\$24506	\$29407						X	\$16937	40.87%
Bus Driver	555	501-600	550	6	\$39470	Mcquiston, Estrella	\$19605	\$24506	\$29407						X	\$14964	37.91%
Bus Driver	555	501-600	550	6	\$39470	Anecelle, Rose	\$19605	\$24506	\$29407						X	\$14964	37.91%
Bus Driver	555	501-600	550	6	\$41443	Hargitt, Isaias	\$19605	\$24506	\$29407						X	\$16937	40.87%
Bus Driver	555	501-600	550	6	\$39470	Tawwater, Simon	\$19605	\$24506	\$29407						X	\$14964	37.91%
Director of Public Works	552	501-600	550	6	\$121807	Kubitz, Dia	\$19605	\$24506	\$29407						X	\$97301	79.88%
Police Lieutenant	504	501-600	550	6	\$76902	Zizza, Toccara	\$19605	\$24506	\$29407						X	\$52396	68.13%
Police Lieutenant	504	501-600	550	6	\$73881	Pendola, Cordie	\$19605	\$24506	\$29407						X	\$49375	66.83%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Police Lieutenant	504	501-600	550	6	\$73881	Regener, Theresa	\$19605	\$24506	\$29407						X	\$49375	66.83%
Police Lieutenant	504	501-600	550	6	\$75373	Regina, Shiloh	\$19605	\$24506	\$29407						X	\$50867	67.49%
Police Lieutenant	504	501-600	550	6	\$72425	Clouatre, Norine	\$19605	\$24506	\$29407						X	\$47919	66.16%
Police Lieutenant	504	501-600	550	6	\$75373	Gottwald, Vivian	\$19605	\$24506	\$29407						X	\$50867	67.49%
Police Lieutenant	504	501-600	550	6	\$76902	Mcquiddy, Jamey	\$19605	\$24506	\$29407						X	\$52396	68.13%
Telecommunicator	500	401-500	450	5	\$56259	Anagnos, Daria	\$19650	\$24563	\$29476						X	\$31696	56.34%
Telecommunicator	500	401-500	450	5	\$45546	Herran, Salley	\$19650	\$24563	\$29476						X	\$20983	46.07%
Telecommunicator	500	401-500	450	5	\$56962	Akim, Damian	\$19650	\$24563	\$29476						X	\$32399	56.88%
Telecommunicator	500	401-500	450	5	\$56259	Denno, Troy	\$19650	\$24563	\$29476						X	\$31696	56.34%
Telecommunicator	500	401-500	450	5	\$55565	Arhart, Katie	\$19650	\$24563	\$29476						X	\$31002	55.79%
Telecommunicator	500	401-500	450	5	\$44428	Seanor, Leighann	\$19650	\$24563	\$29476						X	\$19865	44.71%
Telecommunicator	500	401-500	450	5	\$50936	Comings, Ira	\$19650	\$24563	\$29476						X	\$26373	51.78%
Telecommunicator	500	401-500	450	5	\$46691	Stemmler, Roselia	\$19650	\$24563	\$29476						X	\$22128	47.39%
Telecommunicator	500	401-500	450	5	\$50936	Dibacco, Billy	\$19650	\$24563	\$29476						X	\$26373	51.78%
Telecommunicator	500	401-500	450	5	\$54878	Batton, Mauro	\$19650	\$24563	\$29476						X	\$30315	55.24%
Telecommunicator	500	401-500	450	5	\$41790	Moening, Weldon	\$19650	\$24563	\$29476						X	\$17227	41.22%
Telecommunicator	500	401-500	450	5	\$43879	Kundanani, Octavia	\$19650	\$24563	\$29476						X	\$19316	44.02%
Telecommunicator	500	401-500	450	5	\$43879	Goldenman, Guadalupe	\$19650	\$24563	\$29476						X	\$19316	44.02%
Telecommunicator	500	401-500	450	5	\$43879	Dieteman, Lupe	\$19650	\$24563	\$29476						X	\$19316	44.02%
Telecommunicator	500	401-500	450	5	\$43879	Frasher, Ocie	\$19650	\$24563	\$29476						X	\$19316	44.02%
Administrative Aide	410	401-500	450	5	\$41790	Eddinger, Lacy	\$19650	\$24563	\$29476						X	\$17227	41.22%
Administrative Aide	410	401-500	450	5	\$51572	Hipkins, Kristle	\$19650	\$24563	\$29476						X	\$27009	52.37%



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Pay Rate	Employee Name	Policy Pay Range			Pay Within Policy Range Quartiles						Dollar Vaiance To Midpoint	Percent Variance
							Min(80%)	Midpoint	Max(120%)	Under Min.	1st	2nd	3rd	4th	Over Max.		
Administrative Aide	410	401-500	450	5	\$49072	Nayes, Titus	\$19650	\$24563	\$29476						X	\$24509	49.95%
Administrative Aide	410	401-500	450	5	\$52870	Brandon, Marilee	\$19650	\$24563	\$29476						X	\$28307	53.54%
Administrative Aide	410	401-500	450	5	\$41790	Stam, Oscar	\$19650	\$24563	\$29476						X	\$17227	41.22%
Administrative Aide	410	401-500	450	5	\$51572	Hancock, Wilmer	\$19650	\$24563	\$29476						X	\$27009	52.37%
Network Systems Engineer	410	401-500	450	5	\$81150	Munno, Vince	\$19650	\$24563	\$29476						X	\$56587	69.73%
Network Systems Engineer	410	401-500	450	5	\$98990	Stotko, Geraldo	\$19650	\$24563	\$29476						X	\$74427	75.19%
Network Systems Engineer	410	401-500	450	5	\$81150	Mangis, Porter	\$19650	\$24563	\$29476						X	\$56587	69.73%
Revenue Clerk	410	401-500	450	5	\$40629	Cutrerera, Nova	\$19650	\$24563	\$29476						X	\$16066	39.54%
Revenue Clerk	410	401-500	450	5	\$40629	Degennaro, Drema	\$19650	\$24563	\$29476						X	\$16066	39.54%
GIS Manager	410	401-500	450	5	\$101488	Fie, Cole	\$19650	\$24563	\$29476						X	\$76925	75.8%
Crew Leader (Complex)	405	401-500	450	5	\$46037	Odon, Royce	\$19650	\$24563	\$29476						X	\$21474	46.64%
Assistant City Engineer	365	301-400	350	4	\$81154	Credi, Maurice	\$19696	\$24620	\$29544						X	\$56534	69.66%
Housing & Grant Coordinator	353	301-400	350	4	\$44428	Gallus, Luigi	\$19696	\$24620	\$29544						X	\$19808	44.58%
Deputy Director Finance & SS	353	301-400	350	4	\$128982	Hoffeditz, Nestor	\$19696	\$24620	\$29544						X	\$104362	80.91%
Total					\$17593536.00		-	\$7256496.00	-	0	0	1	0	1	298	\$10,337,041	54.62%

1	2	3	4	5	6	7a	7b	8	Current Distribution of Employee Pay in Quartiles					
Number of Full Time Employees	Total Actual Pay	Total Pay if All Persons Paid the Grade Midpoint	Percent of Pay to Sum of Grade Midpoints (2) / (3)	Year End Author-Compa-Ratio (7b) / (3)	Dollar Variance Between Sum of Grade Midpoints and Actual (2) - (3)	Dolar Variance Between Actual and Budget Compa-Ratio		Current Month Compa-Ratio Based on Year End (2) / (7b)	Under Min.	1st	2nd	3rd	4th	Over Max.
						0% Budget Variance	Year End Projection (2) + (7a)							
300	\$17593536	\$7256496	242.45%	242.45%	\$10337040	\$0	\$17593536	100%	0	0	1	0	1	298

GRADE	Job Value Range	MINIMUM PAY	MIDPOINT PAY	MAXIMUM PAY	JOB VALUES AND POSITION TITLES IN THIS PAY GRADE
20	1901-2000	\$18966	\$23708	\$28450	1994 - Secretary
20	1901-2000	\$18966	\$23708	\$28450	1994 - Paralegal
20	1901-2000	\$18966	\$23708	\$28450	1994 - Human Resources Assistant
20	1901-2000	\$18966	\$23708	\$28450	1994 - Asst Greens Superintendent
20	1901-2000	\$18966	\$23708	\$28450	1994 - Director of Parks & Recreation
18	1701-1800	\$19058	\$23822	\$28587	1731 - City Attorney
18	1701-1800	\$19058	\$23822	\$28587	1731 - Evidence Collection Unit Supvr
17	1601-1700	\$19103	\$23879	\$28655	1681 - Infrastructure Supervisor
17	1601-1700	\$19103	\$23879	\$28655	1680 - Transit Manager
17	1601-1700	\$19103	\$23879	\$28655	1680 - Police Major
17	1601-1700	\$19103	\$23879	\$28655	1668 - Police Officer
15	1401-1500	\$19194	\$23993	\$28792	1475 - Garage Manager
15	1401-1500	\$19194	\$23993	\$28792	1469 - Community Development Director
15	1401-1500	\$19194	\$23993	\$28792	1462 - Utility Crew Leader
15	1401-1500	\$19194	\$23993	\$28792	1448 - Recreation Facilities Manager
15	1401-1500	\$19194	\$23993	\$28792	1448 - Loss Prevention Manager
13	1201-1300	\$19286	\$24107	\$28929	1240 - Refuse Truck Driver
13	1201-1300	\$19286	\$24107	\$28929	1235 - Mechanic
13	1201-1300	\$19286	\$24107	\$28929	1234 - Evidence Collection Unit Tech
13	1201-1300	\$19286	\$24107	\$28929	1234 - City Engineer
13	1201-1300	\$19286	\$24107	\$28929	1205 - Clerk/Typist
13	1201-1300	\$19286	\$24107	\$28929	1205 - Fire Chief
12	1101-1200	\$19331	\$24164	\$28997	1167 - Maintenance Specialist
12	1101-1200	\$19331	\$24164	\$28997	1167 - Recreation Superintendent
12	1101-1200	\$19331	\$24164	\$28997	1167 - Construction Inspector

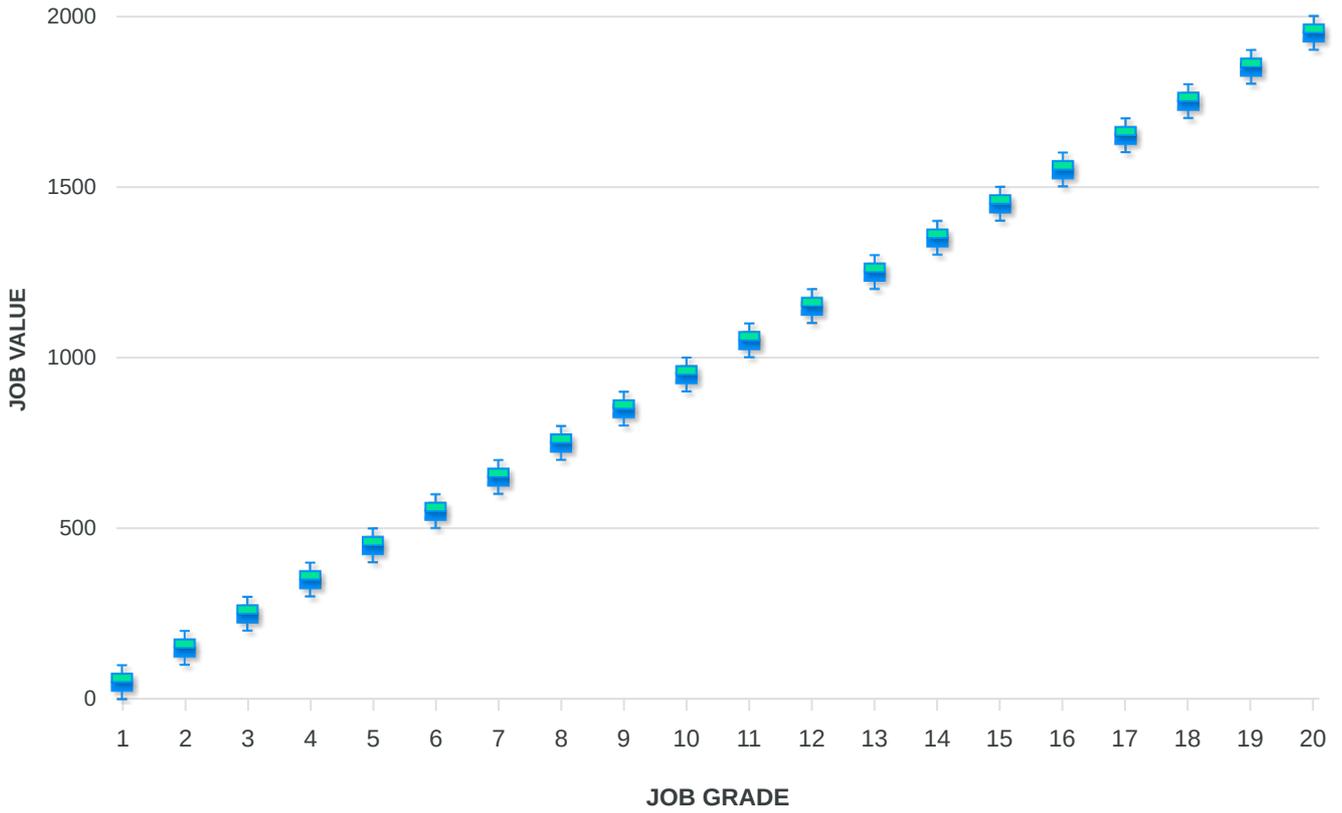
GRADE	Job Value Range	MINIMUM PAY	MIDPOINT PAY	MAXIMUM PAY	JOB VALUES AND POSITION TITLES IN THIS PAY GRADE
12	1101-1200	\$19331	\$24164	\$28997	1167 - Accountant
12	1101-1200	\$19331	\$24164	\$28997	1167 - Garage Parts Clerk
12	1101-1200	\$19331	\$24164	\$28997	1147 - Recreation Specialist
12	1101-1200	\$19331	\$24164	\$28997	1136 - Deputy Chief of Police
12	1101-1200	\$19331	\$24164	\$28997	1136 - Payroll Administrator
12	1101-1200	\$19331	\$24164	\$28997	1136 - Systems Analyst/Programmer
12	1101-1200	\$19331	\$24164	\$28997	1136 - Asst Occupational Tax Administra
12	1101-1200	\$19331	\$24164	\$28997	1136 - Golf Course Manager
12	1101-1200	\$19331	\$24164	\$28997	1107 - Maintenance Equipment Operator
11	1001-1100	\$19377	\$24221	\$29065	1087 - Network Systems Technician
11	1001-1100	\$19377	\$24221	\$29065	1087 - Road Worker
11	1001-1100	\$19377	\$24221	\$29065	1062 - Accounting Clerk
11	1001-1100	\$19377	\$24221	\$29065	1042 - Crew Leader
11	1001-1100	\$19377	\$24221	\$29065	1042 - GIS Analyst/Programmer
10	901-1000	\$19422	\$24278	\$29134	988 - Greens Superintendent
10	901-1000	\$19422	\$24278	\$29134	988 - Director of Finance & Support Se
10	901-1000	\$19422	\$24278	\$29134	968 - Asst. TAC Telecommunicator
9	801-900	\$19468	\$24335	\$29202	887 - Executive Assistant to Mayor
9	801-900	\$19468	\$24335	\$29202	887 - Lead Telecommunicator
9	801-900	\$19468	\$24335	\$29202	887 - City Clerk
9	801-900	\$19468	\$24335	\$29202	887 - Records Manager
9	801-900	\$19468	\$24335	\$29202	880 - Information Technology Manager
9	801-900	\$19468	\$24335	\$29202	880 - Bus Driver/Dispatcher
9	801-900	\$19468	\$24335	\$29202	880 - Electrician
9	801-900	\$19468	\$24335	\$29202	880 - Police Sergeant

GRADE	Job Value Range	MINIMUM PAY	MIDPOINT PAY	MAXIMUM PAY	JOB VALUES AND POSITION TITLES IN THIS PAY GRADE
9	801-900	\$19468	\$24335	\$29202	860 - Purchasing Manager
9	801-900	\$19468	\$24335	\$29202	860 - Laborer
9	801-900	\$19468	\$24335	\$29202	854 - Maintenance Worker
9	801-900	\$19468	\$24335	\$29202	854 - Recreation Supervisor
9	801-900	\$19468	\$24335	\$29202	851 - Senior Accountant
9	801-900	\$19468	\$24335	\$29202	851 - Parkkeeper/Maintenance Helper
9	801-900	\$19468	\$24335	\$29202	849 - Assistant City Manager
9	801-900	\$19468	\$24335	\$29202	847 - Engineering Technician
9	801-900	\$19468	\$24335	\$29202	847 - Chief Surveyor
9	801-900	\$19468	\$24335	\$29202	839 - School Resource Officer
9	801-900	\$19468	\$24335	\$29202	839 - Occupational Tax Administrator
9	801-900	\$19468	\$24335	\$29202	837 - Senior Engineering Technician
9	801-900	\$19468	\$24335	\$29202	829 - Deputy Director Public Works
9	801-900	\$19468	\$24335	\$29202	829 - Office Manager
9	801-900	\$19468	\$24335	\$29202	829 - Grounds Manager/Horticulturist
9	801-900	\$19468	\$24335	\$29202	818 - Sanitation Manager
9	801-900	\$19468	\$24335	\$29202	818 - Occupational Revenue Clerk
8	701-800	\$19514	\$24392	\$29271	781 - HVAC Technician
8	701-800	\$19514	\$24392	\$29271	781 - Director of Public Events
8	701-800	\$19514	\$24392	\$29271	781 - Building Maintenance/Operations
8	701-800	\$19514	\$24392	\$29271	768 - Applications Supervisor
8	701-800	\$19514	\$24392	\$29271	757 - Laborer/Maintenance Helper
8	701-800	\$19514	\$24392	\$29271	757 - Facilities Maintenance Manager
8	701-800	\$19514	\$24392	\$29271	757 - Property Maintenance Manager
8	701-800	\$19514	\$24392	\$29271	757 - City Manager

GRADE	Job Value Range	MINIMUM PAY	MIDPOINT PAY	MAXIMUM PAY	JOB VALUES AND POSITION TITLES IN THIS PAY GRADE
8	701-800	\$19514	\$24392	\$29271	752 - Human Resources Manager
8	701-800	\$19514	\$24392	\$29271	752 - Director - 911 Central Dispatch
8	701-800	\$19514	\$24392	\$29271	742 - Instrument Technician
8	701-800	\$19514	\$24392	\$29271	742 - Property Maintenance Inspector
7	601-700	\$19559	\$24449	\$29339	672 - Street Manager
7	601-700	\$19559	\$24449	\$29339	672 - Police Chief
7	601-700	\$19559	\$24449	\$29339	628 - Events Coordinator
7	601-700	\$19559	\$24449	\$29339	620 - Citizens Service Representative
6	501-600	\$19605	\$24506	\$29407	560 - Imaging Specialist
6	501-600	\$19605	\$24506	\$29407	555 - Bus Driver
6	501-600	\$19605	\$24506	\$29407	552 - Director of Public Works
6	501-600	\$19605	\$24506	\$29407	504 - Police Lieutenant
5	401-500	\$19650	\$24563	\$29476	500 - Telecommunicator
5	401-500	\$19650	\$24563	\$29476	410 - GIS Manager
5	401-500	\$19650	\$24563	\$29476	410 - Revenue Clerk
5	401-500	\$19650	\$24563	\$29476	410 - Network Systems Engineer
5	401-500	\$19650	\$24563	\$29476	410 - Administrative Aide
5	401-500	\$19650	\$24563	\$29476	405 - Crew Leader (Complex)
4	301-400	\$19696	\$24620	\$29544	365 - Assistant City Engineer
4	301-400	\$19696	\$24620	\$29544	353 - Housing & Grant Coordinator
4	301-400	\$19696	\$24620	\$29544	353 - Deputy Director Finance & SS

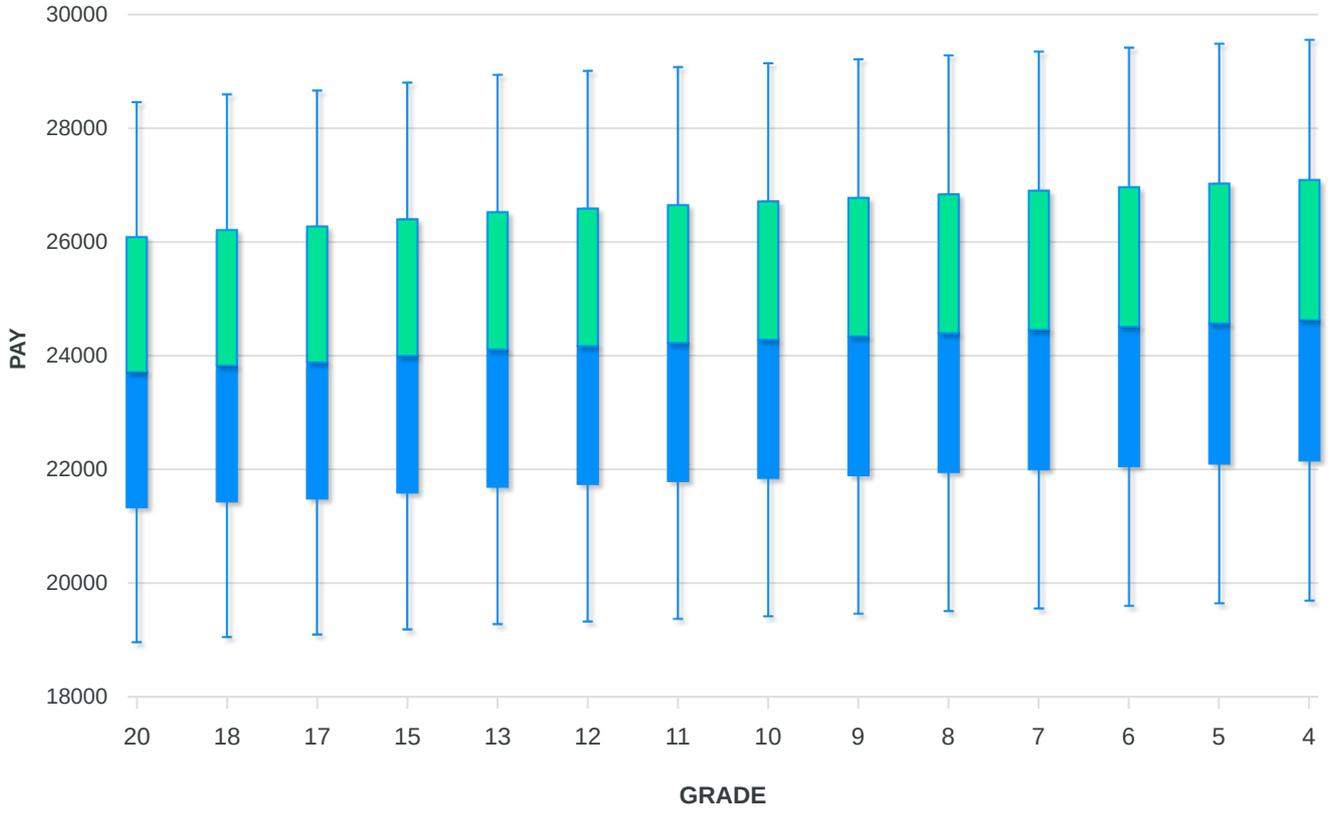
New Demo Project - Demo Client

July 2025 MB-EX018 : Pay Grade By Job Value



New Demo Project - Demo Client

July 2025 MB-EX019 : Pay Grade by Pay Ranges





Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Policy Pay Range		
					Min(80%)	Midpoint	Max(120%)
Secretary	1994	1901-2000	1950	20	\$18966	\$23708	\$28450
Paralegal	1994	1901-2000	1950	20	\$18966	\$23708	\$28450
Human Resources Assistant	1994	1901-2000	1950	20	\$18966	\$23708	\$28450
Asst Greens Superintendent	1994	1901-2000	1950	20	\$18966	\$23708	\$28450
Director of Parks & Recreation	1994	1901-2000	1950	20	\$18966	\$23708	\$28450
City Attorney	1731	1701-1800	1750	18	\$19058	\$23822	\$28587
Evidence Collection Unit Supvr	1731	1701-1800	1750	18	\$19058	\$23822	\$28587
Infrastructure Supervisor	1681	1601-1700	1650	17	\$19103	\$23879	\$28655
Transit Manager	1680	1601-1700	1650	17	\$19103	\$23879	\$28655
Police Major	1680	1601-1700	1650	17	\$19103	\$23879	\$28655
Police Officer	1668	1601-1700	1650	17	\$19103	\$23879	\$28655
Garage Manager	1475	1401-1500	1450	15	\$19194	\$23993	\$28792
Community Development Director	1469	1401-1500	1450	15	\$19194	\$23993	\$28792
Utility Crew Leader	1462	1401-1500	1450	15	\$19194	\$23993	\$28792
Recreation Facilities Manager	1448	1401-1500	1450	15	\$19194	\$23993	\$28792
Loss Prevention Manager	1448	1401-1500	1450	15	\$19194	\$23993	\$28792
Refuse Truck Driver	1240	1201-1300	1250	13	\$19286	\$24107	\$28929
Mechanic	1235	1201-1300	1250	13	\$19286	\$24107	\$28929
Evidence Collection Unit Tech	1234	1201-1300	1250	13	\$19286	\$24107	\$28929
City Engineer	1234	1201-1300	1250	13	\$19286	\$24107	\$28929
Clerk/Typist	1205	1201-1300	1250	13	\$19286	\$24107	\$28929
Fire Chief	1205	1201-1300	1250	13	\$19286	\$24107	\$28929
Maintenance Specialist	1167	1101-1200	1150	12	\$19331	\$24164	\$28997



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Policy Pay Range		
					Min(80%)	Midpoint	Max(120%)
Recreation Superintendent	1167	1101-1200	1150	12	\$19331	\$24164	\$28997
Construction Inspector	1167	1101-1200	1150	12	\$19331	\$24164	\$28997
Accountant	1167	1101-1200	1150	12	\$19331	\$24164	\$28997
Garage Parts Clerk	1167	1101-1200	1150	12	\$19331	\$24164	\$28997
Recreation Specialist	1147	1101-1200	1150	12	\$19331	\$24164	\$28997
Deputy Chief of Police	1136	1101-1200	1150	12	\$19331	\$24164	\$28997
Payroll Administrator	1136	1101-1200	1150	12	\$19331	\$24164	\$28997
Systems Analyst/Programmer	1136	1101-1200	1150	12	\$19331	\$24164	\$28997
Asst Occupational Tax Administra	1136	1101-1200	1150	12	\$19331	\$24164	\$28997
Golf Course Manager	1136	1101-1200	1150	12	\$19331	\$24164	\$28997
Maintenance Equipment Operator	1107	1101-1200	1150	12	\$19331	\$24164	\$28997
Network Systems Technician	1087	1001-1100	1050	11	\$19377	\$24221	\$29065
Road Worker	1087	1001-1100	1050	11	\$19377	\$24221	\$29065
Accounting Clerk	1062	1001-1100	1050	11	\$19377	\$24221	\$29065
Crew Leader	1042	1001-1100	1050	11	\$19377	\$24221	\$29065
GIS Analyst/Programmer	1042	1001-1100	1050	11	\$19377	\$24221	\$29065
Greens Superintendent	988	901-1000	950	10	\$19422	\$24278	\$29134
Director of Finance & Support Se	988	901-1000	950	10	\$19422	\$24278	\$29134
Asst. TAC Telecommunicator	968	901-1000	950	10	\$19422	\$24278	\$29134
Executive Assistant to Mayor	887	801-900	850	9	\$19468	\$24335	\$29202
Lead Telecommunicator	887	801-900	850	9	\$19468	\$24335	\$29202
City Clerk	887	801-900	850	9	\$19468	\$24335	\$29202
Records Manager	887	801-900	850	9	\$19468	\$24335	\$29202



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Policy Pay Range		
					Min(80%)	Midpoint	Max(120%)
Information Technology Manager	880	801-900	850	9	\$19468	\$24335	\$29202
Bus Driver/Dispatcher	880	801-900	850	9	\$19468	\$24335	\$29202
Electrician	880	801-900	850	9	\$19468	\$24335	\$29202
Police Sergeant	880	801-900	850	9	\$19468	\$24335	\$29202
Purchasing Manager	860	801-900	850	9	\$19468	\$24335	\$29202
Laborer	860	801-900	850	9	\$19468	\$24335	\$29202
Maintenance Worker	854	801-900	850	9	\$19468	\$24335	\$29202
Recreation Supervisor	854	801-900	850	9	\$19468	\$24335	\$29202
Senior Accountant	851	801-900	850	9	\$19468	\$24335	\$29202
Parkkeeper/Maintenance Helper	851	801-900	850	9	\$19468	\$24335	\$29202
Assistant City Manager	849	801-900	850	9	\$19468	\$24335	\$29202
Engineering Technician	847	801-900	850	9	\$19468	\$24335	\$29202
Chief Surveyor	847	801-900	850	9	\$19468	\$24335	\$29202
School Resource Officer	839	801-900	850	9	\$19468	\$24335	\$29202
Occupational Tax Administrator	839	801-900	850	9	\$19468	\$24335	\$29202
Senior Engineering Technician	837	801-900	850	9	\$19468	\$24335	\$29202
Deputy Director Public Works	829	801-900	850	9	\$19468	\$24335	\$29202
Office Manager	829	801-900	850	9	\$19468	\$24335	\$29202
Grounds Manager/Horticulturist	829	801-900	850	9	\$19468	\$24335	\$29202
Sanitation Manager	818	801-900	850	9	\$19468	\$24335	\$29202
Occupational Revenue Clerk	818	801-900	850	9	\$19468	\$24335	\$29202
HVAC Technician	781	701-800	750	8	\$19514	\$24392	\$29271
Director of Public Events	781	701-800	750	8	\$19514	\$24392	\$29271



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Policy Pay Range		
					Min(80%)	Midpoint	Max(120%)
Building Maintenance/Operations	781	701-800	750	8	\$19514	\$24392	\$29271
Applications Supervisor	768	701-800	750	8	\$19514	\$24392	\$29271
Laborer/Maintenance Helper	757	701-800	750	8	\$19514	\$24392	\$29271
Facilities Maintenance Manager	757	701-800	750	8	\$19514	\$24392	\$29271
Property Maintenance Manager	757	701-800	750	8	\$19514	\$24392	\$29271
City Manager	757	701-800	750	8	\$19514	\$24392	\$29271
Human Resources Manager	752	701-800	750	8	\$19514	\$24392	\$29271
Director - 911 Central Dispatch	752	701-800	750	8	\$19514	\$24392	\$29271
Instrument Technician	742	701-800	750	8	\$19514	\$24392	\$29271
Property Maintenance Inspector	742	701-800	750	8	\$19514	\$24392	\$29271
Street Manager	672	601-700	650	7	\$19559	\$24449	\$29339
Police Chief	672	601-700	650	7	\$19559	\$24449	\$29339
Events Coordinator	628	601-700	650	7	\$19559	\$24449	\$29339
Citizens Service Representative	620	601-700	650	7	\$19559	\$24449	\$29339
Imaging Specialist	560	501-600	550	6	\$19605	\$24506	\$29407
Bus Driver	555	501-600	550	6	\$19605	\$24506	\$29407
Director of Public Works	552	501-600	550	6	\$19605	\$24506	\$29407
Police Lieutenant	504	501-600	550	6	\$19605	\$24506	\$29407
Telecommunicator	500	401-500	450	5	\$19650	\$24563	\$29476
GIS Manager	410	401-500	450	5	\$19650	\$24563	\$29476
Revenue Clerk	410	401-500	450	5	\$19650	\$24563	\$29476
Network Systems Engineer	410	401-500	450	5	\$19650	\$24563	\$29476
Administrative Aide	410	401-500	450	5	\$19650	\$24563	\$29476



Position Title / Classification	Job Value	Job Value Range	Range Midpoint	Pay Grade	Policy Pay Range		
					Min(80%)	Midpoint	Max(120%)
Crew Leader (Complex)	405	401-500	450	5	\$19650	\$24563	\$29476
Assistant City Engineer	365	301-400	350	4	\$19696	\$24620	\$29544
Housing & Grant Coordinator	353	301-400	350	4	\$19696	\$24620	\$29544
Deputy Director Finance & SS	353	301-400	350	4	\$19696	\$24620	\$29544

Position Title	Pay Rate	RoysOrganizationOfDevelopment							Harmony Helpers Network						
		POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED	POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED
Utility Crew Leader		Utility Crew Leader1	\$22094		\$22094		\$22094		Utility Crew Leader06	\$55384		\$55384		\$55384	
Transit Manager	\$77994	Transit Manager	\$214		\$214		\$214		Transit Manager06	\$55030		\$55030		\$55030	
Telecommunicator	\$49051	Telecommunicator	\$213		\$213		\$213		Telecommunicator06	\$54676		\$54676		\$54676	
Systems Analyst/Programmer	\$83341	Systems Analyst/Programmer	\$212		\$212		\$212		Systems Analyst/Programmer06	\$54322		\$54322		\$54322	
Street Manager	\$70616	Street Manager1	\$22090		\$22090		\$22090		Street Manager06	\$53968		\$53968		\$53968	
Senior Engineering Technician	\$82658	Senior Engineering Technician1	\$22089		\$22089		\$22089		Senior Engineering Technician06	\$53614		\$53614		\$53614	
Senior Accountant	\$68711	Senior Accountant	\$209		\$209		\$209		Senior Accountant06	\$53260		\$53260		\$53260	
Secretary	\$41630	Secretary	\$208		\$208		\$208		Secretary06	\$52906		\$52906		\$52906	
School Resource Officer	\$57877	School Resource Officer	\$207		\$207		\$207		School Resource Officer06	\$52552		\$52552		\$52552	
Sanitation Manager	\$70616	Sanitation Manager	\$206		\$206		\$206		Sanitation Manager06	\$52198		\$52198		\$52198	
Road Worker	\$40777	Road Worker	\$205		\$205		\$205		Road Worker06	\$51844		\$51844		\$51844	
Revenue Clerk	\$40629	Revenue Clerk	\$204		\$204		\$204		Revenue Clerk06	\$51490		\$51490		\$51490	
Refuse Truck Driver	\$45898	Refuse Truck Driver	\$203		\$203		\$203		Refuse Truck Driver06	\$51136		\$51136		\$51136	
Recreation Supervisor	\$50427	Recreation Supervisor1	\$22081		\$22081		\$22081		Recreation Supervisor06	\$50782		\$50782		\$50782	
Recreation Superintendent	\$89631	Recreation Superintendent	\$201		\$201		\$201		Recreation Superintendent06	\$50428		\$50428		\$50428	
Recreation Specialist	\$43894	Recreation Specialist1	\$22079		\$22079		\$22079		Recreation Specialist06	\$50074		\$50074		\$50074	
Recreation Facilities Manager	\$60749	Recreation Facilities Manager	\$199		\$199		\$199		Recreation Facilities Manager06	\$49720		\$49720		\$49720	
Records Manager	\$49804	Records Manager	\$198		\$198		\$198		Records Manager06	\$49366		\$49366		\$49366	
Purchasing Manager	\$75893	Purchasing Manager	\$197		\$197		\$197		Purchasing Manager06	\$49012		\$49012		\$49012	
Property Maintenance Manager	\$70616	Property Maintenance Manager1	\$22075		\$22075		\$22075		Property Maintenance Manager06	\$48658		\$48658		\$48658	

Position Title	Pay Rate	RoysOrganizationOfDevelopment							Harmony Helpers Network						
		POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED	POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED
Property Maintenance Inspector	\$48581	Property Maintenance Inspector	\$195		\$195		\$195		Property Maintenance Inspector06	\$48304		\$48304		\$48304	
Police Sergeant	\$68850	Police Sergeant1	\$22073		\$22073		\$22073		Police Sergeant06	\$47950		\$47950		\$47950	
Police Officer	\$54970	Police Officer	\$193		\$193		\$193		Police Officer06	\$47596		\$47596		\$47596	
Police Major	\$99473	Police Major	\$192		\$192		\$192		Police Major06	\$47242		\$47242		\$47242	
Police Lieutenant	\$74962	Police Lieutenant1	\$22070		\$22070		\$22070		Police Lieutenant06	\$46888		\$46888		\$46888	
Police Chief	\$172895	Police Chief	\$190		\$190		\$190		Police Chief06	\$46534		\$46534		\$46534	
Payroll Administrator	\$62535	Payroll Administrator	\$189		\$189		\$189		Payroll Administrator06	\$46180		\$46180		\$46180	
Parkkeeper/Maintenance Helper	\$27855	Parkkeeper/Maintenance Helper	\$188		\$188		\$188		Parkkeeper/Maintenance Helper06	\$45826		\$45826		\$45826	
Paralegal	\$61811	Paralegal	\$187		\$187		\$187		Paralegal06	\$45472		\$45472		\$45472	
Office Manager	\$49449	Office Manager	\$186		\$186		\$186		Office Manager06	\$45118		\$45118		\$45118	
Occupational Tax Administrator	\$75893	Occupational Tax Administrator	\$185		\$185		\$185		Occupational Tax Administrator06	\$44764		\$44764		\$44764	
Occupational Revenue Clerk	\$49223	Occupational Revenue Clerk	\$184		\$184		\$184		Occupational Revenue Clerk06	\$44410		\$44410		\$44410	
Network Systems Technician	\$56056	Network Systems Technician1	\$22062		\$22062		\$22062		Network Systems Technician06	\$44056		\$44056		\$44056	
Network Systems Engineer	\$87097	Network Systems Engineer	\$182		\$182		\$182		Network Systems Engineer06	\$43702		\$43702		\$43702	
Mechanic	\$53458	Mechanic	\$181		\$181		\$181		Mechanic06	\$43348		\$43348		\$43348	
Maintenance Worker	\$39076	Maintenance Worker	\$180		\$180		\$180		Maintenance Worker06	\$42994		\$42994		\$42994	
Maintenance Specialist	\$42627	Maintenance Specialist	\$179		\$179		\$179		Maintenance Specialist06	\$42640		\$42640		\$42640	
Maintenance Equipment Operator	\$44251	Maintenance Equipment Operator	\$178		\$178		\$178		Maintenance Equipment Operator06	\$42286		\$42286		\$42286	
Loss Prevention Manager	\$83196	Loss Prevention Manager	\$177		\$177		\$177		Loss Prevention Manager06	\$41932		\$41932		\$41932	

Position Title	Pay Rate	RoysOrganizationOfDevelopment							Harmony Helpers Network						
		POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED	POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED
Lead Telecommunicator	\$57309	Lead Telecommunicator1	\$22055		\$22055		\$22055		Lead Telecommunicator06	\$41578		\$41578		\$41578	
Laborer/Maintenance Helper	\$35405	Laborer/Maintenance Helper	\$175		\$175		\$175		Laborer/Maintenance Helper06	\$41224		\$41224		\$41224	
Laborer	\$41240	Laborer	\$174		\$174		\$174		Laborer06	\$40870		\$40870		\$40870	
Instrument Technician	\$49721	Instrument Technician	\$173		\$173		\$173		Instrument Technician06	\$40516		\$40516		\$40516	
Infrastructure Supervisor	\$82360	Infrastructure Supervisor	\$172		\$172		\$172		Infrastructure Supervisor06	\$40162		\$40162		\$40162	
Information Technology Manager	\$117955	Information Technology Manager	\$171		\$171		\$171		Information Technology Manager06	\$39808		\$39808		\$39808	
Imaging Specialist	\$45546	Imaging Specialist1	\$22049		\$22049		\$22049		Imaging Specialist06	\$39454		\$39454		\$39454	
HVAC Technician	\$58240	HVAC Technician	\$169		\$169		\$169		HVAC Technician06	\$39100		\$39100		\$39100	
Human Resources Manager	\$113639	Human Resources Manager	\$168		\$168		\$168		Human Resources Manager06	\$38746		\$38746		\$38746	
Human Resources Assistant	\$71150	Human Resources Assistant	\$167		\$167		\$167		Human Resources Assistant06	\$38392		\$38392		\$38392	
Housing & Grant Coordinator	\$44428	Housing & Grant Coordinator	\$166		\$166		\$166		Housing & Grant Coordinator06	\$38038		\$38038		\$38038	
Grounds Manager/Horticulturist	\$72393	Grounds Manager/Horticulturist	\$165		\$165		\$165		Grounds Manager/Horticulturist06	\$37684		\$37684		\$37684	
Greens Superintendent	\$53389	Greens Superintendent	\$164		\$164		\$164		Greens Superintendent06	\$37330		\$37330		\$37330	
Golf Course Manager	\$65878	Golf Course Manager	\$163		\$163		\$163		Golf Course Manager06	\$36976		\$36976		\$36976	
GIS Manager	\$101488	GIS Manager	\$162		\$162		\$162		GIS Manager06	\$36622		\$36622		\$36622	
GIS Analyst/Programmer	\$84896	GIS Analyst/Programmer	\$161		\$161		\$161		GIS Analyst/Programmer06	\$36268		\$36268		\$36268	
Garage Parts Clerk	\$50936	Garage Parts Clerk1	\$22039		\$22039		\$22039		Garage Parts Clerk06	\$35914		\$35914		\$35914	
Garage Manager	\$77030	Garage Manager	\$159		\$159		\$159		Garage Manager06	\$35560		\$35560		\$35560	
Fire Chief	\$134860	Fire Chief	\$158		\$158		\$158		Fire Chief06	\$35206		\$35206		\$35206	

Position Title	Pay Rate	RoysOrganizationOfDevelopment							Harmony Helpers Network						
		POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED	POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED
Facilities Maintenance Manager	\$78696	Facilities Maintenance Manager	\$157		\$157		\$157		Facilities Maintenance Manager06	\$34852		\$34852		\$34852	
Executive Assistant to Mayor	\$49189	Executive Assistant to Mayor	\$156		\$156		\$156		Executive Assistant to Mayor06	\$34498		\$34498		\$34498	
Evidence Collection Unit Tech	\$65680	Evidence Collection Unit Tech	\$155		\$155		\$155		Evidence Collection Unit Tech06	\$34144		\$34144		\$34144	
Evidence Collection Unit Supvr	\$80515	Evidence Collection Unit Supvr	\$154		\$154		\$154		Evidence Collection Unit Supvr06	\$33790		\$33790		\$33790	
Events Coordinator	\$49804	Events Coordinator	\$153		\$153		\$153		Events Coordinator06	\$33436		\$33436		\$33436	
Engineering Technician	\$58647	Engineering Technician1	\$22031		\$22031		\$22031		Engineering Technician06	\$33082		\$33082		\$33082	
Electrician	\$48338	Electrician	\$151		\$151		\$151		Electrician06	\$32728		\$32728		\$32728	
Director of Public Works	\$121807	Director of Public Works	\$150		\$150		\$150		Director of Public Works06	\$32374		\$32374		\$32374	
Director of Public Events	\$136212	Director of Public Events	\$149		\$149		\$149		Director of Public Events06	\$32020		\$32020		\$32020	
Director of Parks & Recreation	\$115063	Director of Parks & Recreation	\$148		\$148		\$148		Director of Parks & Recreation06	\$31666		\$31666		\$31666	
Director of Finance & Support Se	\$144939	Director of Finance & Support Se	\$147		\$147		\$147		Director of Finance & Support Se06	\$31312		\$31312		\$31312	
Director - 911 Central Dispatch	\$94428	Director - 911 Central Dispatch	\$146		\$146		\$146		Director - 911 Central Dispatch06	\$30958		\$30958		\$30958	
Deputy Director Public Works	\$96693	Deputy Director Public Works	\$145		\$145		\$145		Deputy Director Public Works06	\$30604		\$30604		\$30604	
Deputy Director Finance & SS	\$128982	Deputy Director Finance & SS	\$144		\$144		\$144		Deputy Director Finance & SS06	\$30250		\$30250		\$30250	
Deputy Chief of Police	\$105845	Deputy Chief of Police	\$143		\$143		\$143		Deputy Chief of Police06	\$29896		\$29896		\$29896	
Crew Leader (Complex)	\$46037	Crew Leader (Complex)	\$142		\$142		\$142		Crew Leader (Complex)06	\$29542		\$29542		\$29542	
Crew Leader	\$51797	Crew Leader	\$141		\$141		\$141		Crew Leader06	\$29188		\$29188		\$29188	
Construction Inspector	\$61165	Construction Inspector	\$140		\$140		\$140		Construction Inspector06	\$28834		\$28834		\$28834	

Position Title	Pay Rate	RoysOrganizationOfDevelopment							Harmony Helpers Network						
		POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED	POSITION MATCH	MEDIAN BASE	MEDIAN AGED	25 %ile BASE	25 %ile AGED	75 %ile BASE	75 %ile AGED
Community Development Director	\$119431	Community Development Director	\$139		\$139		\$139		Community Development Director06	\$28480		\$28480		\$28480	
Clerk/Typist	\$37469	Clerk/Typist	\$138		\$138		\$138		Clerk/Typist06	\$28126		\$28126		\$28126	
City Manager	\$180331	Assistant City Manager1	\$22004		\$22004		\$22004		City Manager06	\$27772		\$27772		\$27772	
City Engineer	\$119720	City Engineer	\$136		\$136		\$136		City Engineer06	\$27418		\$27418		\$27418	
City Clerk	\$82787	City Clerk	\$135		\$135		\$135		City Clerk06	\$27064		\$27064		\$27064	
City Attorney	\$131550	City Attorney	\$135		\$135		\$135		City Attorney06	\$26710		\$26710		\$26710	
Citizens Service Representative	\$33897	Citizens Service Representative	\$133		\$133		\$133		Citizens Service Representative06	\$26356		\$26356		\$26356	
Chief Surveyor	\$81638	Chief Surveyor	\$132		\$132		\$132		Chief Surveyor06	\$26002		\$26002		\$26002	
Bus Driver/Dispatcher	\$47354	Bus Driver/Dispatcher	\$131		\$131		\$131		Bus Driver/Dispatcher06	\$25648		\$25648		\$25648	
Bus Driver	\$43529	Bus Driver	\$130		\$130		\$130		Bus Driver06	\$25294		\$25294		\$25294	
Building Maintenance/Operations	\$57660	Building Maintenance/Operations	\$129		\$129		\$129		Building Maintenance/Operations06	\$24940		\$24940		\$24940	
Asst. TAC Telecommunicator	\$55217	Asst. TAC Telecommunicator	\$128		\$128		\$128		Asst. TAC Telecommunicator06	\$24586		\$24586		\$24586	
Asst Occupational Tax Administra	\$66040	Asst Occupational Tax Administra1	\$22006		\$22006		\$22006		Asst Occupational Tax Administra06	\$24232		\$24232		\$24232	
Asst Greens Superintendent	\$50020	Asst Greens Superintendent	\$126		\$126		\$126		Asst Greens Superintendent06	\$23878		\$23878		\$23878	
Assistant City Manager	\$136545	Assistant City Manager	\$125		\$125		\$125		Assistant City Manager06	\$23524		\$23524		\$23524	
Assistant City Engineer	\$81154	Assistant City Engineer	\$124		\$124		\$124		Assistant City Engineer06	\$23170		\$23170		\$23170	
Applications Supervisor	\$101483	Applications Supervisor	\$123		\$123		\$123		Applications Supervisor06	\$22816		\$22816		\$22816	
Administrative Aide	\$48111	Administrative Aide	\$122		\$122		\$122		Administrative Aide06	\$22462		\$22462		\$22462	
Accounting Clerk	\$48196	Accounting Clerk	\$121		\$121		\$121		Accounting Clerk06	\$22108		\$22108		\$22108	
Accountant	\$60539	Accountant1	\$21000		\$21000		\$21000		Accountant06	\$21754		\$21754		\$21754	

Position Title	Pay Rate
Utility Crew Leader	
Transit Manager	\$77994
Telecommunicator	\$49051
Systems Analyst/Programmer	\$83341
Street Manager	\$70616
Senior Engineering Technician	\$82658
Senior Accountant	\$68711
Secretary	\$41630
School Resource Officer	\$57877
Sanitation Manager	\$70616
Road Worker	\$40777
Revenue Clerk	\$40629
Refuse Truck Driver	\$45898
Recreation Supervisor	\$50427
Recreation Superintendent	\$89631
Recreation Specialist	\$43894
Recreation Facilities Manager	\$60749
Records Manager	\$49804
Purchasing Manager	\$75893
Property Maintenance Manager	\$70616
Property Maintenance Inspector	\$48581
Police Sergeant	\$68850
Police Officer	\$54970
Police Major	\$99473
Police Lieutenant	\$74962

Position Title	Pay Rate
Police Chief	\$172895
Payroll Administrator	\$62535
Parkkeeper/Maintenance Helper	\$27855
Paralegal	\$61811
Office Manager	\$49449
Occupational Tax Administrator	\$75893
Occupational Revenue Clerk	\$49223
Network Systems Technician	\$56056
Network Systems Engineer	\$87097
Mechanic	\$53458
Maintenance Worker	\$39076
Maintenance Specialist	\$42627
Maintenance Equipment Operator	\$44251
Loss Prevention Manager	\$83196
Lead Telecommunicator	\$57309
Laborer/Maintenance Helper	\$35405
Laborer	\$41240
Instrument Technician	\$49721
Infrastructure Supervisor	\$82360
Information Technology Manager	\$117955
Imaging Specialist	\$45546
HVAC Technician	\$58240
Human Resources Manager	\$113639
Human Resources Assistant	\$71150
Housing & Grant Coordinator	\$44428

Position Title	Pay Rate
Grounds Manager/Horticulturist	\$72393
Greens Superintendent	\$53389
Golf Course Manager	\$65878
GIS Manager	\$101488
GIS Analyst/Programmer	\$84896
Garage Parts Clerk	\$50936
Garage Manager	\$77030
Fire Chief	\$134860
Facilities Maintenance Manager	\$78696
Executive Assistant to Mayor	\$49189
Evidence Collection Unit Tech	\$65680
Evidence Collection Unit Supvr	\$80515
Events Coordinator	\$49804
Engineering Technician	\$58647
Electrician	\$48338
Director of Public Works	\$121807
Director of Public Events	\$136212
Director of Parks & Recreation	\$115063
Director of Finance & Support Se	\$144939
Director - 911 Central Dispatch	\$94428
Deputy Director Public Works	\$96693
Deputy Director Finance & SS	\$128982
Deputy Chief of Police	\$105845
Crew Leader (Complex)	\$46037
Crew Leader	\$51797

Position Title	Pay Rate
Construction Inspector	\$61165
Community Development Director	\$119431
Clerk/Typist	\$37469
City Manager	\$180331
City Engineer	\$119720
City Clerk	\$82787
City Attorney	\$131550
Citizens Service Representative	\$33897
Chief Surveyor	\$81638
Bus Driver/Dispatcher	\$47354
Bus Driver	\$43529
Building Maintenance/Operations	\$57660
Asst. TAC Telecommunicator	\$55217
Asst Occupational Tax Administra	\$66040
Asst Greens Superintendent	\$50020
Assistant City Manager	\$136545
Assistant City Engineer	\$81154
Applications Supervisor	\$101483
Administrative Aide	\$48111
Accounting Clerk	\$48196
Accountant	\$60539

Position Title	Pay Rate
Utility Crew Leader	
Transit Manager	\$77994
Telecommunicator	\$49051
Systems Analyst/Programmer	\$83341
Street Manager	\$70616
Senior Engineering Technician	\$82658
Senior Accountant	\$68711
Secretary	\$41630
School Resource Officer	\$57877
Sanitation Manager	\$70616
Road Worker	\$40777
Revenue Clerk	\$40629
Refuse Truck Driver	\$45898
Recreation Supervisor	\$50427
Recreation Superintendent	\$89631
Recreation Specialist	\$43894
Recreation Facilities Manager	\$60749
Records Manager	\$49804
Purchasing Manager	\$75893
Property Maintenance Manager	\$70616
Property Maintenance Inspector	\$48581
Police Sergeant	\$68850
Police Officer	\$54970
Police Major	\$99473
Police Lieutenant	\$74962

Position Title	Pay Rate
Police Chief	\$172895
Payroll Administrator	\$62535
Parkkeeper/Maintenance Helper	\$27855
Paralegal	\$61811
Office Manager	\$49449
Occupational Tax Administrator	\$75893
Occupational Revenue Clerk	\$49223
Network Systems Technician	\$56056
Network Systems Engineer	\$87097
Mechanic	\$53458
Maintenance Worker	\$39076
Maintenance Specialist	\$42627
Maintenance Equipment Operator	\$44251
Loss Prevention Manager	\$83196
Lead Telecommunicator	\$57309
Laborer/Maintenance Helper	\$35405
Laborer	\$41240
Instrument Technician	\$49721
Infrastructure Supervisor	\$82360
Information Technology Manager	\$117955
Imaging Specialist	\$45546
HVAC Technician	\$58240
Human Resources Manager	\$113639
Human Resources Assistant	\$71150
Housing & Grant Coordinator	\$44428

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Grounds Manager/Horticulturist	\$72393
Greens Superintendent	\$53389
Golf Course Manager	\$65878
GIS Manager	\$101488
GIS Analyst/Programmer	\$84896
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Garage Manager	\$77030
Fire Chief	\$134860
Facilities Maintenance Manager	\$78696
Executive Assistant to Mayor	\$49189
Evidence Collection Unit Tech	\$65680
Evidence Collection Unit Supvr	\$80515
Events Coordinator	\$49804
Engineering Technician	\$58647
Electrician	\$48338
Director of Public Works	\$121807
Director of Public Events	\$136212
Director of Parks & Recreation	\$115063
Director of Finance & Support Se	\$144939
Director - 911 Central Dispatch	\$94428
Deputy Director Public Works	\$96693
Deputy Director Finance & SS	\$128982
Deputy Chief of Police	\$105845
Crew Leader (Complex)	\$46037
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Position Title	Pay Rate
Construction Inspector	\$61165
Community Development Director	\$119431
Clerk/Typist	\$37469
City Manager	\$180331
City Engineer	\$119720
City Clerk	\$82787
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Citizens Service Representative	\$33897
Chief Surveyor	\$81638
Bus Driver/Dispatcher	\$47354
Bus Driver	\$43529
Building Maintenance/Operations	\$57660
Asst. TAC Telecommunicator	\$55217
Asst Occupational Tax Administra	\$66040
Asst Greens Superintendent	\$50020
Assistant City Manager	\$136545
Assistant City Engineer	\$81154
Applications Supervisor	\$101483
Administrative Aide	\$48111
Accounting Clerk	\$48196
Accountant	\$60539

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Utility Crew Leader	
Transit Manager	\$77994
Telecommunicator	\$49051
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