

MARKET SUMMARY COMPARISONS
Market 50th Percentile Comparison



KEY

10% or more below market
10% or more above market

MARKET DATA COMPARISONS AT THE 50TH PERCENTILE																					
		City of Nederland's Data						Market Data			ACTUAL SALARY		RANGE MINIMUM		RANGE MIDPOINT		RANGE MAXIMUM		Rank	RANGE SPREADS	
Bench ID	Benchmark Title	FLSA	Avg TIP	Avg Salary	Range Min	Range Midpt	Range Max	# Orgs	# Inc	Avg TIP	Market 50th Salary	Market Index City vs Mkt	Market 50th Range Min	Market Index City vs Mkt	Market 50th Range Midpt	Market Index City vs Mkt	Market 50th Range Max	Market Index City vs Mkt		City	Mkt Avg
1	Administrative Assistant	NE	1.0	\$57,706	\$45,344	\$53,518	\$61,693	13	65	7.3	\$55,990	103.1%	\$43,599	104.0%	\$53,431	100.2%	\$61,309	100.6%	6/12	36.1%	40.6%
2	Executive Assistant	NE	1.0	\$78,187	\$63,773	\$75,306	\$86,840	8	11	7.1	\$78,911	99.1%	\$56,523	112.8%	\$70,957	106.1%	\$85,391	101.7%	4/9	36.2%	51.1%
3	City Clerk	EX	4.0	\$110,781	\$81,349	\$96,065	\$110,781	13	10	12.5	\$107,684	102.9%	\$95,732	85.0%	\$108,431	88.6%	\$121,131	91.5%	6/8	36.2%	26.5%
4	City Manager	EX	1.0	\$197,579	\$161,117	\$190,268	\$219,419	8	7	13.4	\$245,000	80.6%	\$180,235	89.4%	\$219,202	86.8%	\$258,169	85.0%	4/5	36.2%	43.2%
5	Building Inspector	NE	N/A	\$58,276	\$49,982	\$59,020	\$68,058	8	16	8.8	\$65,624	88.8%	\$55,340	90.3%	\$68,941	85.6%	\$80,471	84.6%	7/9	36.2%	45.4%
6	Code Enforcement Officer	NE	2.0	\$64,750	\$47,590	\$56,170	\$64,750	9	15	3.5	\$59,962	108.0%	\$51,438	92.5%	\$63,471	88.5%	\$75,504	85.8%	7/8	36.1%	46.8%
7	Assistant Building Official	NE	N/A	\$64,266	\$55,099	\$65,042	\$74,984	5	4	4.0	\$77,650	82.8%	\$69,367	79.4%	\$86,709	75.0%	\$104,051	72.1%	6/6	36.1%	50.0%
8	Chief Building Official	EX	1.0	\$89,731	\$89,731	\$105,966	\$122,200	9	7	7.0	\$107,684	83.3%	\$87,277	102.8%	\$107,838	98.3%	\$126,327	96.7%	6/10	36.2%	44.7%
9	Court Clerk	NE	1.0	\$52,936	\$43,139	\$50,939	\$58,739	13	35	7.8	\$47,752	110.9%	\$40,308	107.0%	\$49,223	103.5%	\$58,573	100.3%	6/12	36.2%	45.3%
11	Technician, Water Meter	NE	1.0	\$51,029	\$43,139	\$50,939	\$58,739	8	23	6.1	\$51,113	99.8%	\$39,034	110.5%	\$48,313	105.4%	\$57,639	101.9%	3/9	36.2%	47.7%
12	Senior Technician, Accounts Payable	NE	1.0	\$49,982	\$49,982	\$59,020	\$68,058	7	11	5.3	\$51,201	97.6%	\$45,232	110.5%	\$56,540	104.4%	\$68,132	99.9%	3/7	36.2%	50.6%
13	Supervisor, Accounting	EX	3.0	\$87,069	\$66,914	\$79,082	\$91,250	4	4	18.0	\$101,974	85.4%	\$72,178	92.7%	\$88,270	89.6%	\$106,343	85.8%	5/5	36.4%	47.3%
14	Senior Technician, Payroll	NE	3.0	\$61,859	\$47,590	\$56,170	\$64,750	7	17	7.0	\$65,987	93.7%	\$51,270	92.8%	\$65,049	86.4%	\$78,058	83.0%	7/8	36.1%	52.2%
15	Technician, Utility Billing	NE	1.0	\$47,092	\$43,139	\$50,939	\$58,739	10	22	3.0	\$43,358	108.6%	\$40,360	106.9%	\$49,463	103.0%	\$58,229	100.9%	4/10	36.2%	44.3%
16	Specialist, Utility Billing	NE	3.0	\$75,150	\$57,845	\$68,307	\$78,770	4	4	9.0	N/A	N/A	\$44,261	130.7%	\$55,597	122.9%	\$67,241	117.1%	1/5	36.2%	51.9%
17	Director, Finance	EX	2.0	\$163,717	\$120,182	\$141,950	\$163,717	12	10	13.8	\$155,760	105.1%	\$135,859	88.5%	\$169,871	83.6%	\$205,159	79.8%	10/11	36.2%	51.0%
18	Senior Technician, Human Resources	NE	1.0	\$49,462	\$45,344	\$53,518	\$61,693	7	5	2.0	N/A	N/A	\$44,013	103.0%	\$55,099	97.1%	\$64,771	95.2%	6/8	36.1%	47.2%
19	Analyst, Human Resources	NE	1.0	\$66,955	\$57,845	\$68,307	\$78,770	4	2	2.0	N/A	N/A	\$52,904	109.3%	\$66,541	102.7%	\$80,178	98.2%	2/5	36.2%	51.6%
20	Director, Human Resources	EX	1.0	\$148,524	\$109,013	\$128,773	\$148,533	11	8	4.0	\$148,134	100.3%	\$117,187	93.0%	\$144,769	89.0%	\$175,127	84.8%	9/11	36.3%	49.4%
21	Specialist, Technology Support	NE	1.0	\$49,462	\$45,344	\$53,518	\$61,693	7	11	0.1	N/A	N/A	\$50,222	90.3%	\$59,249	90.3%	\$68,978	89.4%	7/8	36.1%	37.3%
22	Analyst, Technology Support	NE	12.0	\$78,770	\$57,845	\$68,307	\$78,770	7	8	1.7	\$63,469	124.1%	\$54,978	105.2%	\$65,874	103.7%	\$72,259	109.0%	4/8	36.2%	31.4%
23	Network Administrator	N/A	N/A	N/A	N/A	N/A	N/A	8	8	9.5	\$101,067	N/A	\$72,436	N/A	\$86,642	N/A	\$100,847	N/A	N/A	N/A	39.2%
24	Director, Information Technology	EX	17.0	\$128,336	\$94,182	\$111,259	\$128,336	10	6	13.0	\$147,794	86.8%	\$119,572	78.8%	\$148,601	74.9%	\$177,631	72.2%	9/11	36.3%	48.6%
26	Library Assistant	NE	10.0	\$51,452	\$41,101	\$48,558	\$56,014	7	16	6.8	\$48,190	106.8%	\$38,581	106.5%	\$48,227	100.7%	\$57,872	96.8%	4/8	36.3%	50.0%
27	Director, Library Services	EX	5.0	\$104,832	\$85,426	\$100,901	\$116,376	8	7	18.7	\$108,795	96.4%	\$98,172	87.0%	\$117,925	85.6%	\$141,512	82.2%	6/7	36.2%	44.1%
28	Worker, Maintenance	NE	4.0	\$53,278	\$43,139	\$50,939	\$58,739	8	24	10.8	\$50,296	105.9%	\$38,416	112.3%	\$47,747	106.7%	\$57,078	102.9%	4/9	36.2%	48.6%
29	Technician, Parks & Recreation Maintenance	NE	3.0	\$47,622	\$43,139	\$50,939	\$58,739	10	40	7.5	\$43,326	109.9%	\$38,759	111.3%	\$48,227	105.6%	\$57,872	101.5%	4/10	36.2%	49.3%
30	Lead, Parks & Recreation Maintenance	NE	N/A	\$55,515	\$47,590	\$56,170	\$64,750	6	21	6.3	\$53,737	103.3%	\$47,589	100.0%	\$57,497	97.7%	\$67,415	96.0%	5/7	36.1%	41.7%
31	Equipment Mechanic	NE	7.0	\$68,058	\$49,982	\$59,020	\$68,058	12	27	4.5	\$57,325	118.7%	\$49,868	100.2%	\$60,443	97.6%	\$71,473	95.2%	7/11	36.2%	43.3%
32	Driver, Solid Waste	NE	5.0	\$59,654	\$45,344	\$53,518	\$61,693	10	66	4.4	\$51,466	115.9%	\$45,115	100.5%	\$53,713	99.6%	\$64,374	95.8%	6/10	36.1%	42.7%
33	Supervisor, Solid Waste	EX	10.0	\$91,250	\$66,914	\$79,082	\$91,250	7	10	8.9	\$77,137	118.3%	\$63,808	104.9%	\$79,071	100.0%	\$94,507	96.6%	4/7	36.4%	48.1%
34	Technician, Streets & Drainage	NE	4.0	\$51,917	\$43,139	\$50,939	\$58,739	10	61	4.2	\$47,057	110.3%	\$39,874	108.2%	\$49,223	103.5%	\$58,271	100.8%	5/10	36.2%	46.1%
35	Operator, Heavy Equipment	NE	5.0	\$68,058	\$49,982	\$59,020	\$68,058	13	33	10.5	\$57,582	118.2%	\$49,400	101.2%	\$58,095	101.6%	\$66,638	102.1%	5/12	36.2%	34.9%
36	Supervisor, Streets & Drainage	EX	2.0	\$91,250	\$66,914	\$79,082	\$91,250	10	13	13.7	\$83,780	108.9%	\$66,464	100.7%	\$81,670	96.8%	\$95,097	96.0%	6/9	36.4%	43.1%
37	Program Coordinator, Recreation	NE	4.0	\$55,536	\$45,344	\$53,518	\$61,693	4	4	7.7	\$62,379	89.0%	\$53,208	85.2%	\$66,741	80.2%	\$79,759	77.3%	5/5	36.1%	49.9%
38	Director, Parks & Recreation	EX	3.0	\$100,547	\$73,819	\$87,183	\$100,547	8	5	3.0	\$170,269	59.1%	\$129,650	56.9%	\$160,650	54.3%	\$191,649	52.5%	8/9	36.2%	47.8%
39	Animal Control Officer	NE	13.0	\$61,693	\$45,344	\$53,518	\$61,693	10	19	3.3	\$48,344	127.6%	\$44,013	103.0%	\$54,985	97.3%	\$64,771	95.2%	7/10	36.1%	47.2%
40	Public Safety Dispatcher	NE	4.0	\$53,707	\$47,590	\$56,170	\$64,750	12	78	10.3	\$55,592	96.6%	\$49,731	95.7%	\$61,622	91.2%	\$73,513	88.1%	7/11	36.1%	47.8%
41	Supervisor, Public Safety Dispatch	EX	14.0	\$91,250	\$66,914	\$79,082	\$91,250	7	17	11.8	\$76,333	119.5%	\$62,276	107.4%	\$69,383	114.0%	\$79,109	115.3%	3/7	36.4%	27.0%

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City of Nederland's Data								Market Data			ACTUAL SALARY		RANGE MINIMUM		RANGE MIDPOINT		RANGE MAXIMUM		Rank	RANGE SPREADS	
Bench ID	Benchmark Title	FLSA	Avg TIP	Avg Salary	Range Min	Range Midpt	Range Max	# Orgs	# Inc	Avg TIP	Market 50th Salary	Market Index City vs Mkt	Market 50th Range Min	Market Index City vs Mkt	Market 50th Range Midpt	Market Index City vs Mkt	Market 50th Range Max	Market Index City vs Mkt		City	Mkt Avg
42	Fire Inspector	N/A	N/A	N/A	N/A	N/A	N/A	2	1	7.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
45	Fire Chief	EX	7.0	\$156,000	\$114,462	\$135,231	\$156,000	7	5	17.9	\$164,440	94.9%	\$134,846	84.9%	\$168,553	80.2%	\$202,259	77.1%	7/8	36.3%	50.0%
50	Police Chief	EX	1.0	\$156,291	\$120,182	\$141,950	\$163,717	12	9	18.0	\$162,301	96.3%	\$140,697	85.4%	\$171,189	82.9%	\$204,969	79.9%	9/10	36.2%	45.7%
51	Senior Technician, Utilities Maintenance	NE	4.0	\$54,766	\$43,139	\$50,939	\$58,739	6	31	14.2	\$49,875	109.8%	\$45,640	94.5%	\$53,913	94.5%	\$62,186	94.5%	4/5	36.2%	36.3%
52	Senior Operator, Heavy Equipment	NE	8.0	\$68,058	\$49,982	\$59,020	\$68,058	6	32	4.3	\$52,830	128.8%	\$46,947	106.5%	\$57,619	102.4%	\$67,639	100.6%	3/7	36.2%	44.1%
53	Supervisor, Utility Maintenance	EX	N/A	\$78,125	\$66,914	\$79,082	\$91,250	8	8	16.2	\$78,758	99.2%	\$59,983	111.6%	\$76,024	104.0%	\$90,522	100.8%	2/8	36.4%	50.9%
54	Trainee, Wastewater Treatment Plant	NE	1.0	\$49,920	\$43,139	\$50,939	\$58,739	5	8	N/A	N/A	N/A	\$38,581	111.8%	\$48,227	105.6%	\$57,872	101.5%	3/6	36.2%	50.0%
55	Operator, Wastewater Treatment Plant	NE	6.0	\$64,490	\$52,478	\$61,963	\$71,448	10	18	12.3	\$60,526	106.6%	\$54,758	95.8%	\$65,396	94.8%	\$74,970	95.3%	6/9	36.1%	36.9%
56	Supervisor, Wastewater Treatment Plant	EX	10.0	\$91,250	\$66,914	\$79,082	\$91,250	6	6	15.7	\$84,381	108.1%	\$70,588	94.8%	\$83,314	94.9%	\$96,041	95.0%	5/7	36.4%	36.1%
57	Trainee, Water Treatment Plant	N/A	N/A	N/A	N/A	N/A	N/A	4	5	N/A	N/A	N/A	\$40,966	N/A	\$50,898	N/A	\$60,631	N/A	N/A	N/A	48.0%
58	Operator, Water Treatment Plant	NE	2.0	\$70,807	\$52,478	\$61,963	\$71,448	8	23	7.3	\$54,583	129.7%	\$54,978	95.5%	\$63,400	97.7%	\$70,826	100.9%	5/8	36.1%	28.8%
59	Supervisor, Water Treatment Plant	EX	3.0	\$91,250	\$66,914	\$79,082	\$91,250	7	6	9.7	\$89,052	102.5%	\$70,588	94.8%	\$83,314	94.9%	\$96,041	95.0%	5/7	36.4%	36.1%
60	Director, Public Works	EX	1.0	\$163,717	\$120,182	\$141,950	\$163,717	10	8	12.0	\$170,806	95.8%	\$131,423	91.4%	\$160,775	88.3%	\$192,629	85.0%	9/10	36.2%	46.6%
AGGREGATE COMPARISON										8.7	98.8%		94.8%		91.6%		89.3%			36.2%	44.4%

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City of Nederland's Data				FLSA	Avg TIP	Avg Salary	Range Min	Range Midpt	Range Max	# Orgs	# Inc	Avg TIP	Market 50th Salary	Market Index City vs Mkt	Market 50th Range Min	Market Index City vs Mkt	Market 50th Range Midpt	Market Index City vs Mkt		Market 50th Range Max	Market Index City vs Mkt	City	Mkt Avg
Bench ID	Benchmark Title																						
SWORN POLICE																							
46	Police Officer			NE	7.0	\$84,481	\$73,341	\$85,727	\$98,114	14	N/A	N/A	\$84,706	99.7%	\$71,382	102.7%	\$82,399	104.0%	\$96,142	102.1%	6/13	33.8%	34.7%
47	Police Sergeant			NE	6.0	\$109,602	\$99,299	\$108,794	\$118,290	13	N/A	N/A	\$107,132	102.3%	\$96,141	103.3%	\$106,976	101.7%	\$110,440	107.1%	5/11	19.1%	14.9%
48	Police Lieutenant			NE	4.0	\$121,722	\$104,707	\$115,034	\$125,362	11	N/A	N/A	\$124,176	98.0%	\$99,669	105.1%	\$114,291	100.7%	\$125,247	100.1%	4/9	19.7%	25.7%
49	Assistant Police Chief			NE	8.0	\$138,653	\$119,933	\$131,373	\$142,813	12	N/A	N/A	\$130,888	105.9%	\$121,629	98.6%	\$151,183	86.9%	\$179,662	79.5%	7/9	19.1%	47.7%
AGGREGATE COMPARISON												N/A	101.7%		102.2%		96.9%		94.7%			22.9%	30.7%

SWORN FIRE																					
43	Firefighter	NE	11.0	\$76,125	\$70,416	\$78,145	\$85,874	7	N/A	N/A	\$84,654	89.9%	\$71,823	98.0%	\$82,197	95.1%	\$92,572	92.8%	4/7	22.0%	28.9%
44	Fire Captain	NE	10.0	\$105,941	\$81,412	\$95,261	\$109,110	7	N/A	N/A	\$98,637	107.4%	\$97,827	83.2%	\$100,112	95.2%	\$101,780	107.2%	6/8	34.0%	4.0%
61	Assistant Fire Chief	N/A	N/A	N/A	\$95,472	\$111,717	\$127,962	8	N/A	N/A	\$140,756	N/A	\$111,221	85.8%	\$122,461	91.2%	\$134,981	94.8%	8/9	34.0%	21.4%
AGGREGATE COMPARISON										N/A	99.3%		88.0%		93.6%		98.1%			30.0%	18.1%