

MARKET DATA SHEETS
Market 50th Percentile Comparison

1 - Administrative Assistant

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Administrative Assistant		NE	2080	3	1.0	\$57,706	\$45,344	\$53,518	\$61,693	6
2	City of Baytown, TX	Administrative Assistant		N/A	N/A	14	N/A	\$55,280	\$41,152	\$51,440	\$61,728	8
3	City of Beaumont, TX	Administrative Assistant I		NE	2080	12	N/A	\$39,109	\$34,403	\$43,004	\$51,605	12
4	City of Bridge City, TX	Administrative Assistant		N/A	N/A	1	N/A	\$65,978	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Administrative Assistant		NE	2080	1	14.0	\$83,429	\$46,738	\$57,689	\$68,640	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Administrative Assistant		NE	2080	6	6.0	\$56,700	\$43,599	\$55,861	\$68,123	4
8	City of Lumberton, TX	Secretary I		N/A	N/A	N/A	N/A	N/A	\$40,389	\$45,159	\$49,929	10
9	City of Mont Belvieu, TX	Administrative Assistant		NE	N/A	N/A	N/A	N/A	\$45,553	\$53,431	\$61,309	7
10	City of Orange, TX	Administrative Assistant		NE	2080	3	2.0	\$40,717	\$38,195	\$44,654	\$51,113	11
11	City of Port Arthur, TX	Administrative Assistant		N/A	N/A	N/A	N/A	N/A	\$55,744	\$68,879	\$82,014	1
12	City of Port Neches, TX	Department Secretary		NE	2080	3	N/A	\$57,106	\$50,769	\$57,504	\$64,239	3
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	Administrative Assistant - PD		N/A	2080	1	N/A	\$47,466	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Senior Office Specialist		NE	2080	24	N/A	N/A	\$38,807	\$48,510	\$58,212	9
16	Orange County, TX	Administrative Assistant - S.O.		NE	N/A	N/A	N/A	N/A	\$49,088	\$55,099	\$61,110	5
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			13	100% vs. 0%	2080	65	7.3				6/12	
Median (50th)								\$55,990	\$43,599	\$53,431	\$61,309	
Average								\$55,723	\$44,040	\$52,839	\$61,638	
60th								\$56,781	\$45,553	\$55,099	\$61,728	
75th								\$59,324	\$47,913	\$56,682	\$66,181	
Nederland vs Market 50th								103.1%	104.0%	100.2%	100.6%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

2 - Executive Assistant

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Executive Assistant		NE	2080	1	1.0	\$78,187	\$63,773	\$75,306	\$86,840	4
2	City of Baytown, TX	Executive Assistant		N/A	N/A	1	N/A	\$59,634	\$45,986	\$57,482	\$68,978	8
3	City of Beaumont, TX	Executive Assistant		EX	2080	3	N/A	\$66,337	\$41,808	\$52,260	\$62,712	9
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Executive Specialist		NE	2080	1	1.8	\$92,040	\$62,982	\$78,894	\$94,806	3
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Department Coordinator		NE	2080	5	12.4	\$81,372	\$57,676	\$73,897	\$90,118	5
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Executive Assistant - Administration		NE	N/A	N/A	N/A	N/A	\$55,370	\$68,017	\$80,664	6
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Executive Assistant to City Manager		N/A	N/A	N/A	N/A	N/A	\$74,963	\$92,633	\$110,302	1
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Executive Assistant to Mayor		EX	2080	1	N/A	\$78,911	\$69,286	\$86,608	\$103,929	2
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	Admin Secretary - County Judge		NE	N/A	N/A	N/A	N/A	N/A	\$53,643	\$59,249	\$64,854
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	67% vs. 17%	2080	11	7.1					4/9
Median (50th)								\$78,911	\$56,523	\$70,957	\$85,391	
Average								\$75,659	\$57,714	\$71,130	\$84,546	
60th								\$79,895	\$58,737	\$74,896	\$91,056	
75th								\$81,372	\$64,558	\$80,823	\$97,087	
Nederland vs Market 50th								99.1%	112.8%	106.1%	101.7%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

3 - City Clerk

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	City Clerk		EX	2080	1	4.0	\$110,781	\$81,349	\$96,065	\$110,781	6
2	City of Baytown, TX	City Clerk		N/A	N/A	1	N/A	\$180,232	\$131,000	\$170,300	\$209,600	1
3	City of Beaumont, TX	City Clerk		EX	2080	1	N/A	\$137,970	N/A	N/A	N/A	N/A
4	City of Bridge City, TX	City Secretary		N/A	N/A	1	N/A	\$79,581	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	City Secretary		EX	2080	1	4.0	\$146,931	\$116,605	\$151,642	\$186,680	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	City Secretary		EX	2080	1	7.0	\$154,694	N/A	N/A	N/A	N/A
8	City of Lumberton, TX	City Secretary		N/A	N/A	N/A	N/A	N/A	\$60,832	\$66,726	\$72,621	8
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	City Secretary		NE	2080	1	33.0	\$97,423	\$72,800	\$85,112	\$97,423	7
11	City of Port Arthur, TX	City Secretary		N/A	N/A	N/A	N/A	N/A	\$114,379	\$141,346	\$168,314	3
12	City of Port Neches, TX	City Secretary		EX	2080	1	N/A	\$107,684	\$95,732	\$108,431	\$121,131	4
13	City of Texas City, TX	City Secretary		EX	2080	1	6.0	\$87,119	\$80,208	\$100,259	\$120,311	5
14	City of Vidor, TX	City Secretary		N/A	2080	1	N/A	\$71,094	N/A	N/A	N/A	N/A
15	Jefferson County, TX	County Clerk (elected position)		EX	N/A	1	N/A	\$130,692	N/A	N/A	N/A	N/A
16	Orange County, TX	County Clerk		N/A	N/A	N/A	N/A	\$85,960	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			13	14% vs. 86%	2080	10	12.5					6/8
Median (50th)								\$107,684	\$95,732	\$108,431	\$121,131	
Average								\$116,307	\$95,936	\$117,688	\$139,440	
60th								\$130,692	\$106,920	\$128,180	\$149,441	
75th								\$142,451	\$115,492	\$146,494	\$177,497	
Nederland vs Market 50th								102.9%	85.0%	88.6%	91.5%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

4 - City Manager

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	City Manager		EX	2080	1	1.0	\$197,579	\$161,117	\$190,268	\$219,419	4
2	City of Baytown, TX	City Manager		N/A	N/A	1	N/A	\$292,136	\$179,953	\$233,939	\$287,925	2
3	City of Beaumont, TX	City Manager		EX	2080	1	N/A	\$245,000	N/A	N/A	N/A	N/A
4	City of Bridge City, TX	City Manager		N/A	N/A	1	N/A	\$164,798	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	City Manager		EX	2080	1	16.0	\$305,344	\$179,941	\$242,642	\$305,344	1
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	City Manager		EX	2080	1	13.0	\$300,000	N/A	N/A	N/A	N/A
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	City Manager		EX	2080	1	7.0	\$181,704	\$181,704	\$181,704	\$181,704	5
11	City of Port Arthur, TX	City Manager		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	City Manager		EX	2080	1	17.5	\$203,058	\$180,517	\$204,465	\$228,413	3
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	0% vs. 100%	2080	7	13.4				4/5	
Median (50th)								\$245,000	\$180,235	\$219,202	\$258,169	
Average								\$241,720	\$180,529	\$215,688	\$250,847	
60th								\$273,282	\$180,404	\$228,044	\$276,023	
75th								\$296,068	\$180,814	\$236,115	\$292,280	
Nederland vs Market 50th								80.6%	89.4%	86.8%	85.0%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

5 - Building Inspector

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Building Inspector		NE	2080	0	N/A	\$58,276	\$49,982	\$59,020	\$68,058	7
2	City of Baytown, TX	Building Services Inspector I		N/A	N/A	6	N/A	\$55,089	\$41,152	\$51,440	\$61,728	9
3	City of Beaumont, TX	Code Inspector I		NE	2080	2	N/A	\$58,911	\$43,909	\$54,881	\$65,853	8
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Combination Inspector		NE	2080	1	2.0	\$65,624	\$55,702	\$68,765	\$81,827	5
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Building Inspector		NE	2080	2	10.5	\$76,017	\$54,978	\$70,441	\$85,903	3
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Inspector - Buildings		NE	N/A	N/A	N/A	N/A	\$61,046	\$74,989	\$88,932	2
10	City of Orange, TX	Combination Building Inspector		NE	2080	1	14.0	\$79,114	\$59,119	\$69,117	\$79,114	4
11	City of Port Arthur, TX	Building Inspector II		N/A	N/A	N/A	N/A	N/A	\$61,526	\$76,024	\$90,522	1
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Combination Inspectors		NE	2080	4	N/A	N/A	\$51,703	\$64,628	\$77,554	6
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	83% vs. 0%	2080	16	8.8					7/9
Median (50th)								\$65,624	\$55,340	\$68,941	\$80,471	
Average								\$66,951	\$53,642	\$66,285	\$78,929	
60th								\$69,781	\$56,386	\$69,381	\$82,642	
75th								\$76,017	\$59,601	\$71,578	\$86,660	
Nederland vs Market 50th								88.8%	90.3%	85.6%	84.6%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

6 - Code Enforcement Officer

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Code Enforcement Officer		NE	2080	1	2.0	\$64,750	\$47,590	\$56,170	\$64,750	7
2	City of Baytown, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	City of Beaumont, TX	Code Enforcement Officer		NE	2080	3	N/A	\$42,568	\$41,808	\$52,260	\$62,712	8
4	City of Bridge City, TX	Building & Code Enforcement Officer		N/A	N/A	1	N/A	\$68,120	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Code Enforcement Officer		NE	2080	1	1.0	\$60,029	\$51,438	\$63,471	\$75,504	4
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Community Service Inspector		NE	2080	3	4.0	\$70,209	\$51,270	\$65,690	\$80,110	1
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Inspector - Code Enforcement II		NE	N/A	N/A	N/A	N/A	\$52,733	\$64,778	\$76,823	2
10	City of Orange, TX	Code Enforcement Officer		NE	2080	1	4.0	\$58,589	\$49,192	\$57,511	\$65,830	6
11	City of Port Arthur, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	Animal Control/ Code Enforement Officer		NE	2080	1	5.0	\$59,962	\$53,315	\$60,384	\$67,454	5
13	City of Texas City, TX	Code Enforcement Officer		NE	2080	3	N/A	N/A	\$51,703	\$64,628	\$77,554	3
14	City of Vidor, TX	Code Enforcement Officer		N/A	2080	2	N/A	\$42,422	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			9	100% vs. 0%	2080	15	3.5					7/8
Median (50th)								\$59,962	\$51,438	\$63,471	\$75,504	
Average								\$57,414	\$50,208	\$61,246	\$72,284	
60th								\$60,002	\$51,597	\$64,165	\$76,295	
75th								\$64,074	\$52,218	\$64,703	\$77,188	
Nederland vs Market 50th								108.0%	92.5%	88.5%	85.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

7 - Assistant Building Official

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Assistant Building Official		NE	2080	0	N/A	\$64,266	\$55,099	\$65,042	\$74,984	6	
2	City of Baytown, TX	Deputy Chief Building Official		N/A	N/A	1	N/A	\$83,200	\$69,367	\$86,709	\$104,051	3	
3	City of Beaumont, TX	Deputy Building Official		EX	2080	1	N/A	\$72,100	\$64,854	\$81,078	\$97,302	4	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Deputy Building Official		NE	2080	1	4.0	\$87,372	\$70,167	\$89,902	\$109,636	2	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
11	City of Port Arthur, TX	Deputy Building Official		N/A	N/A	N/A	N/A	N/A	N/A	\$78,520	\$97,032	\$115,544	1
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Deputy Building Official		EX	2080	1	4.0	\$71,624	\$62,845	\$78,556	\$94,267	5	
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			5	33% vs. 67%	2080	4	4.0					6/6	
Median (50th)								\$77,650	\$69,367	\$86,709	\$104,051		
Average								\$78,574	\$69,151	\$86,655	\$104,160		
60th								\$80,980	\$69,687	\$87,986	\$106,285		
75th								\$84,243	\$70,167	\$89,902	\$109,636		
Nederland vs Market 50th								82.8%	79.4%	75.0%	72.1%		

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8 - Chief Building Official

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Chief Building Official		EX	2080	1	1.0	\$89,731	\$89,731	\$105,966	\$122,200	6
2	City of Baytown, TX	Chief Building Official		N/A	N/A	1	N/A	\$117,000	\$87,760	\$109,700	\$131,640	3
3	City of Beaumont, TX	Building Official		EX	2080	1	N/A	\$110,376	\$75,088	\$93,860	\$112,632	9
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Chief Building Official		NE	2080	1	3.0	\$124,488	\$87,443	\$113,724	\$140,005	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Chief Building Official		NE	2080	1	5.0	\$106,642	\$88,786	\$113,758	\$138,729	1
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Building Official		EX	N/A	N/A	N/A	N/A	\$81,807	\$100,492	\$119,177	8
10	City of Orange, TX	Building Official		EX	2080	1	6.0	\$96,078	\$71,795	\$83,937	\$96,078	10
11	City of Port Arthur, TX	Building Official		N/A	N/A	N/A	N/A	N/A	\$87,277	\$107,838	\$128,398	5
12	City of Port Neches, TX	Building Official		EX	2080	1	15.0	\$107,684	\$95,732	\$108,431	\$121,131	4
13	City of Texas City, TX	Building Official/Planning Coordinator		EX	2080	1	6.0	\$88,466	\$84,218	\$105,272	\$126,327	7
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			9	29% vs. 71%	2080	7	7.0					6/10
Median (50th)								\$107,684	\$87,277	\$107,838	\$126,327	
Average								\$107,248	\$84,434	\$104,112	\$123,791	
60th								\$109,299	\$87,410	\$108,313	\$127,984	
75th								\$113,688	\$87,760	\$109,700	\$131,640	
Nederland vs Market 50th								83.3%	102.8%	98.3%	96.7%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

9 - Court Clerk

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Departmental Clerk - Court		NE	2080	1	1.0	\$52,936	\$43,139	\$50,939	\$58,739	6
2	City of Baytown, TX	Municipal Court Clerk		N/A	N/A	7	N/A	\$46,021	\$36,318	\$45,398	\$54,477	10
3	City of Beaumont, TX	Deputy Court Clerk		NE	2080	7	N/A	\$40,307	\$35,360	\$43,482	\$51,605	11
4	City of Bridge City, TX	Deputy Court Clerk		N/A	N/A	2	N/A	\$49,483	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Court Clerk I		NE	2080	1	1.5	\$42,307	\$39,874	\$49,223	\$58,573	7
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Court Specialist		NE	2080	5	6.8	\$55,193	\$40,308	\$51,645	\$62,982	5
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Deputy Court Clerk		NE	N/A	N/A	N/A	N/A	\$55,370	\$68,017	\$80,664	1
10	City of Orange, TX	Municipal Court Clerk		NE	2080	1	13.0	\$60,423	\$45,151	\$52,787	\$60,423	4
11	City of Port Arthur, TX	Deputy Municipal Court Clerk		N/A	N/A	N/A	N/A	N/A	\$45,115	\$55,744	\$66,373	3
12	City of Port Neches, TX	Deputy Court Clerk		NE	2080	1	10.0	\$59,962	\$53,315	\$60,384	\$67,454	2
13	City of Texas City, TX	Deputy Clerk I		NE	2080	3	N/A	N/A	\$38,581	\$48,227	\$57,872	8
14	City of Vidor, TX	Municipal Court Clerk		N/A	2080	2	N/A	\$41,600	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Court Clerk		NE	2080	6	N/A	N/A	\$36,038	\$43,443	\$50,847	12
16	Orange County, TX	Clerk II / JP Court		NE	N/A	N/A	N/A	N/A	\$42,390	\$48,006	\$53,622	9
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			13	100% vs. 0%	2080	35	7.8					6/12
Median (50th)								\$47,752	\$40,308	\$49,223	\$58,573	
Average								\$49,412	\$42,529	\$51,487	\$60,445	
60th								\$50,625	\$42,390	\$51,645	\$60,423	
75th								\$56,385	\$45,133	\$54,265	\$64,677	
Nederland vs Market 50th								110.9%	107.0%	103.5%	100.3%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

11 - Technician, Water Meter

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Meter Reader		NE	2080	3	1.0	\$51,029	\$43,139	\$50,939	\$58,739	3
2	City of Baytown, TX	Meter Technician		N/A	N/A	4	N/A	\$38,423	\$32,781	\$39,337	\$45,893	9
3	City of Beaumont, TX	Customer Service SME		NE	2080	9	N/A	\$37,847	\$37,918	\$47,403	\$56,888	6
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Meter Technician		NE	2080	2	1.5	\$53,799	\$39,874	\$49,223	\$58,573	5
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Meter Reader		NE	2080	4	6.5	\$51,982	\$40,308	\$51,645	\$62,982	2
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Water Meter Technician		NE	N/A	N/A	N/A	N/A	\$43,384	\$50,887	\$58,389	4
10	City of Orange, TX	Meter Readers		NE	2080	2	10.4	\$51,113	\$38,195	\$44,654	\$51,113	8
11	City of Port Arthur, TX	Meter Service Technician I		N/A	N/A	N/A	N/A	N/A	\$42,931	\$53,061	\$63,190	1
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Water Meter Reader / Customer Service Worker		NE	2080	2	N/A	N/A	\$36,744	\$46,022	\$55,300	7
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	100% vs. 0%	2080	23	6.1					3/9
Median (50th)								\$51,113	\$39,034	\$48,313	\$57,639	
Average								\$46,633	\$39,017	\$47,779	\$56,541	
60th								\$51,461	\$39,960	\$49,556	\$58,426	
75th								\$51,982	\$40,964	\$51,076	\$59,675	
Nederland vs Market 50th								99.8%	110.5%	105.4%	101.9%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

12 - Senior Technician, Accounts Payable

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Accounts Payable Specialist		NE	2080	1	1.0	\$49,982	\$49,982	\$59,020	\$68,058	3
2	City of Baytown, TX	Accounting Specialist II		N/A	N/A	2	N/A	\$50,981	\$41,152	\$51,440	\$61,728	7
3	City of Beaumont, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Accounts Payable Clerk		NE	2080	1	7.0	\$61,651	\$44,554	\$54,985	\$65,416	5
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Financial Service Technician		NE	2080	3	5.7	\$51,201	\$45,342	\$58,095	\$70,848	4
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Accounts Payable Clerk		NE	N/A	N/A	N/A	N/A	\$52,733	\$64,778	\$76,823	1
10	City of Orange, TX	Finance Clerk - Accounts Payable		NE	2080	4	3.3	\$51,932	\$45,121	\$52,772	\$60,423	6
11	City of Port Arthur, TX	Senior Account Clerk		N/A	N/A	N/A	N/A	N/A	\$48,589	\$60,039	\$71,490	2
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	AP Clerk		N/A	2080	1	N/A	\$42,848	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	100% vs. 0%	2080	11	5.3					3/7
Median (50th)								\$51,201	\$45,232	\$56,540	\$68,132	
Average								\$51,722	\$46,249	\$57,018	\$67,788	
60th								\$51,493	\$45,342	\$58,095	\$70,848	
75th								\$51,932	\$47,777	\$59,553	\$71,329	
Nederland vs Market 50th								97.6%	110.5%	104.4%	99.9%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

13 - Supervisor, Accounting

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Accounting Supervisor		EX	2080	1	3.0	\$87,069	\$66,914	\$79,082	\$91,250	5
2	City of Baytown, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	City of Beaumont, TX	Controller		EX	2080	1	N/A	\$110,000	\$82,784	\$103,480	\$124,176	1
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Accounting Supervisor		NE	2080	1	13.0	\$107,266	\$72,925	\$90,095	\$107,266	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Accounting Coordinator		EX	2080	1	26.0	\$96,683	\$67,469	\$86,445	\$105,421	3
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	Accounting Supervisor		NE	2080	1	15.0	\$80,357	\$71,431	\$80,911	\$90,391	4
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			4	50% vs. 50%	2080	4	18.0					5/5
Median (50th)								\$101,974	\$72,178	\$88,270	\$106,343	
Average								\$98,576	\$73,652	\$90,233	\$106,813	
60th								\$105,149	\$72,626	\$89,365	\$106,897	
75th								\$107,949	\$75,390	\$93,441	\$111,493	
Nederland vs Market 50th								85.4%	92.7%	89.6%	85.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

14 - Senior Technician, Payroll

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Payroll Technician	7	NE	2080	1	3.0	\$61,859	\$47,590	\$56,170	\$64,750	7	
2	City of Baytown, TX	Payroll Specialist		N/A	N/A	1	N/A	\$70,283	\$52,039	\$65,049	\$78,058	4	
3	City of Beaumont, TX	Payroll Technician		EX	2080	1	N/A	\$57,783	\$46,093	\$57,616	\$69,139	5	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	Payroll & Accounting Specialist		NE	2080	1	2.0	\$48,672	\$44,554	\$54,985	\$65,416	8	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Sr. Financial Service Technician		NE	2080	1	12.0	\$80,109	\$51,270	\$65,690	\$80,110	3	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
11	City of Port Arthur, TX	Payroll Analyst		N/A	N/A	N/A	N/A	N/A	N/A	\$53,206	\$65,749	\$78,291	2
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Payroll Specialist		EX	2080	1	N/A	\$65,987	\$65,987	\$82,484	\$98,980	1	
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Accounting Technician - Payroll		NE	2080	12	N/A	N/A	\$49,676	\$57,437	\$65,198	6	
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	60% vs. 40%	2080	17	7.0					7/8	
Median (50th)								\$65,987	\$51,270	\$65,049	\$78,058		
Average								\$64,567	\$51,832	\$64,144	\$76,456		
60th								\$67,705	\$51,731	\$65,433	\$78,198		
75th								\$70,283	\$52,623	\$65,719	\$79,201		
Nederland vs Market 50th								93.7%	92.8%	86.4%	83.0%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

15 - Technician, Utility Billing

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Departmental Clerk - Utility Billing		NE	2080	2	1.0	\$47,092	\$43,139	\$50,939	\$58,739	4
2	City of Baytown, TX	Customer Services Technician		N/A	N/A	4	N/A	\$43,358	\$32,781	\$39,337	\$45,893	10
3	City of Beaumont, TX	Account Technician		NE	2080	2	N/A	\$38,738	\$36,109	\$45,146	\$54,184	9
4	City of Bridge City, TX	Utility Billing Clerk		N/A	N/A	2	N/A	\$49,483	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Clerk - Utilities		NE	2080	3	3.0	\$41,212	\$36,587	\$45,157	\$53,726	8
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Customer Service Clerk		NE	2080	2	1.0	\$39,042	\$37,266	\$47,748	\$58,229	7
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Customer Service Clerk (UB)		NE	N/A	N/A	N/A	N/A	\$45,553	\$53,431	\$61,309	3
10	City of Orange, TX	Billing and Account Clerk		NE	2080	5	2.8	\$49,463	\$45,151	\$49,463	\$53,776	6
11	City of Port Arthur, TX	Utility Account Clerk		N/A	N/A	N/A	N/A	N/A	\$45,115	\$55,744	\$66,373	2
12	City of Port Neches, TX	Customer Service Clerk		NE	2080	2	5.0	\$57,106	\$50,769	\$57,504	\$64,239	1
13	City of Texas City, TX	Utility Billing		NE	2080	2	N/A	N/A	\$40,360	\$50,563	\$60,765	5
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	100% vs. 0%	2080	22	3.0					4/10
Median (50th)								\$43,358	\$40,360	\$49,463	\$58,229	
Average								\$45,486	\$41,077	\$49,344	\$57,610	
60th								\$47,021	\$44,164	\$50,343	\$60,258	
75th								\$49,473	\$45,151	\$53,431	\$61,309	
Nederland vs Market 50th								108.6%	106.9%	103.0%	100.9%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

16 - Specialist, Utility Billing

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Billing/Accounts Receivable Specialist		NE	2080	1	3.0	\$75,150	\$57,845	\$68,307	\$78,770	1	
2	City of Baytown, TX	Billing Specialist		N/A	N/A	2	N/A	\$54,964	\$45,986	\$57,482	\$68,978	3	
3	City of Beaumont, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Utility Billing Assistant		NE	2080	1	9.0	\$62,464	\$41,922	\$53,713	\$65,503	4	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
11	City of Port Arthur, TX	Senior Utility Account Clerk		N/A	N/A	N/A	N/A	N/A	N/A	\$49,400	\$61,048	\$72,696	2
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Utility Billing Clerk II		NE	2080	1	N/A	\$53,182	\$42,536	\$53,170	\$63,804	5	
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			4	100% vs. 0%	2080	4	9.0					1/5	
Median (50th)								N/A	\$44,261	\$55,597	\$67,241		
Average								N/A	\$44,961	\$56,353	\$67,745		
60th								N/A	\$45,296	\$56,728	\$68,283		
75th								N/A	\$46,840	\$58,374	\$69,908		
Nederland vs Market 50th								N/A	130.7%	122.9%	117.1%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

17 - Director, Finance

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Finance Director		EX	2080	1	2.0	\$163,717	\$120,182	\$141,950	\$163,717	10
2	City of Baytown, TX	Director of Finance		N/A	N/A	1	N/A	\$195,770	\$137,422	\$178,649	\$219,876	2
3	City of Beaumont, TX	Chief Financial Officer		EX	2080	1	N/A	\$160,000	\$134,846	\$168,553	\$202,259	6
4	City of Bridge City, TX	Director of Finance		N/A	N/A	1	N/A	\$95,002	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Finance Director		EX	2080	1	4.0	\$178,797	\$137,779	\$179,140	\$220,501	1
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Finance Director		EX	2080	1	26.0	\$205,350	\$131,423	\$168,386	\$205,349	7
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Chief Financial Officer		EX	N/A	N/A	N/A	N/A	\$140,697	\$172,833	\$204,969	4
10	City of Orange, TX	Director of Finance		EX	2080	1	10.0	\$133,610	\$99,842	\$116,726	\$133,610	11
11	City of Port Arthur, TX	Director of Finance		N/A	N/A	N/A	N/A	N/A	\$143,416	\$177,216	\$211,016	3
12	City of Port Neches, TX	Finance Officer/EDC Director		EX	2080	1	15.0	\$151,520	\$134,701	\$152,571	\$170,441	8
13	City of Texas City, TX	Chief Financial Officer		EX	2080	1	N/A	N/A	\$136,871	\$171,189	\$205,507	5
14	City of Vidor, TX	Finance Director		N/A	2080	1	N/A	\$95,014	N/A	N/A	N/A	N/A
15	Jefferson County, TX	County Auditor		EX	2080	1	N/A	N/A	\$126,959	\$146,796	\$166,632	9
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			12	0% vs. 100%	2080	10	13.8					10/11
Median (50th)								\$155,760	\$135,859	\$169,871	\$205,159	
Average								\$151,883	\$132,396	\$163,206	\$194,016	
60th								\$163,759	\$137,091	\$171,847	\$205,412	
75th								\$183,040	\$137,690	\$176,120	\$209,639	
Nederland vs Market 50th								105.1%	88.5%	83.6%	79.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

18 - Senior Technician, Human Resources

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Human Resources Assistant		NE	2080	1	1.0	\$49,462	\$45,344	\$53,518	\$61,693	6	
2	City of Baytown, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
3	City of Beaumont, TX	HR Assistant		NE	2080	2	N/A	\$45,406	\$36,109	\$45,146	\$54,184	8	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	HR Generalist		NE	2080	1	1.0	\$57,387	\$55,702	\$68,765	\$81,827	2	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Human Resources Specialist		NE	2080	1	3.0	\$48,861	\$43,599	\$55,861	\$68,123	3	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	Human Resources Coordinator		EX	N/A	N/A	N/A	N/A	N/A	\$58,139	\$71,418	\$84,697	1
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Human Resources Assistant		N/A	N/A	N/A	N/A	N/A	N/A	\$44,013	\$54,392	\$64,771	5
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Human Resources Assistant		NE	2080	1	N/A	N/A	N/A	\$43,906	\$51,059	\$58,212	7
16	Orange County, TX	HR Assistant		NE	N/A	N/A	N/A	N/A	N/A	\$49,088	\$55,099	\$61,110	4
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	83% vs. 17%	2080	5	2.0					6/8	
Median (50th)								N/A	\$44,013	\$55,099	\$64,771		
Average								N/A	\$47,222	\$57,391	\$67,561		
60th								N/A	\$47,058	\$55,556	\$66,782		
75th								N/A	\$52,395	\$62,313	\$74,975		
Nederland vs Market 50th								N/A	103.0%	97.1%	95.2%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

19 - Analyst, Human Resources

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Human Resources Specialist		NE	2080	1	1.0	\$66,955	\$57,845	\$68,307	\$78,770	2	
2	City of Baytown, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
3	City of Beaumont, TX	Human Resources Specialist		EX	2080	1	N/A	\$61,179	\$46,093	\$57,616	\$69,139	5	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Human Resources Generalist		NE	2080	1	2.0	\$59,968	\$51,270	\$65,690	\$80,110	4	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	Human Resources Generalist		EX	N/A	N/A	N/A	N/A	N/A	\$64,098	\$78,738	\$93,378	1
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Human Resources Analyst		N/A	N/A	N/A	N/A	N/A	N/A	\$54,538	\$67,392	\$80,246	3
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			4	33% vs. 67%	2080	2	2.0				2/5		
Median (50th)								N/A	\$52,904	\$66,541	\$80,178		
Average								N/A	\$54,000	\$67,359	\$80,719		
60th								N/A	\$53,884	\$67,052	\$80,219		
75th								N/A	\$56,928	\$70,229	\$83,529		
Nederland vs Market 50th								N/A	109.3%	102.7%	98.2%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

20 - Director, Human Resources

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Human Resources Director	11	EX	2080	1	1.0	\$148,524	\$109,013	\$128,773	\$148,533	9
2	City of Baytown, TX	Director of Human Resources/Civil Service		N/A	N/A	1	N/A	\$184,954	\$137,422	\$178,649	\$219,876	1
3	City of Beaumont, TX	Human Resources Director		EX	2080	1	N/A	\$148,134	\$116,480	\$145,600	\$174,720	5
4	City of Bridge City, TX	Director of Human Resources		N/A	N/A	1	N/A	\$68,661	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	HR & Risk Management Director		EX	2080	1	1.0	\$167,066	\$124,946	\$162,479	\$200,013	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Human Resources Manager		EX	2080	1	8.0	\$175,533	\$112,341	\$143,937	\$175,533	6
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Human Resources & Risk Management Director		EX	N/A	N/A	N/A	N/A	\$113,256	\$139,124	\$164,992	7
10	City of Orange, TX	Human Resources Manager		EX	2080	1	3.0	\$83,937	\$71,795	\$83,937	\$96,078	10
11	City of Port Arthur, TX	Director of Human Resources		N/A	N/A	N/A	N/A	N/A	\$120,640	\$149,074	\$177,507	3
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Director of Human Resources		EX	2080	1	N/A	\$147,494	\$118,503	\$148,129	\$177,755	4
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Director of Human Resources and Risk Management		EX	2080	1	N/A	N/A	\$117,893	\$136,314	\$154,735	8
16	Orange County, TX	HR Director		EX	N/A	N/A	N/A	N/A	\$64,126	\$77,376	\$90,626	11
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			11	0% vs. 100%	2080	8	4.0					9/11
Median (50th)								\$148,134	\$117,187	\$144,769	\$175,127	
Average								\$139,397	\$109,740	\$136,462	\$163,183	
60th								\$159,493	\$118,137	\$146,612	\$176,323	
75th								\$171,299	\$120,106	\$148,837	\$177,693	
Nederland vs Market 50th								100.3%	93.0%	89.0%	84.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

21 - Specialist, Technology Support

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Desktop Support Assistant		NE	2080	1	1.0	\$49,462	\$45,344	\$53,518	\$61,693	7	
2	City of Baytown, TX	Computer User Support Specialist I		N/A	N/A	2	N/A	\$59,925	\$45,986	\$57,482	\$68,978	5	
3	City of Beaumont, TX	Help Desk Analyst I		EX	2080	4	N/A	\$55,188	\$43,909	\$54,881	\$65,853	6	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	System Support Specialist		NE	2080	1	0.1	\$55,702	\$55,702	\$68,765	\$81,827	2	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	IT Systems Technician		NE	N/A	N/A	N/A	N/A	N/A	\$50,222	\$61,693	\$73,164	3
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	IT Support Specialist		N/A	N/A	N/A	N/A	N/A	N/A	\$64,646	\$79,882	\$95,118	1
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Personal Computer Technician		NE	2080	4	N/A	N/A	N/A	\$45,006	\$52,038	\$59,070	8
16	Orange County, TX	MIS Network Tech/Operator		NE	N/A	N/A	N/A	N/A	N/A	\$53,643	\$59,249	\$64,854	4
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	80% vs. 20%	2080	11	0.1					7/8	
Median (50th)								N/A	\$50,222	\$59,249	\$68,978		
Average								N/A	\$51,302	\$61,999	\$72,695		
60th								N/A	\$52,275	\$60,716	\$71,490		
75th								N/A	\$54,673	\$65,229	\$77,496		
Nederland vs Market 50th								N/A	90.3%	90.3%	89.4%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

22 - Analyst, Technology Support

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Information Technology Specialist		NE	2080	1	12.0	\$78,770	\$57,845	\$68,307	\$78,770	4
2	City of Baytown, TX	Network System Specialist I		N/A	N/A	1	N/A	\$64,438	\$45,986	\$57,482	\$68,978	7
3	City of Beaumont, TX	Help Desk Analyst II		EX	2080	1	N/A	\$66,436	\$46,093	\$57,616	\$69,139	6
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Network Analyst		NE	2080	1	0.3	\$78,998	\$66,165	\$81,671	\$97,178	1
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Computer Support Specialist III		NE	2080	3	1.7	\$61,904	\$54,978	\$70,441	\$85,903	3
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	IT Technician		NE	2080	1	3.0	\$46,564	\$41,422	\$48,441	\$55,459	8
11	City of Port Arthur, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	IT- Systems Analyst		EX	2080	1	N/A	\$62,500	\$57,002	\$71,253	\$85,503	2
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	MIS Security Analyst Tech		NE	N/A	N/A	N/A	N/A	N/A	\$59,488	\$65,874	\$72,259
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	67% vs. 33%	2080	8	1.7					4/8
Median (50th)								\$63,469	\$54,978	\$65,874	\$72,259	
Average								\$63,474	\$53,019	\$64,682	\$76,346	
60th								\$64,438	\$56,192	\$68,614	\$80,205	
75th								\$65,937	\$58,245	\$70,847	\$85,703	
Nederland vs Market 50th								124.1%	105.2%	103.7%	109.0%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

23 - Network Administrator

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	City of Baytown, TX	Network System Coordinator III		N/A	N/A	1	N/A	\$94,037	\$62,688	\$78,360	\$94,032	6
3	City of Beaumont, TX	Network/Server Administrator		EX	2080	2	N/A	\$81,966	\$56,035	\$70,044	\$84,053	8
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Network Administrator		NE	2080	1	17.0	\$108,098	\$72,925	\$90,095	\$107,266	4
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Network & Security Administrator		NE	2080	1	2.0	\$111,161	\$78,929	\$101,128	\$123,326	2
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Network Administrator Lead		EX	N/A	N/A	N/A	N/A	\$94,702	\$116,332	\$137,963	1
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Network Infrastructure Specialist		N/A	N/A	N/A	N/A	N/A	\$74,963	\$92,633	\$110,302	3
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Computer Systems Administrator		EX	2080	3	N/A	N/A	\$71,947	\$83,188	\$94,429	5
16	Orange County, TX	MIS System Specialist		NE	N/A	N/A	N/A	N/A	\$69,576	\$77,657	\$85,738	7
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	50% vs. 50%	2080	8	9.5					N/A
Median (50th)								\$101,067	\$72,436	\$86,642	\$100,847	
Average								\$98,815	\$72,721	\$88,680	\$104,638	
60th								\$105,285	\$73,332	\$90,603	\$107,873	
75th								\$108,864	\$75,955	\$94,756	\$113,558	
Nederland vs Market 50th								N/A	N/A	N/A	N/A	

MARKET DATA SHEETS
Market 50th Percentile Comparison

24 - Director, Information Technology

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Information Technology Director		EX	2080	1	17.0	\$128,336	\$94,182	\$111,259	\$128,336	9
2	City of Baytown, TX	Director of ITS		N/A	N/A	1	N/A	\$184,954	\$137,422	\$178,649	\$219,876	1
3	City of Beaumont, TX	Chief Technology Officer		EX	2080	1	N/A	\$147,794	\$134,846	\$168,553	\$202,259	3
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	IT Director		EX	2080	1	10.0	\$199,909	\$131,206	\$170,612	\$210,018	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	IT Manager		EX	2080	N/A	N/A	N/A	\$112,341	\$143,937	\$175,533	7
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	BITS Director		EX	N/A	N/A	N/A	N/A	\$130,881	\$160,775	\$190,669	4
10	City of Orange, TX	IT/Communications Director		EX	2080	1	16.0	\$120,598	\$90,118	\$105,348	\$120,579	10
11	City of Port Arthur, TX	Director of IT		N/A	N/A	N/A	N/A	N/A	\$120,640	\$149,074	\$177,507	5
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Director of IT		EX	2080	1	N/A	\$118,518	\$118,503	\$148,129	\$177,755	6
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Director of MIS		EX	2080	1	N/A	N/A	\$112,215	\$129,747	\$147,279	8
16	Orange County, TX	Mgmt (MIS) Director		EX	N/A	N/A	N/A	N/A	\$89,565	\$101,639	\$113,714	11
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	0% vs. 100%	2080	6	13.0					9/11
Median (50th)								\$147,794	\$119,572	\$148,601	\$177,631	
Average								\$154,354	\$117,774	\$145,646	\$173,519	
60th								\$162,658	\$124,736	\$153,754	\$182,920	
75th								\$184,954	\$131,125	\$166,608	\$199,362	
Nederland vs Market 50th								86.8%	78.8%	74.9%	72.2%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

25 - Library Page

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Library Page (PT)		NE	2080	4	1.0	\$20,925	\$20,925	\$21,486	\$22,048	5
2	City of Baytown, TX	Shelver (PT)		N/A	N/A	3	N/A	\$30,243	\$27,746	\$33,295	\$38,844	3
3	City of Beaumont, TX	Library Clerk II		NE	2080	6	N/A	\$34,741	\$32,760	\$40,955	\$49,150	1
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Library Page (PT)		NE	2080	2	1.5	\$27,466	\$26,832	\$31,200	\$35,568	4
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Library Clerk (PT)		NE	2080	1	1.0	\$27,348	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Library Aide		N/A	N/A	N/A	N/A	N/A	\$29,744	\$33,457	\$37,170	2
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	Library Clerk (PT)		N/A	2080	2	N/A	\$31,013	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			6	100% vs. 0%	2080	14	1.3					5/5
Median (50th)								\$30,243	\$28,745	\$33,376	\$38,007	
Average								\$30,162	\$29,271	\$34,727	\$40,183	
60th								\$30,551	\$29,344	\$33,424	\$38,509	
75th								\$31,013	\$30,498	\$35,331	\$41,421	
Nederland vs Market 50th								69.2%	72.8%	64.4%	58.0%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

26 - Library Assistant

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Library Assistant		NE	2080	3	10.0	\$51,452	\$41,101	\$48,558	\$56,014	4
2	City of Baytown, TX	Library Technician		N/A	N/A	1	N/A	\$38,854	\$27,746	\$33,295	\$38,844	8
3	City of Beaumont, TX	Library Technician		NE	2080	4	N/A	\$35,751	\$34,403	\$43,004	\$51,605	7
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Library Clerk		NE	2080	4	2.5	\$43,269	\$36,587	\$45,157	\$53,726	6
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Library Associate		NE	2080	1	13.0	\$60,423	\$45,151	\$52,834	\$60,516	3
11	City of Port Arthur, TX	Library Clerk		N/A	N/A	N/A	N/A	N/A	\$44,013	\$54,392	\$64,771	2
12	City of Port Neches, TX	Library Assistant		NE	2080	4	5.0	\$57,106	\$50,769	\$57,504	\$64,239	1
13	City of Texas City, TX	Lib-Support Service Asst		NE	2080	2	N/A	\$53,110	\$38,581	\$48,227	\$57,872	5
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	100% vs. 0%	2080	16	6.8					4/8
Median (50th)								\$48,190	\$38,581	\$48,227	\$57,872	
Average								\$48,086	\$39,607	\$47,773	\$55,939	
60th								\$53,110	\$41,840	\$50,991	\$59,458	
75th								\$56,107	\$44,582	\$53,613	\$62,377	
Nederland vs Market 50th								106.8%	106.5%	100.7%	96.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

27 - Director, Library Services

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Library Director		EX	2080	1	5.0	\$104,832	\$85,426	\$100,901	\$116,376	6
2	City of Baytown, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	City of Beaumont, TX	Library Administrator		EX	2080	1	N/A	\$111,414	\$95,826	\$119,787	\$143,749	3
4	City of Bridge City, TX	Director of Library Services		N/A	N/A	1	N/A	\$60,195	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Library Director		EX	2080	1	18.0	\$171,350	\$112,486	\$146,255	\$180,024	1
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Library Director		EX	2080	1	28.0	\$108,795	\$81,298	\$95,046	\$108,795	7
11	City of Port Arthur, TX	Director of Library Services		N/A	N/A	N/A	N/A	N/A	\$106,330	\$131,394	\$156,458	2
12	City of Port Neches, TX	Library Director		EX	2080	1	10.0	\$113,071	\$100,518	\$113,854	\$127,190	5
13	City of Texas City, TX	Library Director		EX	2080	1	N/A	\$97,493	\$92,850	\$116,063	\$139,275	4
14	City of Vidor, TX	Library Director		N/A	2080	1	N/A	\$53,560	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	0% vs. 100%	2080	7	18.7				6/7	
Median (50th)								\$108,795	\$98,172	\$117,925	\$141,512	
Average								\$102,268	\$98,218	\$120,400	\$142,582	
60th								\$110,366	\$100,518	\$119,787	\$143,749	
75th								\$112,242	\$104,877	\$128,492	\$153,280	
Nederland vs Market 50th								96.4%	87.0%	85.6%	82.2%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

28 - Worker, Maintenance

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Maintenance Worker		NE	2080	9	4.0	\$53,278	\$43,139	\$50,939	\$58,739	4
2	City of Baytown, TX	Facilities Specialist I		N/A	N/A	2	N/A	\$44,200	\$36,318	\$45,398	\$54,477	7
3	City of Beaumont, TX	Craftsman Assistant		NE	2080	2	N/A	\$36,421	\$34,403	\$43,004	\$51,605	9
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Facility Attendant		NE	2080	5	11.5	\$48,793	\$36,587	\$45,157	\$53,726	8
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Facility Maintenance Technician		NE	2080	2	12.5	\$53,413	\$40,308	\$51,645	\$62,982	3
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Maintenance Worker II		NE	2080	2	14.0	\$60,423	\$45,151	\$52,787	\$60,423	1
11	City of Port Arthur, TX	Maintenance Worker I - Facilities / Parks		N/A	N/A	N/A	N/A	N/A	\$38,251	\$47,268	\$56,285	6
12	City of Port Neches, TX	Laborer		NE	2080	2	5.0	\$51,800	\$46,032	\$52,152	\$58,271	2
13	City of Texas City, TX	Laborer		NE	2080	9	N/A	N/A	\$38,581	\$48,227	\$57,872	5
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	100% vs. 0%	2080	24	10.8					4/9
Median (50th)								\$50,296	\$38,416	\$47,747	\$57,078	
Average								\$49,175	\$39,454	\$48,205	\$56,955	
60th								\$51,800	\$38,927	\$48,910	\$57,952	
75th								\$53,010	\$41,519	\$51,772	\$58,809	
Nederland vs Market 50th								105.9%	112.3%	106.7%	102.9%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

29 - Technician, Parks & Recreation Maintenance

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Maintenance Worker - Parks and Recreation		NE	2080	2	3.0	\$47,622	\$43,139	\$50,939	\$58,739	4
2	City of Baytown, TX	Grounds Technician - Parks		N/A	N/A	10	N/A	\$38,451	\$32,781	\$39,337	\$45,893	10
3	City of Beaumont, TX	Maintenance Assistant		NE	2080	1	N/A	\$37,663	\$36,109	\$45,146	\$54,184	8
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Parks Laborer		NE	2080	2	1.0	\$37,336	\$34,029	\$41,995	\$49,962	9
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Park Maintenance Worker I		NE	2080	9	6.6	\$45,190	\$38,759	\$49,660	\$60,561	5
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Maintenance Worker II - Parks		NE	2080	9	17.5	\$49,678	\$45,151	\$52,787	\$60,423	1
11	City of Port Arthur, TX	Facilities Maintenance Technician I - Parks		N/A	N/A	N/A	N/A	N/A	\$41,891	\$51,771	\$61,651	3
12	City of Port Neches, TX	Parks Laborer		NE	2080	2	5.0	\$51,800	\$46,032	\$52,152	\$58,271	2
13	City of Texas City, TX	Park Crew Laborer		NE	2080	6	N/A	N/A	\$38,581	\$48,227	\$57,872	6
14	City of Vidor, TX	Grounds Maintenance Worker		N/A	2080	1	N/A	\$43,326	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	Park Maintenance		NE	N/A	N/A	N/A	N/A	\$42,390	\$48,006	\$53,622	7
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	100% vs. 0%	2080	40	7.5					4/10
Median (50th)								\$43,326	\$38,759	\$48,227	\$57,872	
Average								\$43,349	\$39,525	\$47,676	\$55,827	
60th								\$44,444	\$41,265	\$49,373	\$58,191	
75th								\$47,434	\$42,390	\$51,771	\$60,423	
Nederland vs Market 50th								109.9%	111.3%	105.6%	101.5%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

30 - Lead, Parks & Recreation Maintenance

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Parks and Recreation Maintenance Lead		NE	2080	0	N/A	\$55,515	\$47,590	\$56,170	\$64,750	5
2	City of Baytown, TX	Crew Leader - Parks		N/A	N/A	15	N/A	\$55,331	\$45,986	\$57,482	\$68,978	4
3	City of Beaumont, TX	Crew Leader - Parks		N/A	2080	N/A	N/A	\$44,075	\$43,902	\$54,877	\$65,852	6
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Crew Leader		NE	2080	4	10.5	\$67,350	\$51,438	\$63,471	\$75,504	1
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Parks Crew Leader		NE	N/A	N/A	N/A	N/A	\$45,553	\$53,431	\$61,309	7
10	City of Orange, TX	Sr. Maintenance Worker		NE	2080	1	2.0	\$52,144	\$49,192	\$57,511	\$65,830	3
11	City of Port Arthur, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Crewleader Special Projects		NE	2080	1	N/A	N/A	\$49,240	\$61,551	\$73,861	2
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			6	100% vs. 0%	2080	21	6.3					5/7
Median (50th)								\$53,737	\$47,589	\$57,497	\$67,415	
Average								\$54,725	\$47,552	\$58,054	\$68,556	
60th								\$54,693	\$49,192	\$57,511	\$68,978	
75th								\$58,336	\$49,228	\$60,541	\$72,640	
Nederland vs Market 50th								103.3%	100.0%	97.7%	96.0%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

31 - Equipment Mechanic

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Equipment Mechanic	12	NE	2080	1	7.0	\$68,058	\$49,982	\$59,020	\$68,058	7
2	City of Baytown, TX	Mechanic		N/A	N/A	3	N/A	\$57,325	\$45,986	\$57,482	\$68,978	9
3	City of Beaumont, TX	Equipment Technician III		NE	2080	12	N/A	\$50,597	\$48,401	\$60,502	\$72,602	5
4	City of Bridge City, TX	Mechanic		N/A	N/A	1	N/A	\$60,008	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Mechanic II		NE	2080	2	2.5	\$61,818	\$51,438	\$66,633	\$81,827	1
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Mechanic		NE	2080	2	1.0	\$53,789	\$51,270	\$65,690	\$80,110	2
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Mechanic II		NE	N/A	N/A	N/A	N/A	\$52,733	\$64,778	\$76,823	3
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Equipment Mechanic II - Garage		N/A	N/A	N/A	N/A	N/A	\$50,648	\$62,587	\$74,526	4
12	City of Port Neches, TX	Mechanic		NE	2080	2	10.0	\$59,962	\$53,315	\$60,384	\$67,454	6
13	City of Texas City, TX	Service Tech/Mechanic I		NE	2080	1	N/A	N/A	\$46,896	\$58,620	\$70,344	8
14	City of Vidor, TX	Mechanic		N/A	2080	1	N/A	\$48,714	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Automobile Mechanic		NE	2080	3	N/A	N/A	\$43,907	\$54,019	\$64,131	11
16	Orange County, TX	Transportation Mechanic		NE	N/A	N/A	N/A	N/A	\$49,088	\$55,099	\$61,110	10
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			12	100% vs. 0%	2080	27	4.5					7/11
Median (50th)								\$57,325	\$49,868	\$60,443	\$71,473	
Average								\$56,030	\$49,368	\$60,579	\$71,791	
60th								\$58,907	\$50,897	\$61,336	\$73,372	
75th								\$59,985	\$51,396	\$64,230	\$76,249	
Nederland vs Market 50th								118.7%	100.2%	97.6%	95.2%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

32 - Driver, Solid Waste

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Sanitation Driver		NE	2080	7	5.0	\$59,654	\$45,344	\$53,518	\$61,693	6
2	City of Baytown, TX	Heavy Equipment Specialist I - Solid Waste/Sanitation		N/A	N/A	4	N/A	\$47,986	\$36,318	\$45,398	\$54,477	10
3	City of Beaumont, TX	Solid Waste Equipment Operator		NE	2600	34	N/A	\$53,621	\$52,260	\$65,325	\$78,390	1
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Equipment Operator III - Sanitation		NE	2080	3	5.0	\$64,355	\$51,438	\$63,471	\$75,504	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Equipment Operator I - Solid Waste		NE	2080	6	3.3	\$48,036	\$41,922	\$53,713	\$65,503	5
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Solid Waste Collections Driver		NE	N/A	N/A	N/A	N/A	\$47,831	\$56,102	\$64,374	3
10	City of Orange, TX	Vactor Truck Operator		NE	2080	0	N/A	N/A	\$45,151	\$52,787	\$60,423	7
11	City of Port Arthur, TX	Equipment Operator I - Solid Waste		N/A	N/A	N/A	N/A	N/A	\$45,115	\$55,744	\$66,373	4
12	City of Port Neches, TX	Sanitation Specilaist II		NE	2080	10	5.0	\$49,331	\$43,848	\$49,669	\$55,490	9
13	City of Texas City, TX	Sanitation Driver		NE	2080	4	N/A	N/A	\$40,360	\$50,563	\$60,765	8
14	City of Vidor, TX	Sanitation Driver/Operator		N/A	2080	5	N/A	\$53,602	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	100% vs. 0%	2154	66	4.4					6/10
Median (50th)								\$51,466	\$45,115	\$53,713	\$64,374	
Average								\$52,822	\$44,916	\$54,752	\$64,589	
60th								\$53,602	\$45,144	\$55,338	\$65,277	
75th								\$53,616	\$47,831	\$56,102	\$66,373	
Nederland vs Market 50th								115.9%	100.5%	99.6%	95.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

33 - Supervisor, Solid Waste

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Solid Waste Supervisor		EX	2080	1	10.0	\$91,250	\$66,914	\$79,082	\$91,250	4	
2	City of Baytown, TX	Field Supervisor - Solid Waste/Sanitation		N/A	N/A	1	N/A	\$70,242	\$59,296	\$74,121	\$88,945	7	
3	City of Beaumont, TX	Foreman		NE	2600	4	N/A	\$64,222	\$63,518	\$79,404	\$95,290	3	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	Sanitation Supervisor		NE	2080	1	7.0	\$104,229	\$69,410	\$85,696	\$101,982	2	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Solid Waste Supervisor		NE	2080	2	10.8	\$87,000	\$59,983	\$76,853	\$93,723	6	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	Solid Waste Collections Supervisor		NE	N/A	N/A	N/A	N/A	N/A	\$64,098	\$78,738	\$93,378	5
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Sanitation Supervisor		EX	2080	1	N/A	\$83,200	\$69,286	\$86,608	\$103,929	1	
14	City of Vidor, TX	Sanitation Supervisor		N/A	2080	1	N/A	\$71,074	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	80% vs. 20%	2184	10	8.9					4/7	
Median (50th)								\$77,137	\$63,808	\$79,071	\$94,507		
Average								\$79,994	\$64,265	\$80,237	\$96,208		
60th								\$83,200	\$64,098	\$79,404	\$95,290		
75th								\$86,050	\$67,989	\$84,123	\$100,309		
Nederland vs Market 50th								118.3%	104.9%	100.0%	96.6%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

34 - Technician, Streets & Drainage

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Maintenance Worker - Streets & Drainage		NE	2080	3	4.0	\$51,917	\$43,139	\$50,939	\$58,739	5
2	City of Baytown, TX	Equipment Specialist - Streets		N/A	N/A	1	N/A	\$45,427	\$36,318	\$45,398	\$54,477	9
3	City of Beaumont, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	City of Bridge City, TX	Light Equipment Operator I - Streets		N/A	N/A	3	N/A	\$47,590	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Street Laborer		NE	2080	5	3.5	\$47,715	\$39,874	\$49,223	\$58,573	6
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Equipment Operator I - Streets		NE	2080	13	3.3	\$46,524	\$41,922	\$53,713	\$65,503	2
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Maintenance Worker II		NE	2080	11	4.9	\$44,441	\$38,195	\$44,654	\$51,113	10
11	City of Port Arthur, TX	Public Works Technician II - Streets		N/A	N/A	N/A	N/A	N/A	\$42,931	\$53,061	\$63,190	3
12	City of Port Neches, TX	Laborer- Streets		NE	2080	7	5.0	\$51,800	\$46,032	\$52,152	\$58,271	4
13	City of Texas City, TX	Street & Bridge Laborer		NE	2080	9	N/A	N/A	\$38,581	\$48,227	\$57,872	7
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Utility Maintenance Worker - Roads/Bridges		NE	2080	12	N/A	N/A	\$39,777	\$46,723	\$53,668	8
16	Orange County, TX	R&B Operator I		NE	N/A	N/A	N/A	N/A	\$49,088	\$55,099	\$61,110	1
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	100% vs. 0%	2080	61	4.2					5/10
Median (50th)								\$47,057	\$39,874	\$49,223	\$58,271	
Average								\$47,250	\$41,413	\$49,805	\$58,198	
60th								\$47,590	\$41,512	\$51,566	\$58,512	
75th								\$47,684	\$42,931	\$53,061	\$61,110	
Nederland vs Market 50th								110.3%	108.2%	103.5%	100.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

35 - Operator, Heavy Equipment

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Heavy Equipment Operator	13	NE	2080	2	5.0	\$68,058	\$49,982	\$59,020	\$68,058	5
2	City of Baytown, TX	Heavy Equipment Specialist 1		N/A	N/A	1	N/A	\$44,720	\$36,318	\$45,398	\$54,477	12
3	City of Beaumont, TX	Equipment Operator - Streets		NE	2600	3	N/A	\$38,816	\$37,918	\$47,403	\$56,888	11
4	City of Bridge City, TX	Heavy Equipment Operator - Streets		N/A	N/A	1	N/A	\$59,509	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Equipment Operator III		NE	2080	2	7.0	\$72,322	\$51,438	\$63,471	\$75,504	1
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Equipment Operator II - Streets		NE	2080	6	6.5	\$58,057	\$45,342	\$58,095	\$70,848	7
8	City of Lumberton, TX	Heavy Equipment Operator		N/A	N/A	N/A	N/A	N/A	\$55,185	\$61,470	\$67,754	2
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Heavy Equipment Operator		NE	2080	2	23.5	\$58,712	\$45,151	\$52,787	\$60,423	10
11	City of Port Arthur, TX	Equipment Operator II - Streets / Drainage		N/A	N/A	N/A	N/A	N/A	\$49,400	\$61,048	\$72,696	3
12	City of Port Neches, TX	Equipment Operator		NE	2080	2	5.0	\$57,106	\$50,769	\$57,504	\$64,239	8
13	City of Texas City, TX	Heavy Equipment Operator		NE	2080	8	N/A	N/A	\$44,663	\$55,828	\$66,994	9
14	City of Vidor, TX	Street Operator		N/A	2080	1	N/A	\$49,358	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Heavy Equipment Operator		NE	2080	7	N/A	N/A	\$49,676	\$58,157	\$66,638	6
16	Orange County, TX	R&B Operator II		NE	N/A	N/A	N/A	N/A	\$53,643	\$59,249	\$64,854	4
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			13	100% vs. 0%	2145	33	10.5					5/12
Median (50th)								\$57,582	\$49,400	\$58,095	\$66,638	
Average								\$54,825	\$47,228	\$56,401	\$65,574	
60th								\$58,188	\$49,676	\$58,157	\$66,994	
75th								\$58,911	\$51,104	\$60,148	\$69,301	
Nederland vs Market 50th								118.2%	101.2%	101.6%	102.1%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

36 - Supervisor, Streets & Drainage

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Streets & Drainage Supervisor		EX	2080	1	2.0	\$91,250	\$66,914	\$79,082	\$91,250	6
2	City of Baytown, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	City of Beaumont, TX	General Foreman - S&D		NE	2600	4	N/A	\$66,654	\$63,518	\$79,404	\$95,290	5
4	City of Bridge City, TX	Assistant Superintendent - Streets		N/A	N/A	1	N/A	\$76,253	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Street Supervisor		NE	2080	1	10.0	\$104,478	\$69,410	\$85,696	\$101,982	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Street Maintenance Supervisor		EX	2080	3	11.6	\$83,179	\$59,983	\$76,853	\$93,723	7
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Streets and Drainage Manager		NE	2080	1	28.0	\$96,078	\$71,795	\$83,937	\$96,078	4
11	City of Port Arthur, TX	Maintenance Crew Supervisor - Streets / Drainage		N/A	N/A	N/A	N/A	N/A	\$55,744	\$68,879	\$82,014	8
12	City of Port Neches, TX	Streets Supervisor		EX	2080	1	10.0	\$84,381	\$75,011	\$84,958	\$94,904	3
13	City of Texas City, TX	Street & Bridge Supervisor		EX	2080	1	9.0	\$93,462	\$72,751	\$90,938	\$109,126	1
14	City of Vidor, TX	Int S/D Supervisor		N/A	2080	1	N/A	\$71,074	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	R&B Foreman		NE	N/A	N/A	N/A	N/A	\$59,488	\$65,874	\$72,259	9
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	57% vs. 43%	2154	13	13.7					6/9
Median (50th)								\$83,780	\$66,464	\$81,670	\$95,097	
Average								\$84,445	\$65,962	\$79,567	\$93,172	
60th								\$86,198	\$69,887	\$84,141	\$95,448	
75th								\$94,116	\$72,034	\$85,142	\$97,554	
Nederland vs Market 50th								108.9%	100.7%	96.8%	96.0%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

37 - Program Coordinator, Recreation

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Recreation/Aquatic Assistant		NE	2080	1	4.0	\$55,536	\$45,344	\$53,518	\$61,693	5
2	City of Baytown, TX	Athletic Program Coordinator		N/A	N/A	1	N/A	\$65,437	\$56,009	\$70,011	\$84,013	2
3	City of Beaumont, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Recreation Specialist		NE	2080	1	4.0	\$59,322	\$51,438	\$63,471	\$75,504	3
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Recreation Programs Coordinator		EX	2080	1	17.0	\$84,388	\$54,978	\$70,441	\$85,903	1
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Recreation Center Coordinator		NE	2080	1	2.0	\$52,144	\$49,192	\$57,511	\$65,830	4
11	City of Port Arthur, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			4	67% vs. 33%	2080	4	7.7					5/5
Median (50th)								\$62,379	\$53,208	\$66,741	\$79,759	
Average								\$65,322	\$52,904	\$65,358	\$77,813	
60th								\$64,214	\$54,270	\$68,703	\$82,311	
75th								\$70,175	\$55,236	\$70,118	\$84,486	
Nederland vs Market 50th								89.0%	85.2%	80.2%	77.3%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

38 - Director, Parks & Recreation

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Parks & Recreation Director		EX	2080	1	3.0	\$100,547	\$73,819	\$87,183	\$100,547	8	
2	City of Baytown, TX	Director of Parks & Recreation		N/A	N/A	1	N/A	\$193,211	\$137,422	\$178,649	\$219,876	1	
3	City of Beaumont, TX	Parks & Facilities Maintenance Director		EX	2080	1	N/A	\$169,794	\$128,419	\$160,524	\$192,629	5	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	Parks & Recreation Director		EX	2080	1	2.0	\$170,269	\$131,206	\$170,612	\$210,018	2	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Director of Parks & Recreation		EX	2080	1	4.0	\$172,709	\$131,423	\$168,386	\$205,349	3	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	PARD Director		EX	N/A	N/A	N/A	N/A	N/A	\$130,881	\$160,775	\$190,669	4
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Director of Parks & Recreations		N/A	N/A	N/A	N/A	N/A	N/A	\$120,640	\$149,074	\$177,507	7
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Rec & Tour- Director		EX	2080	1	N/A	\$127,308	\$124,428	\$155,535	\$186,642	6	
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	Event Center/Parks Director		EX	N/A	N/A	N/A	N/A	N/A	\$64,126	\$77,376	\$90,626	9
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	0% vs. 100%	2080	5	3.0					8/9	
Median (50th)								\$170,269	\$129,650	\$160,650	\$191,649		
Average								\$166,658	\$121,068	\$152,616	\$184,164		
60th								\$171,245	\$130,946	\$162,297	\$195,173		
75th								\$172,709	\$131,261	\$168,943	\$206,516		
Nederland vs Market 50th								59.1%	56.9%	54.3%	52.5%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

39 - Animal Control Officer

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Animal Control Officer		NE	2080	1	13.0	\$61,693	\$45,344	\$53,518	\$61,693	7
2	City of Baytown, TX	Animal Control Officer		N/A	N/A	6	N/A	\$43,708	\$41,152	\$51,440	\$61,728	8
3	City of Beaumont, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Animal Control Officer		NE	2080	3	4.0	\$50,835	\$44,554	\$54,985	\$65,416	5
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Animal Control Officer		NE	2080	3	1.3	\$45,852	\$43,599	\$55,861	\$68,123	4
8	City of Lumberton, TX	Animal Control Officer		N/A	N/A	N/A	N/A	N/A	\$51,984	\$56,418	\$60,853	3
9	City of Mont Belvieu, TX	Animal Control Officer		NE	N/A	N/A	N/A	N/A	\$52,733	\$64,778	\$76,823	1
10	City of Orange, TX	Animal Control Officer		NE	2080	2	3.0	\$42,989	\$38,195	\$44,654	\$51,113	10
11	City of Port Arthur, TX	Animal Services Officer		N/A	N/A	N/A	N/A	N/A	\$44,013	\$54,392	\$64,771	6
12	City of Port Neches, TX	Animal Control/ Code Enforcement Officer		NE	2080	1	5.0	\$59,962	\$53,315	\$60,384	\$67,454	2
13	City of Texas City, TX	Health-Animal Control		NE	2080	3	N/A	N/A	\$40,360	\$50,563	\$60,765	9
14	City of Vidor, TX	Animal Control Officer		N/A	2080	1	N/A	\$52,000	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	100% vs. 0%	2080	19	3.3					7/10
Median (50th)								\$48,344	\$44,013	\$54,985	\$64,771	
Average								\$49,224	\$45,545	\$54,831	\$64,116	
60th								\$50,835	\$44,445	\$55,686	\$65,287	
75th								\$51,709	\$51,984	\$56,418	\$67,454	
Nederland vs Market 50th								127.6%	103.0%	97.3%	95.2%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

40 - Public Safety Dispatcher

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Telecommunications Dispatcher		NE	2190	12	4.0	\$53,707	\$47,590	\$56,170	\$64,750	7
2	City of Baytown, TX	Telecommunicator		N/A	N/A	17	N/A	\$51,761	\$46,509	\$53,874	\$61,240	8
3	City of Beaumont, TX	911 Center Dispatcher		NE	2600	10	N/A	\$75,400	\$63,518	\$79,404	\$95,290	1
4	City of Bridge City, TX	Police Dispatcher		N/A	N/A	N/A	N/A	\$53,435	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Dispatcher		NE	2080	10	10.1	\$69,046	\$51,438	\$63,471	\$75,504	3
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Telecommunicator		NE	2080	8	11.3	\$64,964	\$51,270	\$65,690	\$80,110	2
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Dispatcher		NE	N/A	N/A	N/A	N/A	\$50,222	\$61,693	\$73,164	5
10	City of Orange, TX	Dispatcher		NE	2080	7	9.5	\$55,592	\$45,151	\$52,787	\$60,423	9
11	City of Port Arthur, TX	Telecommunication Officer I		N/A	N/A	N/A	N/A	N/A	\$50,648	\$62,587	\$74,526	4
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Dispatcher		NE	2080	10	N/A	N/A	\$49,240	\$61,551	\$73,861	6
14	City of Vidor, TX	Dispatcher		N/A	2080	6	N/A	\$48,800	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Telecommunicator		NE	2080	10	N/A	N/A	\$37,861	\$47,327	\$56,793	11
16	Orange County, TX	Dispatcher		N/A	N/A	N/A	N/A	N/A	\$44,658	\$50,700	\$56,742	10
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			12	100% vs. 0%	2154	78	10.3					7/11
Median (50th)								\$55,592	\$49,731	\$61,622	\$73,513	
Average								\$59,857	\$49,052	\$59,908	\$70,765	
60th								\$61,215	\$50,393	\$62,051	\$74,127	
75th								\$67,005	\$51,115	\$63,250	\$75,260	
Nederland vs Market 50th								96.6%	95.7%	91.2%	88.1%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

41 - Supervisor, Public Safety Dispatch

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Dispatch Supervisor		EX	2080	1	14.0	\$91,250	\$66,914	\$79,082	\$91,250	3
2	City of Baytown, TX	Telecommunications Supervisor		N/A	N/A	5	N/A	\$67,496	\$64,335	\$68,325	\$72,316	5
3	City of Beaumont, TX	911 Center Shift Supervisor		NE	2600	6	N/A	\$85,800	\$77,220	\$96,525	\$115,830	1
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Dispatcher Supervisor		NE	2080	1	14.0	\$98,862	\$66,165	\$81,671	\$97,178	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Lead Telecommunicator		NE	2080	3	9.7	\$76,333	\$54,978	\$70,441	\$85,903	4
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	Dispatch Supervisor		N/A	2080	1	N/A	\$54,642	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Telecommunication Service Supervisor		NE	2080	1	N/A	N/A	\$50,920	\$60,939	\$70,957	7
16	Orange County, TX	Dispatch Supervisor		N/A	N/A	N/A	N/A	N/A	N/A	\$60,216	\$61,391	\$62,566
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	100% vs. 0%	2184	17	11.8					3/7
Median (50th)								\$76,333	\$62,276	\$69,383	\$79,109	
Average								\$76,627	\$62,306	\$73,215	\$84,125	
60th								\$80,120	\$64,335	\$70,441	\$85,903	
75th								\$85,800	\$65,707	\$78,864	\$94,359	
Nederland vs Market 50th								119.5%	107.4%	114.0%	115.3%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

42 - Fire Inspector

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
2	City of Baytown, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
3	City of Beaumont, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	Fire Inspector / Investigator		NE	2080	1	7.0	\$81,806	\$62,982	\$78,894	\$94,806	2	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	Fire Inspector		EX	N/A	N/A	N/A	N/A	N/A	\$81,807	\$100,492	\$119,177	1
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			2	50% vs. 50%	2080	1	7.0					N/A	
Median (50th)								N/A	N/A	N/A	N/A		
Average								N/A	N/A	N/A	N/A		
60th								N/A	N/A	N/A	N/A		
75th								N/A	N/A	N/A	N/A		
Nederland vs Market 50th								N/A	N/A	N/A	N/A		

MARKET DATA SHEETS
Market 50th Percentile Comparison

43 - Firefighter

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Firefighter (FY 26/27 Pay)	7	NE	2756	14	11.0	\$76,125	\$70,416	\$78,145	\$85,874	4
2	City of Baytown, TX	Firefighter - Paramedic (normalized to 2,756 hrs)		N/A	2596	82	N/A	\$101,505	\$88,606	\$97,239	\$105,871	1
3	City of Beaumont, TX	Firefighter (normalized to 2,756 hrs)		NE	2912	102	N/A	\$95,054	\$80,723	\$92,312	\$103,901	2
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Firefighter - EMT (normalized to 2,756 hrs)		N/A	2912	N/A	N/A	N/A	\$73,738	\$88,494	\$103,250	3
10	City of Orange, TX	Firefighter		NE	2756	21	8.1	\$74,253	\$63,761	\$71,135	\$78,509	6
11	City of Port Arthur, TX	Firefighter		N/A	2756	N/A	N/A	N/A	\$69,908	\$75,901	\$81,894	5
12	City of Port Neches, TX	Firefighter (normalized to 2,756 hrs)		NE	3033.33	6	5.0	\$67,916	\$60,381	\$68,389	\$76,396	7
13	City of Texas City, TX	Firefighter		NE	2756	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	100% vs. 0%	2817	211	6.5					4/7
Median (50th)								\$84,654	\$71,823	\$82,197	\$92,572	
Average								\$84,682	\$72,853	\$82,245	\$91,637	
60th								\$90,894	\$73,738	\$88,494	\$103,250	
75th								\$96,667	\$78,977	\$91,358	\$103,738	
Nederland vs Market 50th								89.9%	98.0%	95.1%	92.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

44 - Fire Captain

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Fire Captain (FY 26/27 Pay)		NE	2756	3	10.0	\$105,941	\$81,412	\$95,261	\$109,110	6
2	City of Baytown, TX	Fire Captain (normalized to 2,756 hrs)		N/A	2596	33	N/A	\$132,503	\$127,416	\$130,584	\$133,752	2
3	City of Beaumont, TX	Fire Captain (normalized to 2,756 hrs)		NE	2912	42	N/A	\$126,481	\$116,386	\$131,888	\$147,391	1
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Fire Captain (normalized to 2,756 hrs)		N/A	2912	N/A	N/A	N/A	\$85,360	\$102,443	\$119,525	3
10	City of Orange, TX	Fire Captain		NE	2756	10	14.7	\$92,838	\$92,838	\$92,838	\$92,838	7
11	City of Port Arthur, TX	Fire Captain		N/A	2756	N/A	N/A	N/A	\$97,827	\$99,803	\$101,780	5
12	City of Port Neches, TX	Fire Captain (normalized to 2,756 hrs)		NE	3033.33	3	10.0	\$86,682	\$77,058	\$87,281	\$97,505	8
13	City of Texas City, TX	Fire Captain		NE	2756	11	N/A	\$98,637	\$98,637	\$100,112	\$101,586	4
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	100% vs. 0%	2817	99	12.3					6/8
Median (50th)								\$98,637	\$97,827	\$100,112	\$101,780	
Average								\$107,428	\$99,360	\$106,421	\$113,482	
60th								\$109,775	\$98,313	\$101,510	\$112,427	
75th								\$126,481	\$107,512	\$116,513	\$126,639	
Nederland vs Market 50th								107.4%	83.2%	95.2%	107.2%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

45 - Fire Chief

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Fire Chief	7	EX	2080	1	7.0	\$156,000	\$114,462	\$135,231	\$156,000	7	
2	City of Baytown, TX	Fire Chief		N/A	N/A	1	N/A	\$206,461	\$143,845	\$186,999	\$230,152	1	
3	City of Beaumont, TX	Fire Chief		EX	2080	1	N/A	\$183,855	\$134,846	\$168,553	\$202,259	4	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	Fire Chief		EX	N/A	N/A	N/A	N/A	N/A	\$121,750	\$149,558	\$177,367	6
10	City of Orange, TX	Fire Chief		EX	2080	1	25.9	\$131,882	\$131,882	\$131,882	\$131,882	8	
11	City of Port Arthur, TX	Fire Chief		N/A	N/A	N/A	N/A	N/A	N/A	\$150,675	\$186,181	\$221,686	2
12	City of Port Neches, TX	Fire Chief		EX	2080	1	10.0	\$151,520	\$134,701	\$152,571	\$170,441	5	
13	City of Texas City, TX	Fire Chief		EX	2080	1	N/A	\$164,440	\$136,871	\$171,189	\$205,507	3	
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	0% vs. 100%	2080	5	17.9					7/8	
Median (50th)								\$164,440	\$134,846	\$168,553	\$202,259		
Average								\$167,631	\$136,367	\$163,848	\$191,328		
60th								\$172,206	\$136,061	\$170,134	\$204,208		
75th								\$183,855	\$140,358	\$178,685	\$213,597		
Nederland vs Market 50th							94.9%	84.9%	80.2%	77.1%			

MARKET DATA SHEETS
Market 50th Percentile Comparison

46 - Police Officer

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Police Officer (FY 26/27 Pay)	14	NE	2080	24	7.0	\$84,481	\$73,341	\$85,727	\$98,114	6
2	City of Baytown, TX	Police Officer		N/A	N/A	118	N/A	\$103,741	\$80,622	\$94,175	\$107,727	1
3	City of Beaumont, TX	Police Officer		NE	2080	180	N/A	\$89,591	\$76,656	\$87,252	\$97,848	5
4	City of Bridge City, TX	Police Officer		N/A	N/A	7	N/A	\$71,525	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Patrol Officer		NE	2080	26	6.0	\$95,046	\$73,070	\$90,178	\$107,286	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Patrol Officer		NE	2080	40	7.5	\$88,025	\$74,002	\$89,734	\$105,466	3
8	City of Lumberton, TX	Police Officer		N/A	N/A	N/A	N/A	N/A	\$69,376	\$78,246	\$87,115	11
9	City of Mont Belvieu, TX	Police Officer		N/A	N/A	N/A	N/A	N/A	\$74,181	\$89,026	\$103,871	4
10	City of Orange, TX	Police Officer		NE	2080	20	10.1	\$81,386	\$61,447	\$74,777	\$88,107	12
11	City of Port Arthur, TX	Police Officer		N/A	N/A	N/A	N/A	N/A	\$71,332	\$82,884	\$94,436	7
12	City of Port Neches, TX	Police Officer		NE	2080	14	5.0	\$80,357	\$71,431	\$80,911	\$90,391	9
13	City of Texas City, TX	Patrolman		NE	2080	64	N/A	N/A	\$64,662	\$81,913	\$99,164	8
14	City of Vidor, TX	Patrol Officer		N/A	2080	8	N/A	\$67,781	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Deputy Sheriff		NE	2080	67	N/A	N/A	\$68,576	\$78,582	\$88,588	10
16	Orange County, TX	Deputy Sheriff		N/A	N/A	N/A	N/A	N/A	\$60,902	\$66,206	\$71,510	13
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			14	100% vs. 0%	2080	544	7.2					6/13
Median (50th)								\$84,706	\$71,382	\$82,399	\$96,142	
Average								\$84,682	\$70,522	\$82,824	\$95,126	
60th								\$88,338	\$72,415	\$85,505	\$98,638	
75th								\$90,955	\$74,047	\$89,203	\$104,270	
Nederland vs Market 50th								99.7%	102.7%	104.0%	102.1%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

47 - Police Sergeant

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Police Sergeant (FY 26/27 Pay)		NE	2080	6	6.0	\$109,602	\$99,299	\$108,794	\$118,290	5
2	City of Baytown, TX	Police Sergeant		N/A	N/A	19	N/A	\$124,325	\$119,322	\$122,978	\$126,634	1
3	City of Beaumont, TX	Police Sergeant		NE	2080	44	N/A	\$112,335	\$107,544	\$109,278	\$111,012	4
4	City of Bridge City, TX	Police Sergeant		N/A	N/A	5	N/A	\$83,221	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Police Sergeant		NE	2080	8	5.0	\$131,547	\$89,419	\$110,375	\$131,331	3
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Sergeant		NE	2080	12	5.2	\$113,798	\$104,191	\$111,468	\$118,745	2
8	City of Lumberton, TX	Police Sergeant - differential pay		N/A	N/A	N/A	N/A	N/A	\$73,276	\$82,146	\$91,015	10
9	City of Mont Belvieu, TX	Police Sergeant		N/A	N/A	N/A	N/A	N/A	\$81,807	\$98,178	\$114,549	9
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Police Sergeant		N/A	N/A	N/A	N/A	N/A	\$102,862	\$105,709	\$108,555	7
12	City of Port Neches, TX	Police Sergeant		NE	2080	5	10.0	\$97,673	\$86,828	\$98,348	\$109,868	8
13	City of Texas City, TX	Sergeant		NE	2080	9	N/A	\$107,132	\$107,132	\$108,243	\$109,354	6
14	City of Vidor, TX	Patrol Sergeant		N/A	2080	5	N/A	\$79,768	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Sergeant		NE	2080	12	N/A	\$94,595	N/A	N/A	N/A	N/A
16	Orange County, TX	Sergeant		N/A	N/A	N/A	N/A	N/A	\$80,267	\$81,484	\$82,701	11
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			13	100% vs. 0%	2080	119	6.7					5/11
Median (50th)								\$107,132	\$96,141	\$106,976	\$110,440	
Average								\$104,933	\$95,265	\$102,821	\$110,376	
60th								\$111,295	\$103,394	\$108,657	\$112,427	
75th								\$113,798	\$106,397	\$110,101	\$117,696	
Nederland vs Market 50th								102.3%	103.3%	101.7%	107.1%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

48 - Police Lieutenant

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Police Lieutenant (FY 26/27 Pay)		NE	2080	1	4.0	\$121,722	\$104,707	\$115,034	\$125,362	4
2	City of Baytown, TX	Police Lieutenant		N/A	N/A	11	N/A	\$144,513	\$139,901	\$142,721	\$145,540	1
3	City of Beaumont, TX	Police Lieutenant		NE	2080	14	N/A	\$124,176	N/A	N/A	N/A	N/A
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Police Lieutenant		NE	2080	4	9.0	\$153,930	\$98,824	\$126,892	\$154,960	3
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Lieutenant		NE	2080	5	4.6	\$131,458	\$122,308	\$128,547	\$134,786	2
8	City of Lumberton, TX	Police Lieutenant - differential pay		N/A	N/A	N/A	N/A	N/A	\$74,476	\$83,346	\$92,215	9
9	City of Mont Belvieu, TX	Police Lieutenant		N/A	N/A	N/A	N/A	N/A	\$94,702	\$113,653	\$132,605	6
10	City of Orange, TX	Police Lieutenant		NE	2080	5	17.8	\$102,461	\$100,513	\$101,730	\$102,948	7
11	City of Port Arthur, TX	Police Lieutenant		N/A	N/A	N/A	N/A	N/A	\$111,968	\$114,929	\$117,889	5
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	Lietenant		NE	2080	4	N/A	\$113,721	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Lieutenant		NE	2080	7	N/A	\$99,220	N/A	N/A	N/A	N/A
16	Orange County, TX	Lieutenant		N/A	N/A	N/A	N/A	N/A	\$89,170	\$90,563	\$91,957	8
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			11	100% vs. 0%	2080	50	10.5					4/9
Median (50th)								\$124,176	\$99,669	\$114,291	\$125,247	
Average								\$124,211	\$103,983	\$112,798	\$121,613	
60th								\$128,546	\$102,804	\$117,321	\$133,041	
75th								\$137,986	\$114,553	\$127,306	\$137,475	
Nederland vs Market 50th								98.0%	105.1%	100.7%	100.1%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

49 - Assistant Police Chief

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Assistant Chief of Police (FY 26/27 Pay)		NE	2080	1	8.0	\$138,653	\$119,933	\$131,373	\$142,813	7
2	City of Baytown, TX	Assistant Police Chief		N/A	N/A	3	N/A	\$177,459	\$173,921	\$179,221	\$184,521	1
3	City of Beaumont, TX	Assistant Police Chief		NE	2080	2	N/A	\$160,742	N/A	N/A	N/A	N/A
4	City of Bridge City, TX	Assistant Chief of Police		N/A	N/A	1	N/A	\$102,502	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Assistant Chief of Police		EX	2080	2	3.0	\$177,403	\$124,946	\$162,479	\$200,013	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Assistant Police Chief		EX	2080	2	4.0	\$161,890	\$121,508	\$155,682	\$189,856	3
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Assistant Chief of Police		EX	N/A	N/A	N/A	N/A	\$121,750	\$149,558	\$177,367	5
10	City of Orange, TX	Police Major		EX	2080	2	35.0	\$121,247	\$90,603	\$105,925	\$121,247	9
11	City of Port Arthur, TX	Deputy Chief of Police		N/A	N/A	N/A	N/A	N/A	\$123,656	\$152,807	\$181,958	4
12	City of Port Neches, TX	Assistant Chief of Police		NE	2080	1	15.0	\$130,888	\$116,364	\$131,797	\$147,231	6
13	City of Texas City, TX	PD- Assistant Chief		EX	2080	1	N/A	\$123,011	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Chief Deputy Sheriff - Law Enforcement		EX	2080	1	N/A	N/A	\$89,853	\$112,316	\$134,778	8
16	Orange County, TX	Chief Deputy Sheriff		N/A	N/A	N/A	N/A	\$111,613	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			12	25% vs. 75%	2080	15	14.3					7/9
Median (50th)								\$130,888	\$121,629	\$151,183	\$179,662	
Average								\$140,751	\$120,325	\$143,723	\$167,121	
60th								\$154,771	\$122,131	\$153,382	\$182,471	
75th								\$161,890	\$123,978	\$157,381	\$185,855	
Nederland vs Market 50th								105.9%	98.6%	86.9%	79.5%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

50 - Police Chief

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Chief of Police		EX	2080	1	1.0	\$156,291	\$120,182	\$141,950	\$163,717	9
2	City of Baytown, TX	Police Chief		N/A	N/A	1	N/A	\$206,461	\$143,845	\$186,999	\$230,152	3
3	City of Beaumont, TX	Police Chief		EX	2080	1	N/A	\$193,310	\$134,846	\$168,553	\$202,259	6
4	City of Bridge City, TX	Chief of Police		N/A	N/A	1	N/A	\$110,406	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Police Chief		EX	2080	1	17.0	\$231,525	\$144,664	\$188,094	\$231,525	2
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Chief of Police		EX	2080	1	17.0	\$179,381	\$147,834	\$189,413	\$230,991	1
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Chief of Police		EX	N/A	N/A	N/A	N/A	\$140,697	\$172,833	\$204,969	4
10	City of Orange, TX	Police Chief		EX	2080	1	28.0	\$140,451	\$104,953	\$122,702	\$140,451	10
11	City of Port Arthur, TX	Chief of Police		N/A	N/A	N/A	N/A	N/A	\$129,917	\$160,545	\$191,173	8
12	City of Port Neches, TX	Police Chief		EX	2080	1	10.0	\$159,101	\$141,446	\$160,583	\$179,720	7
13	City of Texas City, TX	Police Chief		EX	2080	1	N/A	\$165,500	\$136,871	\$171,189	\$205,507	5
14	City of Vidor, TX	Police Chief		N/A	2080	1	N/A	\$103,462	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	Sheriff (elected official)		N/A	N/A	N/A	N/A	\$115,400	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			12	0% vs. 100%	2080	9	18.0					9/10
Median (50th)								\$162,301	\$140,697	\$171,189	\$204,969	
Average								\$160,500	\$136,119	\$168,990	\$201,861	
60th								\$171,053	\$141,296	\$172,504	\$205,399	
75th								\$189,828	\$143,845	\$186,999	\$230,152	
Nederland vs Market 50th								96.3%	85.4%	82.9%	79.9%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

51 - Senior Technician, Utilities Maintenance

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Maintenance Worker - Water & Sewer		NE	2080	5	4.0	\$54,766	\$43,139	\$50,939	\$58,739	4	
2	City of Baytown, TX	Utility Maintenance Specialist - Water Utilities		N/A	N/A	14	N/A	\$45,250	N/A	N/A	N/A	N/A	
3	City of Beaumont, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Senior Utility Maintenance Operator		NE	2080	6	14.2	\$74,398	\$54,978	\$70,441	\$85,903	1	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
11	City of Port Arthur, TX	Utility Operations Technician II - Distribution		N/A	N/A	N/A	N/A	N/A	N/A	\$42,931	\$53,061	\$63,190	3
12	City of Port Neches, TX	Utility Worker II		NE	N/A	3	N/A	\$54,500	\$48,350	\$54,765	\$61,181	2	
13	City of Texas City, TX	Utility Worker		NE	2080	2	N/A	N/A	\$38,581	\$48,227	\$57,872	5	
14	City of Vidor, TX	Utility Worker		N/A	2080	6	N/A	\$44,200	N/A	N/A	N/A	N/A	
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			6	100% vs. 0%	2080	31	14.2					4/5	
Median (50th)								\$49,875	\$45,640	\$53,913	\$62,186		
Average								\$54,587	\$46,210	\$56,623	\$67,037		
60th								\$52,650	\$47,266	\$54,424	\$62,789		
75th								\$59,475	\$50,007	\$58,684	\$68,869		
Nederland vs Market 50th								109.8%	94.5%	94.5%	94.5%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

52 - Senior Operator, Heavy Equipment

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Heavy Equipment Operator		NE	2080	2	8.0	\$68,058	\$49,982	\$59,020	\$68,058	3	
2	City of Baytown, TX	Heavy Equipment Specialist I - Water Utilities		N/A	N/A	1	N/A	\$39,000	\$36,318	\$45,398	\$54,477	7	
3	City of Beaumont, TX	Equipment Operator - WU		NE	2080	7	N/A	\$41,595	\$37,918	\$47,403	\$56,888	6	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	Equipment Operator II		NE	2080	1	2.0	\$68,640	\$46,738	\$57,689	\$68,640	4	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Utility Operator II		NE	2080	2	6.5	\$64,066	\$47,156	\$60,419	\$73,681	2	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
11	City of Port Arthur, TX	Equipment Operator II - Distribution		N/A	N/A	N/A	N/A	N/A	N/A	\$49,400	\$61,048	\$72,696	1
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	Senior Equipment Operator		NE	2080	21	N/A	N/A	N/A	\$48,462	\$57,550	\$66,638	5
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			6	100% vs. 0%	2080	32	4.3					3/7	
Median (50th)								\$52,830	\$46,947	\$57,619	\$67,639		
Average								\$53,325	\$44,332	\$54,918	\$65,503		
60th								\$59,572	\$47,156	\$57,689	\$68,640		
75th								\$65,210	\$48,136	\$59,736	\$71,682		
Nederland vs Market 50th								128.8%	106.5%	102.4%	100.6%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

53 - Supervisor, Utility Maintenance

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Water Operations Supervisor		EX	2080	0	N/A	\$78,125	\$66,914	\$79,082	\$91,250	2
2	City of Baytown, TX	Field Supervisor - Water Utilities		N/A	N/A	1	N/A	\$74,048	\$59,296	\$74,121	\$88,945	7
3	City of Beaumont, TX	Maintenance Coordinator		EX	2080	1	N/A	\$83,467	\$61,776	\$77,220	\$92,664	3
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Water/Sewer Maintenance Supervisor		NE	2080	1	2.0	\$96,200	\$66,165	\$81,671	\$97,178	1
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Utility Supervisor		EX	2080	2	20.0	\$93,723	\$59,983	\$76,853	\$93,723	4
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	City of Orange, TX	Utility Supervisor		NE	2080	1	26.5	\$65,830	\$49,192	\$57,511	\$65,830	8
11	City of Port Arthur, TX	Water System Maintenance Supervisor		N/A	N/A	N/A	N/A	N/A	\$61,526	\$76,024	\$90,522	5
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	WDO-Maintenance Supervisor		NE	2080	1	N/A	N/A	\$59,852	\$74,815	\$89,778	6
14	City of Vidor, TX	Maintenance Supervisor		N/A	2080	1	N/A	\$71,074	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	60% vs. 40%	2080	8	16.2					2/8
Median (50th)								\$78,758	\$59,983	\$76,024	\$90,522	
Average								\$80,724	\$59,684	\$74,031	\$88,377	
60th								\$83,467	\$60,909	\$76,521	\$91,807	
75th								\$91,159	\$61,651	\$77,037	\$93,194	
Nederland vs Market 50th								99.2%	111.6%	104.0%	100.8%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

54 - Trainee, Wastewater Treatment Plant

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Wastewater Maintenance Plant Operator Trainee		NE	2080	1	1.0	\$49,920	\$43,139	\$50,939	\$58,739	3	
2	City of Baytown, TX	Wastewater Operator I		N/A	N/A	2	N/A	\$44,200	\$36,318	\$45,398	\$54,477	6	
3	City of Beaumont, TX	Plant Operator I - Sewer		NE	2080	2	N/A	\$38,241	\$37,918	\$47,403	\$56,888	5	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	Utility Operator I		NE	N/A	N/A	N/A	N/A	N/A	\$47,831	\$56,102	\$64,374	1
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Treatment Plant Operator Trainee - WW		N/A	N/A	N/A	N/A	N/A	N/A	\$44,013	\$54,392	\$64,771	2
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	WWTP-Maintenance Technician		NE	2080	4	N/A	N/A	N/A	\$38,581	\$48,227	\$57,872	4
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			5	100% vs. 0%	2080	8	N/A					3/6	
Median (50th)								N/A	\$38,581	\$48,227	\$57,872		
Average								N/A	\$40,932	\$50,304	\$59,676		
60th								N/A	\$40,754	\$50,693	\$60,473		
75th								N/A	\$44,013	\$54,392	\$64,374		
Nederland vs Market 50th								N/A	111.8%	105.6%	101.5%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

55 - Operator, Wastewater Treatment Plant

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Wastewater Treatment Plant Operator		NE	2080	2	6.0	\$64,490	\$52,478	\$61,963	\$71,448	6
2	City of Baytown, TX	Wastewater Operator II		N/A	N/A	8	N/A	\$49,278	\$41,152	\$51,440	\$61,728	9
3	City of Beaumont, TX	Plant Operator II		NE	2080	2	N/A	\$51,040	\$41,808	\$52,260	\$62,712	8
4	City of Bridge City, TX	Wastewater Treatment Plant C		N/A	N/A	1	N/A	\$64,397	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Plant Operator - WWTP		NE	2080	1	1.0	\$58,094	\$44,554	\$54,985	\$65,416	7
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Senior Treatment Operator		NE	2080	1	10.0	\$85,904	\$54,978	\$70,441	\$85,903	1
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Utility Operator II		NE	N/A	N/A	N/A	N/A	\$55,370	\$68,017	\$80,664	3
10	City of Orange, TX	Plant Operator		NE	2080	1	33.0	\$79,114	\$59,119	\$69,117	\$79,114	2
11	City of Port Arthur, TX	Treatment Plant Operator I - WW		N/A	N/A	N/A	N/A	N/A	\$54,538	\$67,392	\$80,246	4
12	City of Port Neches, TX	Wasterwater Treatment Plant Operator		NE	2080	3	5.0	\$62,957	\$55,975	\$63,400	\$70,826	5
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	Operator		N/A	2080	1	N/A	\$49,358	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	100% vs. 0%	2080	18	12.3					6/9
Median (50th)								\$60,526	\$54,758	\$65,396	\$74,970	
Average								\$62,518	\$50,937	\$62,131	\$73,326	
60th								\$63,245	\$55,056	\$67,517	\$79,341	
75th								\$68,076	\$55,521	\$68,292	\$80,351	
Nederland vs Market 50th								106.6%	95.8%	94.8%	95.3%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

56 - Supervisor, Wastewater Treatment Plant

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Wastewater Treatment Plant Supervisor		EX	2080	1	10.0	\$91,250	\$66,914	\$79,082	\$91,250	5	
2	City of Baytown, TX	Field Supervisor - Wastewater		N/A	N/A	2	N/A	\$68,983	\$59,296	\$74,121	\$88,945	7	
3	City of Beaumont, TX	Asst. Water Reclamation Superintendent		EX	2080	1	N/A	\$81,899	\$75,088	\$93,860	\$112,632	2	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	Sewer Plant Supervisor		NE	2080	1	20.0	\$98,946	\$66,165	\$81,671	\$97,178	4	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Treatment Plant Supervisor		EX	2080	1	22.0	\$93,723	\$59,983	\$76,853	\$93,723	6	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
11	City of Port Arthur, TX	Treatment Plant Supervisor		N/A	N/A	N/A	N/A	N/A	N/A	\$76,606	\$94,661	\$112,715	1
12	City of Port Neches, TX	Wasterwater Treatment Plant Operator Supervisor		EX	2080	1	5.0	\$84,381	\$75,011	\$84,958	\$94,904	3	
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			6	25% vs. 75%	2080	6	15.7					5/7	
Median (50th)								\$84,381	\$70,588	\$83,314	\$96,041		
Average								\$85,586	\$68,692	\$84,354	\$100,016		
60th								\$88,118	\$75,011	\$84,958	\$97,178		
75th								\$93,723	\$75,069	\$91,634	\$108,768		
Nederland vs Market 50th								108.1%	94.8%	94.9%	95.0%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

57 - Trainee, Water Treatment Plant

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
2	City of Baytown, TX	Water Plant Operator In Training		N/A	N/A	3	N/A	\$40,636	\$36,318	\$45,398	\$54,477	4	
3	City of Beaumont, TX	Plant Operator I		NE	2080	2	N/A	\$38,907	\$37,918	\$47,403	\$56,888	3	
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	Utility Operator I		NE	N/A	N/A	N/A	N/A	N/A	\$47,831	\$56,102	\$64,374	1
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Treatment Plant Operator Trainee - Purification		N/A	N/A	N/A	N/A	N/A	N/A	\$44,013	\$54,392	\$64,771	2
12	City of Port Neches, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			4	100% vs. 0%	2080	5	N/A					N/A	
Median (50th)								N/A	\$40,966	\$50,898	\$60,631		
Average								N/A	\$41,520	\$50,824	\$60,128		
60th								N/A	\$42,794	\$52,994	\$62,877		
75th								N/A	\$44,967	\$54,820	\$64,473		
Nederland vs Market 50th								N/A	N/A	N/A	N/A		

MARKET DATA SHEETS
Market 50th Percentile Comparison

58 - Operator, Water Treatment Plant

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Water Treatment Plant Operator		NE	2080	5	2.0	\$70,807	\$52,478	\$61,963	\$71,448	5
2	City of Baytown, TX	Water Plant Operator II		N/A	N/A	5	N/A	\$52,503	\$41,152	\$51,440	\$61,728	8
3	City of Beaumont, TX	Plant Operator II - Water Production		NE	2080	7	N/A	\$52,477	\$41,808	\$52,260	\$62,712	7
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Plant Operator - Surface Water		NE	2080	6	7.0	\$56,663	\$44,554	\$54,985	\$65,416	6
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Senior Treatment Plant Operator		NE	2080	1	10.0	\$85,904	\$54,978	\$70,441	\$85,903	1
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Utility Operator II		NE	N/A	N/A	N/A	N/A	\$55,370	\$68,017	\$80,664	3
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	City of Port Arthur, TX	Treatment Plant Operator I - Purification		N/A	N/A	N/A	N/A	N/A	\$55,744	\$68,879	\$82,014	2
12	City of Port Neches, TX	Water Treatment Plant Operator		NE	2080	3	5.0	\$62,957	\$55,975	\$63,400	\$70,826	4
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	Operator		N/A	2080	1	N/A	\$49,358	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	100% vs. 0%	2080	23	7.3					5/8
Median (50th)								\$54,583	\$54,978	\$63,400	\$70,826	
Average								\$59,977	\$49,940	\$61,346	\$72,752	
60th								\$56,663	\$55,213	\$66,170	\$76,729	
75th								\$61,384	\$55,557	\$68,448	\$81,339	
Nederland vs Market 50th								129.7%	95.5%	97.7%	100.9%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

59 - Supervisor, Water Treatment Plant

SURVEY DATA													
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)	
									Range Minimum	Range Midpoint	Range Maximum		
1	City of Nederland, TX	Water Treatment Plant Supervisor		EX	2080	1	3.0	\$91,250	\$66,914	\$79,082	\$91,250	5	
2	City of Baytown, TX	Field Supervisor - Water Utilities		N/A	N/A	1	N/A	\$74,048	\$59,296	\$74,121	\$88,945	7	
3	City of Beaumont, TX	Asst. Superintendent - Water Plant		EX	2080	1	N/A	\$101,466	\$75,088	\$93,860	\$112,632	2	
4	City of Bridge City, TX	Assistant Superintendent - Water		N/A	N/A	1	N/A	\$76,253	N/A	N/A	N/A	N/A	
5	City of Deer Park, TX	Water Plant Supervisor		NE	2080	1	2.0	\$95,534	\$66,165	\$81,671	\$97,178	4	
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
7	City of La Porte, TX	Treatment Plant Supervisor		EX	2080	1	22.0	\$93,723	\$59,983	\$76,853	\$93,723	6	
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
9	City of Mont Belvieu, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
10	City of Orange, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
11	City of Port Arthur, TX	Treatment Plant Supervisor		N/A	N/A	N/A	N/A	N/A	N/A	\$76,606	\$94,661	\$112,715	1
12	City of Port Neches, TX	Water Treatment Plant Operator Supervisor		EX	2080	1	5.0	\$84,381	\$75,011	\$84,958	\$94,904	3	
13	City of Texas City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			7	25% vs. 75%	2080	6	9.7					5/7	
Median (50th)								\$89,052	\$70,588	\$83,314	\$96,041		
Average								\$87,568	\$68,692	\$84,354	\$100,016		
60th								\$93,723	\$75,011	\$84,958	\$97,178		
75th								\$95,081	\$75,069	\$91,634	\$108,768		
Nederland vs Market 50th								102.5%	94.8%	94.9%	95.0%		

MARKET DATA SHEETS
Market 50th Percentile Comparison

60 - Director, Public Works

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Public Works Director		EX	2080	1	1.0	\$163,717	\$120,182	\$141,950	\$163,717	9
2	City of Baytown, TX	Director of Public Works & Engineering		N/A	N/A	1	N/A	\$206,461	\$143,845	\$186,999	\$230,152	1
3	City of Beaumont, TX	Public Works Director		EX	2080	1	N/A	\$175,510	\$128,419	\$160,524	\$192,629	6
4	City of Bridge City, TX	Public Works Director		N/A	N/A	1	N/A	\$103,792	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	Director of Public Works		EX	2080	1	2.0	\$194,418	\$137,779	\$179,140	\$220,501	3
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Director of Public Works		EX	2080	1	37.0	\$205,350	\$131,423	\$168,386	\$205,349	4
8	City of Lumberton, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Public Works Director		EX	N/A	N/A	N/A	N/A	\$130,881	\$160,775	\$190,669	5
10	City of Orange, TX	Public Works Director		EX	2080	1	4.0	\$144,056	\$107,647	\$125,851	\$144,056	10
11	City of Port Arthur, TX	Director of Public Works		N/A	N/A	N/A	N/A	N/A	\$150,675	\$186,181	\$221,686	2
12	City of Port Neches, TX	Public Works Director		EX	2080	1	10.0	\$151,520	\$134,701	\$152,571	\$170,441	8
13	City of Texas City, TX	Public Works Director		EX	2080	1	7.0	\$166,103	\$124,428	\$155,535	\$186,642	7
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			10	0% vs. 100%	2080	8	12.0					9/10
Median (50th)								\$170,806	\$131,423	\$160,775	\$192,629	
Average								\$168,401	\$132,200	\$163,996	\$195,792	
60th								\$179,291	\$134,045	\$166,864	\$202,805	
75th								\$197,151	\$137,779	\$179,140	\$220,501	
Nederland vs Market 50th								95.8%	91.4%	88.3%	85.0%	

MARKET DATA SHEETS
Market 50th Percentile Comparison

61 - Assistant Fire Chief

SURVEY DATA												
Org ID	Agency Name	Agency Title	# Orgs (n)	FLSA	Annual Hours	# of Inc	Avg TIP	Average Actual Salary	Salary Range			Rank (Midpt to Midpt)
									Range Minimum	Range Midpoint	Range Maximum	
1	City of Nederland, TX	Assistant Fire Chief (FY 26/27 Pay)		N/A	2080	N/A	N/A	N/A	\$95,472	\$111,717	\$127,962	8
2	City of Baytown, TX	Assistant Chief - Fire		N/A	2080	4	N/A	\$175,198	\$166,863	\$171,025	\$175,186	1
3	City of Beaumont, TX	Assistant Chief - Fire		N/A	2080	1	N/A	\$150,122	\$147,180	\$148,656	\$150,132	2
4	City of Bridge City, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	City of Deer Park, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	City of Groves, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	City of La Porte, TX	Assistant Fire Chief		EX	2080	1	11.0	\$131,389	\$108,022	\$138,403	\$168,784	3
8	City of Lumberton, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	City of Mont Belvieu, TX	Assistant Fire Chief		N/A	N/A	N/A	N/A	N/A	\$98,004	\$120,388	\$142,773	5
10	City of Orange, TX	Deputy Chief		EX	2080	1	N/A	\$114,384	\$90,603	\$105,925	\$121,247	9
11	City of Port Arthur, TX	Deputy Fire Chief		N/A	N/A	N/A	N/A	N/A	\$122,067	\$124,533	\$126,998	4
12	City of Port Neches, TX	Assistant Fire Chief / Assistant Fire Marshal		N/A	N/A	N/A	N/A	N/A	\$100,518	\$113,854	\$127,190	7
13	City of Texas City, TX	Assistant Fire Chief (16% more than Fire Captain pay)		N/A	N/A	N/A	N/A	N/A	\$114,419	\$116,130	\$117,840	6
14	City of Vidor, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Jefferson County, TX	No Match		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Orange County, TX	No Response		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
#Orgs / % NE vs. EX / Annual Hours / Total Inc / Avg TIP			8	0% vs. 100%	2080	7	11.0				8/9	
Median (50th)								\$140,756	\$111,221	\$122,461	\$134,981	
Average								\$142,773	\$118,459	\$129,864	\$141,269	
60th								\$146,375	\$115,949	\$127,307	\$144,245	
75th								\$156,391	\$128,345	\$140,966	\$154,795	
Nederland vs Market 50th								N/A	85.8%	91.2%	94.8%	