

Summary

Market Peers	Cost of Living Index
City of Isle of Palms, SC	107.4
Beaufort County, SC	106.0
Charleston County, SC	107.4
City of Beaufort, SC	106.0
City of Charleston, SC	107.4
City of Charleston, SC Fire	107.4
City of Folly Beach, SC	107.4
City of Goose Creek, SC	98.3
City of Hanahan, SC	98.3
City of Myrtle Beach, SC	95.4
City of Myrtle Beach, SC Fire	95.4
City of North Charleston, SC	107.4
Colleton County, SC	98.4
Hilton Head Island, SC Fire	106.0
St. John Fire District, SC	107.4
Town of Bluffton, SC	106.0
Town of Mount Pleasant, SC	107.4
Town of Mount Pleasant, SC Fire	107.4
Town of Sullivans Island Fire	107.4
Town of Sullivans Island, SC	107.4
Town of Summerville, SC	99.1

Indicates peer who has not yet provided data

Rank by Pay Range Average

Organization	Rank
Colleton County, SC	1
City of Myrtle Beach, SC	2
City of Myrtle Beach, SC Fire	3
St. John Fire District, SC	4
Beaufort County, SC	5
Town of Mount Pleasant, SC	6
City of North Charleston, SC	7
Hilton Head Island, SC Fire	8
City of Charleston, SC	9
City of Goose Creek, SC	10
City of Folly Beach, SC	11
Town of Mount Pleasant, SC Fire	12
City of Charleston, SC Fire	13
Town of Sullivans Island, SC	14
City of Isle of Palms, SC	15
Town of Bluffton, SC	16
City of Beaufort, SC	17
Town of Sullivans Island Fire	18
City of Hanahan, SC	19

Rank by Pay Range Minimum

Organization	Rank
Colleton County, SC	1
City of Myrtle Beach, SC	2
St. John Fire District, SC	3
City of Myrtle Beach, SC Fire	4
Beaufort County, SC	5
Town of Mount Pleasant, SC	6
City of North Charleston, SC	7
Hilton Head Island, SC Fire	8
City of Charleston, SC	9
City of Folly Beach, SC	10
Town of Sullivans Island, SC	11
City of Goose Creek, SC	12
Town of Mount Pleasant, SC Fire	13
City of Isle of Palms, SC	14
City of Charleston, SC Fire	15
Town of Bluffton, SC	16
City of Beaufort, SC	17
Town of Sullivans Island Fire	18
City of Hanahan, SC	19

Summary of Metrics	
Number of Peers	20
Number of Respondents	18
Percentage Received	90.0%
Number of Isle of Palms Positions Included	42
Positions with Limited Matches	7
Percentage of Positions with Sufficient Data for Inclusion	83.3%
Total Quality Matches	500+
Average Match Count	7.44

Market Position Summary with Myrtle Beach Excluded:

Market Position	Survey Minimum % Difference	Survey Midpoint % Difference	Survey Maximum % Difference	Survey Average Range	Isle of Palms Average Range Spread
Average (Not Adjusted for COL)	-3.7%	-5.0%	-5.9%	51.3%	47.8%
40th Percentile	-3.1%	-4.3%	-4.9%		
50th Percentile	-5.8%	-7.1%	-8.0%		
60th Percentile	-8.4%	-10.8%	-12.2%		

Isle of Palms is currently at roughly the 30th percentile in relation to market peers (at the minimum) with Myrtle Beach excluded

Average Exhibit - MB Exc.

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$45,872.23	9.1%	\$57,212.84	9.3%	\$68,553.45	9.4%	49.4%	9
2	Animal Control Officer	\$41,903.17	4.6%	\$52,662.56	4.0%	\$63,421.96	3.7%	51.4%	6
3	Assistant Public Works Director	\$86,044.19	-13.2%	\$110,745.09	-16.1%	\$135,446.00	-18.0%	57.4%	5
4	Assistant Recreation Director	\$73,129.47	-10.5%	\$93,600.39	-12.9%	\$114,071.32	-14.4%	56.0%	6
5	Fire Battalion Chief	\$31.58	-16.8%	\$38.26	-17.8%	\$44.94	-18.4%	42.3%	8
6	Building Inspector	\$59,404.02	3.5%	\$74,774.20	2.8%	\$90,144.38	2.4%	51.7%	7
7	Business License Clerk	\$44,974.04	-2.5%	\$56,629.99	-3.2%	\$68,285.93	-3.7%	51.8%	8
8	Fire Captain	\$24.50	-1.0%	\$30.01	-3.1%	\$35.53	-4.5%	45.0%	11
9	CDL Driver - Heavy Equipment	\$43,303.97	1.3%	\$53,515.09	2.4%	\$63,726.21	3.2%	47.2%	6
10	Clerk of Court	\$55,419.55	3.7%	\$69,800.05	2.9%	\$84,180.54	2.4%	51.9%	7
11	Code Enforcement Officer	\$48,067.38	-2.4%	\$60,418.12	-2.9%	\$72,768.85	-3.3%	51.4%	9
12	Communication Specialist	\$41,983.02	4.4%	\$53,355.44	2.7%	\$64,727.85	1.7%	54.2%	4
13	Community Specialist	\$39,103.28	4.7%	\$50,834.26	0.8%	\$62,565.25	-1.7%	60.0%	2
14	Police Corporal	\$28.58	-1.6%	\$35.28	-4.4%	\$41.98	-6.4%	46.9%	8
15	Deputy Chief of Fire Operations	\$98,171.77	-26.3%	\$119,696.44	-23.8%	\$141,221.12	-22.1%	43.9%	9
16	Deputy Chief of Police	\$95,218.90	-23.3%	\$119,551.49	-23.7%	\$143,884.07	-24.0%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$96,058.09	-24.1%	\$117,316.71	-21.8%	\$138,575.33	-20.3%	44.3%	9
18	Deputy City Administrator	\$128,126.46	-12.4%	\$164,134.01	-14.9%	\$200,141.57	-16.5%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$88,106.31	-	\$112,544.28	-	\$136,982.24	-	55.5%	3
20	Fire Engineer	\$19.20	23.3%	\$23.90	19.6%	\$28.61	17.1%	49.0%	10
21	Executive Assistant - Police	\$56,067.75	-11.0%	\$72,027.29	-13.7%	\$87,986.83	-15.5%	56.9%	4
22	Executive Assistant - Fire	\$49,811.89	-5.9%	\$63,834.83	-8.4%	\$77,857.77	-10.0%	56.3%	5
23	Finance Director	\$102,778.36	-10.7%	\$129,230.71	-11.3%	\$155,683.07	-11.7%	51.5%	9
24	Financial Analyst	\$66,497.17	-1.0%	\$84,924.80	-3.1%	\$103,352.42	-4.5%	55.4%	5
25	Fire Chief	\$108,046.08	11.3%	\$136,065.28	10.6%	\$164,084.47	10.1%	51.9%	7
26	Fire Marshall	\$78,855.33	-24.7%	\$95,640.50	-21.7%	\$112,425.67	-19.7%	42.6%	3
27	Firefighter	\$16.37	10.7%	\$20.35	7.2%	\$24.32	4.8%	48.5%	12
28	Parks and Ground Maintenance Supervisor	\$52,091.34	3.1%	\$66,318.98	1.3%	\$80,546.63	0.1%	54.6%	8
29	Human Resources Manager	\$66,765.46	-1.4%	\$84,165.78	-2.2%	\$101,566.10	-2.8%	52.1%	7
30	Police Lieutenant	\$36.96	-8.2%	\$45.39	-10.5%	\$53.81	-12.1%	45.6%	10
31	Paramedic/Firefighter	\$22.12	-0.3%	\$27.13	-2.5%	\$32.14	-4.0%	45.3%	9
32	Parks and Facilities Specialist	\$42,600.17	2.9%	\$54,175.75	1.2%	\$65,751.33	0.1%	54.3%	7
33	Police Chief	\$107,894.64	11.5%	\$136,428.47	10.3%	\$164,962.30	9.6%	52.9%	8
34	Police Officer	\$25.37	0.8%	\$30.42	0.9%	\$35.47	0.9%	39.8%	10
35	Public Relations and Tourism Coordinator	\$64,888.35	-25.5%	\$82,823.16	-27.5%	\$100,757.97	-28.9%	55.3%	5
36	Public Works Director	\$101,634.68	-9.6%	\$127,700.74	-10.1%	\$153,766.80	-10.4%	51.3%	8
37	Recreation Director	\$89,819.29	-4.0%	\$113,964.91	-5.5%	\$138,110.54	-6.5%	53.8%	6
38	Recreation Supervisor	\$50,166.65	6.9%	\$63,195.77	6.1%	\$76,224.88	5.6%	51.9%	7
39	Police Sergeant	\$31.10	-0.5%	\$38.42	-3.4%	\$45.73	-5.4%	47.0%	10
40	Short Term Rental Coordinator	\$50,772.82	-14.6%	\$64,550.68	-16.3%	\$78,328.55	-17.4%	54.3%	4
41	Stormwater/Facilities Foreman	\$52,449.75	-17.8%	\$67,187.33	-20.2%	\$81,924.90	-21.8%	56.2%	6
42	Zoning Administrator	\$71,306.51	-8.0%	\$91,129.95	-10.2%	\$110,953.39	-11.6%	55.6%	5
43	City Administrator	\$130,219.22	6.2%	\$165,780.70	4.4%	\$201,342.19	3.2%	54.6%	3
Overall Average			-4.0%		-5.3%		-6.2%	51.3%	6.95349
Outliers Removed*			-3.7%		-5.0%		-5.9%		

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Average - NOT adjusted for COL or distribution on a bell curve

Public Safety Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
5	Fire Battalion Chief	\$31.58	-16.8%	\$38.26	-17.8%	\$44.94	-18.4%	42.3%	8
8	Fire Captain	\$24.50	-1.0%	\$30.01	-3.1%	\$35.53	-4.5%	45.0%	11
14	Police Corporal	\$28.58	-1.6%	\$35.28	-4.4%	\$41.98	-6.4%	46.9%	8
20	Fire Engineer	\$19.20	23.3%	\$23.90	19.6%	\$28.61	17.1%	49.0%	10
27	Firefighter	\$16.37	10.7%	\$20.35	7.2%	\$24.32	4.8%	48.5%	12
30	Police Lieutenant	\$36.96	-8.2%	\$45.39	-10.5%	\$53.81	-12.1%	45.6%	10
31	Paramedic/Firefighter	\$22.12	-0.3%	\$27.13	-2.5%	\$32.14	-4.0%	45.3%	9
34	Police Officer	\$25.37	0.8%	\$30.42	0.9%	\$35.47	0.9%	39.8%	10
39	Police Sergeant	\$31.10	-0.5%	\$38.42	-3.4%	\$45.73	-5.4%	47.0%	10
Overall Average			0.7%		-1.5%		-3.1%	45.5%	9.8
Outliers Removed*			0.7%		-1.5%		-3.1%		

General Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$45,872.23	9.1%	\$57,212.84	9.3%	\$68,553.45	9.4%	49.4%	9
2	Animal Control Officer	\$41,903.17	4.6%	\$52,662.56	4.0%	\$63,421.96	3.7%	51.4%	6
3	Assistant Public Works Director	\$86,044.19	-13.2%	\$110,745.09	-16.1%	\$135,446.00	-18.0%	57.4%	5
4	Assistant Recreation Director	\$73,129.47	-10.5%	\$93,600.39	-12.9%	\$114,071.32	-14.4%	56.0%	6
6	Building Inspector	\$59,404.02	3.5%	\$74,774.20	2.8%	\$90,144.38	2.4%	51.7%	7
7	Business License Clerk	\$44,974.04	-2.5%	\$56,629.99	-3.2%	\$68,285.93	-3.7%	51.8%	8
9	CDL Driver - Heavy Equipment	\$43,303.97	1.3%	\$53,515.09	2.4%	\$63,726.21	3.2%	47.2%	6
10	Clerk of Court	\$55,419.55	3.7%	\$69,800.05	2.9%	\$84,180.54	2.4%	51.9%	7
11	Code Enforcement Officer	\$48,067.38	-2.4%	\$60,418.12	-2.9%	\$72,768.85	-3.3%	51.4%	9
12	Communication Specialist	\$41,983.02	4.4%	\$53,355.44	2.7%	\$64,727.85	1.7%	54.2%	4
13	Community Specialist	\$39,103.28	4.7%	\$50,834.26	0.8%	\$62,565.25	-1.7%	60.0%	2
15	Deputy Chief of Fire Operations	\$98,171.77	-26.3%	\$119,696.44	-23.8%	\$141,221.12	-22.1%	43.9%	9
16	Deputy Chief of Police	\$95,218.90	-23.3%	\$119,551.49	-23.7%	\$143,884.07	-24.0%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$96,058.09	-24.1%	\$117,316.71	-21.8%	\$138,575.33	-20.3%	44.3%	9
18	Deputy City Administrator	\$128,126.46	-12.4%	\$164,134.01	-14.9%	\$200,141.57	-16.5%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$88,106.31	-	\$112,544.28	-	\$136,982.24	-	55.5%	3
21	Executive Assistant - Police	\$56,067.75	-11.0%	\$72,027.29	-13.7%	\$87,986.83	-15.5%	56.9%	4
22	Executive Assistant - Fire	\$49,811.89	-5.9%	\$63,834.83	-8.4%	\$77,857.77	-10.0%	56.3%	5
23	Finance Director	\$102,778.36	-10.7%	\$129,230.71	-11.3%	\$155,683.07	-11.7%	51.5%	9
24	Financial Analyst	\$66,497.17	-1.0%	\$84,924.80	-3.1%	\$103,352.42	-4.5%	55.4%	5
25	Fire Chief	\$108,046.08	11.3%	\$136,065.28	10.6%	\$164,084.47	10.1%	51.9%	7
26	Fire Marshall	\$78,855.33	-24.7%	\$95,640.50	-21.7%	\$112,425.67	-19.7%	42.6%	3
28	Parks and Ground Maintenance Supervisor	\$52,091.34	3.1%	\$66,318.98	1.3%	\$80,546.63	0.1%	54.6%	8
29	Human Resources Manager	\$66,765.46	-1.4%	\$84,165.78	-2.2%	\$101,566.10	-2.8%	52.1%	7
32	Parks and Facilities Specialist	\$42,600.17	2.9%	\$54,175.75	1.2%	\$65,751.33	0.1%	54.3%	7
33	Police Chief	\$107,894.64	11.5%	\$136,428.47	10.3%	\$164,962.30	9.6%	52.9%	8
35	Public Relations and Tourism Coordinator	\$64,888.35	-25.5%	\$82,823.16	-27.5%	\$100,757.97	-28.9%	55.3%	5
36	Public Works Director	\$101,634.68	-9.6%	\$127,700.74	-10.1%	\$153,766.80	-10.4%	51.3%	8
37	Recreation Director	\$89,819.29	-4.0%	\$113,964.91	-5.5%	\$138,110.54	-6.5%	53.8%	6
38	Recreation Supervisor	\$50,166.65	6.9%	\$63,195.77	6.1%	\$76,224.88	5.6%	51.9%	7
40	Short Term Rental Coordinator	\$50,772.82	-14.6%	\$64,550.68	-16.3%	\$78,328.55	-17.4%	54.3%	4
41	Stormwater/Facilities Foreman	\$52,449.75	-17.8%	\$67,187.33	-20.2%	\$81,924.90	-21.8%	56.2%	6
42	Zoning Administrator	\$71,306.51	-8.0%	\$91,129.95	-10.2%	\$110,953.39	-11.6%	55.6%	5
43	City Administrator	\$130,219.22	6.2%	\$165,780.70	4.4%	\$201,342.19	3.2%	54.6%	3
Overall Average			-5.3%		-6.4%		-7.1%	52.8%	6.2
Outliers Removed*			-5.2%		-6.2%		-6.8%		

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40th Percentile -MB Exc.

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$46,427.60	7.9%	\$59,317.40	5.7%	\$72,207.20	4.2%	49.4%	9
2	Animal Control Officer	\$43,672.06	0.5%	\$52,232.00	4.9%	\$63,112.00	4.2%	51.4%	6
3	Assistant Public Works Director	\$90,309.01	-18.0%	\$115,248.12	-20.1%	\$140,194.86	-21.4%	57.4%	5
4	Assistant Recreation Director	\$77,067.98	-15.7%	\$96,334.97	-15.7%	\$115,601.95	-15.7%	56.0%	6
5	Fire Battalion Chief	\$28.65	-7.1%	\$36.04	-11.8%	\$41.32	-10.1%	42.3%	8
6	Building Inspector	\$57,677.12	6.5%	\$72,547.96	5.8%	\$87,418.80	5.4%	51.7%	7
7	Business License Clerk	\$45,160.07	-2.9%	\$56,891.04	-3.7%	\$68,622.00	-4.2%	51.8%	8
8	Fire Captain	\$23.56	2.9%	\$29.33	-0.8%	\$35.56	-4.6%	45.0%	11
9	CDL Driver - Heavy Equipment	\$43,801.52	0.2%	\$53,209.50	3.0%	\$63,112.00	4.2%	47.2%	6
10	Clerk of Court	\$58,037.52	-0.9%	\$69,653.95	3.1%	\$84,198.10	2.4%	51.9%	7
11	Code Enforcement Officer	\$46,664.21	0.6%	\$60,181.67	-2.5%	\$72,158.90	-2.5%	51.4%	9
12	Communication Specialist	\$42,359.16	3.5%	\$54,651.32	0.3%	\$65,469.94	0.5%	54.2%	4
13	Community Specialist	\$40,304.03	1.7%	\$52,395.24	-2.2%	\$64,486.45	-4.7%	60.0%	2
14	Police Corporal	\$29.07	-3.3%	\$34.84	-3.2%	\$41.18	-4.4%	46.9%	8
15	Deputy Chief of Fire Operations	\$96,369.00	-24.4%	\$123,090.70	-26.6%	\$149,538.37	-27.8%	43.9%	9
16	Deputy Chief of Police	\$93,148.60	-21.1%	\$119,877.79	-24.0%	\$145,880.87	-25.3%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$96,369.00	-24.4%	\$121,519.38	-25.3%	\$141,424.05	-22.3%	44.3%	9
18	Deputy City Administrator	\$127,967.57	-12.3%	\$166,357.84	-16.2%	\$204,748.11	-18.7%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$88,419.66	-	\$110,989.66	-	\$133,559.65	-	55.5%	3
20	Fire Engineer	\$19.22	23.2%	\$24.46	17.3%	\$28.18	18.6%	49.0%	10
21	Executive Assistant - Police	\$54,802.24	-8.7%	\$71,039.63	-12.3%	\$87,277.02	-14.7%	56.9%	4
22	Executive Assistant - Fire	\$48,365.48	-3.0%	\$62,128.83	-5.7%	\$75,892.19	-7.5%	56.3%	5
23	Finance Director	\$105,833.17	-13.6%	\$132,689.77	-13.9%	\$158,032.86	-13.2%	51.5%	9
24	Financial Analyst	\$62,872.94	4.6%	\$80,583.49	2.1%	\$99,039.62	-0.3%	55.4%	5
25	Fire Chief	\$106,765.91	12.5%	\$136,847.86	10.0%	\$167,039.99	8.3%	51.9%	7
26	Fire Marshall	\$76,136.00	-21.2%	\$96,393.25	-22.5%	\$114,366.10	-21.4%	42.6%	3
27	Firefighter	\$16.62	9.2%	\$20.30	7.4%	\$24.46	4.2%	48.5%	12
28	Parks and Ground Maintenance Supervisor	\$52,127.54	3.1%	\$65,771.59	2.1%	\$78,907.30	2.1%	54.6%	8
29	Human Resources Manager	\$67,167.80	-2.0%	\$85,562.25	-3.9%	\$100,937.27	-2.2%	52.1%	7
30	Police Lieutenant	\$35.24	-3.5%	\$42.68	-4.4%	\$50.42	-5.6%	45.6%	10
31	Paramedic/Firefighter	\$19.83	10.6%	\$24.33	8.4%	\$28.82	6.9%	45.3%	9
32	Parks and Facilities Specialist	\$41,603.89	5.3%	\$53,169.70	3.1%	\$64,735.51	1.6%	54.3%	7
33	Police Chief	\$110,747.34	8.9%	\$143,910.85	5.0%	\$175,999.29	3.1%	52.9%	8
34	Police Officer	\$25.94	-1.4%	\$30.55	0.5%	\$35.71	0.3%	39.8%	10
35	Public Relations and Tourism Coordinator	\$62,427.18	-21.7%	\$79,115.11	-23.0%	\$95,803.03	-23.9%	55.3%	5
36	Public Works Director	\$105,513.02	-13.3%	\$129,016.41	-11.1%	\$152,519.80	-9.6%	51.3%	8
37	Recreation Director	\$83,516.00	3.3%	\$105,490.00	2.2%	\$127,464.00	1.5%	53.8%	6
38	Recreation Supervisor	\$51,952.34	3.4%	\$63,712.16	5.3%	\$75,389.50	6.7%	51.9%	7
39	Police Sergeant	\$30.86	0.3%	\$37.84	-1.9%	\$44.93	-3.6%	47.0%	10
40	Short Term Rental Coordinator	\$52,019.60	-17.0%	\$66,017.25	-18.5%	\$79,917.10	-19.4%	54.3%	4
41	Stormwater/Facilities Foreman	\$52,999.00	-18.8%	\$66,337.78	-19.0%	\$81,646.50	-21.5%	56.2%	6
42	Zoning Administrator	\$69,970.86	-6.1%	\$87,825.87	-6.5%	\$105,680.88	-6.8%	55.6%	5
43	City Administrator	\$130,299.94	6.2%	\$165,299.75	4.7%	\$200,299.56	3.7%	54.6%	3
Overall Average			-3.5%		-4.8%		-5.6%	51.3%	6.95349
Outliers Removed*			-3.1%		-4.3%		-4.9%		

40th Percentile (adjusted for COL and bell curve distribution)

Public Safety Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
5	Fire Battalion Chief	\$28.65	-7.1%	\$36.04	-11.8%	\$41.32	-10.1%	42.3%	8
8	Fire Captain	\$23.56	2.9%	\$29.33	-0.8%	\$35.56	-4.6%	45.0%	11
14	Police Corporal	\$29.07	-3.3%	\$34.84	-3.2%	\$41.18	-4.4%	46.9%	8
20	Fire Engineer	\$19.22	23.2%	\$24.46	17.3%	\$28.18	18.6%	49.0%	10
27	Firefighter	\$16.62	9.2%	\$20.30	7.4%	\$24.46	4.2%	48.5%	12
30	Police Lieutenant	\$35.24	-3.5%	\$42.68	-4.4%	\$50.42	-5.6%	45.6%	10
31	Paramedic/Firefighter	\$19.83	10.6%	\$24.33	8.4%	\$28.82	6.9%	45.3%	9
34	Police Officer	\$25.94	-1.4%	\$30.55	0.5%	\$35.71	0.3%	39.8%	10
39	Police Sergeant	\$30.86	0.3%	\$37.84	-1.9%	\$44.93	-3.6%	47.0%	10
Overall Average			3.4%		1.3%		0.2%	45.5%	9.8
Outliers Removed*			3.4%		1.3%		0.2%		

General Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$46,427.60	7.9%	\$59,317.40	5.7%	\$72,207.20	4.2%	49.4%	9
2	Animal Control Officer	\$43,672.06	0.5%	\$52,232.00	4.9%	\$63,112.00	4.2%	51.4%	6
3	Assistant Public Works Director	\$90,309.01	-18.0%	\$115,248.12	-20.1%	\$140,194.86	-21.4%	57.4%	5
4	Assistant Recreation Director	\$77,067.98	-15.7%	\$96,334.97	-15.7%	\$115,601.95	-15.7%	56.0%	6
6	Building Inspector	\$57,677.12	6.5%	\$72,547.96	5.8%	\$87,418.80	5.4%	51.7%	7
7	Business License Clerk	\$45,160.07	-2.9%	\$56,891.04	-3.7%	\$68,622.00	-4.2%	51.8%	8
9	CDL Driver - Heavy Equipment	\$43,801.52	0.2%	\$53,209.50	3.0%	\$63,112.00	4.2%	47.2%	6
10	Clerk of Court	\$58,037.52	-0.9%	\$69,653.95	3.1%	\$84,198.10	2.4%	51.9%	7
11	Code Enforcement Officer	\$46,664.21	0.6%	\$60,181.67	-2.5%	\$72,158.90	-2.5%	51.4%	9
12	Communication Specialist	\$42,359.16	3.5%	\$54,651.32	0.3%	\$65,469.94	0.5%	54.2%	4
13	Community Specialist	\$40,304.03	1.7%	\$52,395.24	-2.2%	\$64,486.45	-4.7%	60.0%	2
15	Deputy Chief of Fire Operations	\$96,369.00	-24.4%	\$123,090.70	-26.6%	\$149,538.37	-27.8%	43.9%	9
16	Deputy Chief of Police	\$93,148.60	-21.1%	\$119,877.79	-24.0%	\$145,880.87	-25.3%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$96,369.00	-24.4%	\$121,519.38	-25.3%	\$141,424.05	-22.3%	44.3%	9
18	Deputy City Administrator	\$127,967.57	-12.3%	\$166,357.84	-16.2%	\$204,748.11	-18.7%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$88,419.66	-	\$110,989.66	-	\$133,559.65	-	55.5%	3
21	Executive Assistant - Police	\$54,802.24	-8.7%	\$71,039.63	-12.3%	\$87,277.02	-14.7%	56.9%	4
22	Executive Assistant - Fire	\$48,365.48	-3.0%	\$62,128.83	-5.7%	\$75,892.19	-7.5%	56.3%	5
23	Finance Director	\$105,833.17	-13.6%	\$132,689.77	-13.9%	\$158,032.86	-13.2%	51.5%	9
24	Financial Analyst	\$62,872.94	4.6%	\$80,583.49	2.1%	\$99,039.62	-0.3%	55.4%	5
25	Fire Chief	\$106,765.91	12.5%	\$136,847.86	10.0%	\$167,039.99	8.3%	51.9%	7
26	Fire Marshall	\$76,136.00	-21.2%	\$96,393.25	-22.5%	\$114,366.10	-21.4%	42.6%	3
28	Parks and Ground Maintenance Supervisor	\$52,127.54	3.1%	\$65,771.59	2.1%	\$78,907.30	2.1%	54.6%	8
29	Human Resources Manager	\$67,167.80	-2.0%	\$85,562.25	-3.9%	\$100,937.27	-2.2%	52.1%	7
30	Police Lieutenant	\$35.24	-3.5%	\$42.68	-4.4%	\$50.42	-5.6%	45.6%	10
31	Paramedic/Firefighter	\$19.83	10.6%	\$24.33	8.4%	\$28.82	6.9%	45.3%	9
32	Parks and Facilities Specialist	\$41,603.89	5.3%	\$53,169.70	3.1%	\$64,735.51	1.6%	54.3%	7
33	Police Chief	\$110,747.34	8.9%	\$143,910.85	5.0%	\$175,999.29	3.1%	52.9%	8
34	Police Officer	\$25.94	-1.4%	\$30.55	0.5%	\$35.71	0.3%	39.8%	10
35	Public Relations and Tourism Coordinator	\$62,427.18	-21.7%	\$79,115.11	-23.0%	\$95,803.03	-23.9%	55.3%	5
36	Public Works Director	\$105,513.02	-13.3%	\$129,016.41	-11.1%	\$152,519.80	-9.6%	51.3%	8
37	Recreation Director	\$83,516.00	3.3%	\$105,490.00	2.2%	\$127,464.00	1.5%	53.8%	6
38	Recreation Supervisor	\$51,952.34	3.4%	\$63,712.16	5.3%	\$75,389.50	6.7%	51.9%	7
39	Police Sergeant	\$30.86	0.3%	\$37.84	-1.9%	\$44.93	-3.6%	47.0%	10
40	Short Term Rental Coordinator	\$52,019.60	-17.0%	\$66,017.25	-18.5%	\$79,917.10	-19.4%	54.3%	4
41	Stormwater/Facilities Foreman	\$52,999.00	-18.8%	\$66,337.78	-19.0%	\$81,646.50	-21.5%	56.2%	6
42	Zoning Administrator	\$69,970.86	-6.1%	\$87,825.87	-6.5%	\$105,680.88	-6.8%	55.6%	5
43	City Administrator	\$130,299.94	6.2%	\$165,299.75	4.7%	\$200,299.56	3.7%	54.6%	3
Overall Average			-5.4%		-6.5%		-7.1%	52.8%	6.2
Outliers Removed*			-5.3%		-6.1%		-6.6%		

50th Percentile -MB Exc.

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$47,512.00	5.6%	\$60,013.00	4.5%	\$72,514.00	3.8%	49.4%	9
2	Animal Control Officer	\$43,736.79	0.3%	\$53,491.95	2.5%	\$64,407.14	2.1%	51.4%	6
3	Assistant Public Works Director	\$91,843.00	-19.7%	\$116,007.50	-20.7%	\$140,210.09	-21.4%	57.4%	5
4	Assistant Recreation Director	\$80,283.49	-19.8%	\$100,912.48	-20.3%	\$121,532.98	-20.7%	56.0%	6
5	Fire Battalion Chief	\$30.15	-12.2%	\$37.04	-14.5%	\$43.76	-15.8%	42.3%	8
6	Building Inspector	\$58,299.79	5.4%	\$72,878.65	5.4%	\$87,457.50	5.4%	51.7%	7
7	Business License Clerk	\$45,757.25	-4.2%	\$58,217.75	-6.0%	\$70,678.25	-7.1%	51.8%	8
8	Fire Captain	\$23.60	2.7%	\$29.81	-2.4%	\$36.02	-5.9%	45.0%	11
9	CDL Driver - Heavy Equipment	\$43,896.59	-0.1%	\$53,980.70	1.6%	\$64,407.14	2.1%	47.2%	6
10	Clerk of Court	\$58,397.91	-1.5%	\$70,801.63	1.5%	\$84,786.24	1.7%	51.9%	7
11	Code Enforcement Officer	\$48,181.65	-2.6%	\$60,227.08	-2.6%	\$72,272.50	-2.6%	51.4%	9
12	Communication Specialist	\$42,925.31	2.2%	\$54,763.92	0.1%	\$66,107.75	-0.5%	54.2%	4
13	Community Specialist	\$41,300.83	-0.7%	\$53,691.09	-4.7%	\$66,081.34	-7.2%	60.0%	2
14	Police Corporal	\$29.64	-5.2%	\$35.35	-4.6%	\$42.07	-6.6%	46.9%	8
15	Deputy Chief of Fire Operations	\$105,963.00	-33.7%	\$133,842.50	-34.7%	\$160,351.84	-34.6%	43.9%	9
16	Deputy Chief of Police	\$95,669.45	-23.7%	\$120,697.62	-24.6%	\$148,145.18	-26.9%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$105,963.00	-33.7%	\$125,985.91	-28.9%	\$146,835.00	-26.0%	44.3%	9
18	Deputy City Administrator	\$135,110.03	-17.7%	\$174,312.17	-20.8%	\$213,514.30	-22.9%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$91,984.95	-	\$114,981.20	-	\$137,977.44	-	55.5%	3
20	Fire Engineer	\$19.42	22.1%	\$24.67	16.5%	\$29.28	14.8%	49.0%	10
21	Executive Assistant - Police	\$55,414.84	-9.8%	\$71,967.32	-13.6%	\$88,519.80	-16.1%	56.9%	4
22	Executive Assistant - Fire	\$49,752.56	-5.8%	\$63,434.51	-7.8%	\$77,116.46	-9.1%	56.3%	5
23	Finance Director	\$105,937.83	-13.7%	\$135,564.00	-16.0%	\$165,321.00	-17.6%	51.5%	9
24	Financial Analyst	\$65,921.71	-0.1%	\$85,394.75	-3.7%	\$104,867.79	-6.0%	55.4%	5
25	Fire Chief	\$121,956.69	-0.8%	\$154,485.00	-2.1%	\$186,665.00	-2.8%	51.9%	7
26	Fire Marshall	\$79,648.00	-25.7%	\$100,604.00	-26.7%	\$118,704.50	-25.0%	42.6%	3
27	Firefighter	\$16.90	7.5%	\$21.21	3.0%	\$25.32	0.8%	48.5%	12
28	Parks and Ground Maintenance Supervisor	\$52,569.19	2.2%	\$66,686.17	0.7%	\$80,841.01	-0.3%	54.6%	8
29	Human Resources Manager	\$69,113.00	-4.9%	\$87,297.00	-5.9%	\$102,940.50	-4.1%	52.1%	7
30	Police Lieutenant	\$35.54	-4.3%	\$43.88	-7.2%	\$52.50	-9.7%	45.6%	10
31	Paramedic/Firefighter	\$20.03	9.6%	\$24.73	6.8%	\$29.33	5.1%	45.3%	9
32	Parks and Facilities Specialist	\$41,981.73	4.4%	\$54,576.26	0.5%	\$67,170.78	-2.1%	54.3%	7
33	Police Chief	\$112,106.92	7.7%	\$145,152.66	4.1%	\$177,552.16	2.2%	52.9%	8
34	Police Officer	\$26.16	-2.2%	\$31.78	-3.5%	\$37.39	-4.3%	39.8%	10
35	Public Relations and Tourism Coordinator	\$64,129.79	-24.3%	\$80,162.23	-24.3%	\$96,194.67	-24.3%	55.3%	5
36	Public Works Director	\$109,560.82	-17.1%	\$138,389.13	-18.1%	\$167,217.45	-18.8%	51.3%	8
37	Recreation Director	\$89,869.45	-4.1%	\$115,289.89	-6.6%	\$140,710.32	-8.3%	53.8%	6
38	Recreation Supervisor	\$51,987.00	3.3%	\$63,860.43	5.1%	\$75,527.65	6.5%	51.9%	7
39	Police Sergeant	\$31.57	-2.0%	\$38.30	-3.1%	\$45.28	-4.4%	47.0%	10
40	Short Term Rental Coordinator	\$52,068.50	-17.1%	\$66,236.63	-18.8%	\$80,404.75	-20.0%	54.3%	4
41	Stormwater/Facilities Foreman	\$53,821.50	-20.4%	\$67,679.39	-21.0%	\$82,522.25	-22.5%	56.2%	6
42	Zoning Administrator	\$70,542.77	-6.9%	\$88,178.46	-6.9%	\$105,814.14	-6.9%	55.6%	5
43	City Administrator	\$131,233.73	5.4%	\$167,323.00	3.5%	\$203,412.28	2.2%	54.6%	3
Overall Average			-6.1%		-7.5%		-8.4%	51.3%	6.95349
Outliers Removed*			-5.8%		-7.1%		-8.0%		

50th Percentile (adjusted for COL and bell curve distribution)

Public Safety Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
5	Fire Battalion Chief	\$30.15	-12.2%	\$37.04	-14.5%	\$43.76	-15.8%	42.3%	8
8	Fire Captain	\$23.60	2.7%	\$29.81	-2.4%	\$36.02	-5.9%	45.0%	11
14	Police Corporal	\$29.64	-5.2%	\$35.35	-4.6%	\$42.07	-6.6%	46.9%	8
20	Fire Engineer	\$19.42	22.1%	\$24.67	16.5%	\$29.28	14.8%	49.0%	10
27	Firefighter	\$16.90	7.5%	\$21.21	3.0%	\$25.32	0.8%	48.5%	12
30	Police Lieutenant	\$35.54	-4.3%	\$43.88	-7.2%	\$52.50	-9.7%	45.6%	10
31	Paramedic/Firefighter	\$20.03	9.6%	\$24.73	6.8%	\$29.33	5.1%	45.3%	9
34	Police Officer	\$26.16	-2.2%	\$31.78	-3.5%	\$37.39	-4.3%	39.8%	10
39	Police Sergeant	\$31.57	-2.0%	\$38.30	-3.1%	\$45.28	-4.4%	47.0%	10
Overall Average			1.8%		-1.0%		-2.9%	45.5%	9.8
Outliers Removed*			1.8%		-1.0%		-2.9%		

General Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$47,512.00	5.6%	\$60,013.00	4.5%	\$72,514.00	3.8%	49.4%	9
2	Animal Control Officer	\$43,736.79	0.3%	\$53,491.95	2.5%	\$64,407.14	2.1%	51.4%	6
3	Assistant Public Works Director	\$91,843.00	-19.7%	\$116,007.50	-20.7%	\$140,210.09	-21.4%	57.4%	5
4	Assistant Recreation Director	\$80,283.49	-19.8%	\$100,912.48	-20.3%	\$121,532.98	-20.7%	56.0%	6
6	Building Inspector	\$58,299.79	5.4%	\$72,878.65	5.4%	\$87,457.50	5.4%	51.7%	7
7	Business License Clerk	\$45,757.25	-4.2%	\$58,217.75	-6.0%	\$70,678.25	-7.1%	51.8%	8
9	CDL Driver - Heavy Equipment	\$43,896.59	-0.1%	\$53,980.70	1.6%	\$64,407.14	2.1%	47.2%	6
10	Clerk of Court	\$58,397.91	-1.5%	\$70,801.63	1.5%	\$84,786.24	1.7%	51.9%	7
11	Code Enforcement Officer	\$48,181.65	-2.6%	\$60,227.08	-2.6%	\$72,272.50	-2.6%	51.4%	9
12	Communication Specialist	\$42,925.31	2.2%	\$54,763.92	0.1%	\$66,107.75	-0.5%	54.2%	4
13	Community Specialist	\$41,300.83	-0.7%	\$53,691.09	-4.7%	\$66,081.34	-7.2%	60.0%	2
15	Deputy Chief of Fire Operations	\$105,963.00	-33.7%	\$133,842.50	-34.7%	\$160,351.84	-34.6%	43.9%	9
16	Deputy Chief of Police	\$95,669.45	-23.7%	\$120,697.62	-24.6%	\$148,145.18	-26.9%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$105,963.00	-33.7%	\$125,985.91	-28.9%	\$146,835.00	-26.0%	44.3%	9
18	Deputy City Administrator	\$135,110.03	-17.7%	\$174,312.17	-20.8%	\$213,514.30	-22.9%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$91,984.95	-	\$114,981.20	-	\$137,977.44	-	55.5%	3
21	Executive Assistant - Police	\$55,414.84	-9.8%	\$71,967.32	-13.6%	\$88,519.80	-16.1%	56.9%	4
22	Executive Assistant - Fire	\$49,752.56	-5.8%	\$63,434.51	-7.8%	\$77,116.46	-9.1%	56.3%	5
23	Finance Director	\$105,937.83	-13.7%	\$135,564.00	-16.0%	\$165,321.00	-17.6%	51.5%	9
24	Financial Analyst	\$65,921.71	-0.1%	\$85,394.75	-3.7%	\$104,867.79	-6.0%	55.4%	5
25	Fire Chief	\$121,956.69	-0.8%	\$154,485.00	-2.1%	\$186,665.00	-2.8%	51.9%	7
26	Fire Marshall	\$79,648.00	-25.7%	\$100,604.00	-26.7%	\$118,704.50	-25.0%	42.6%	3
28	Parks and Ground Maintenance Supervisor	\$52,569.19	2.2%	\$66,686.17	0.7%	\$80,841.01	-0.3%	54.6%	8
29	Human Resources Manager	\$69,113.00	-4.9%	\$87,297.00	-5.9%	\$102,940.50	-4.1%	52.1%	7
30	Police Lieutenant	\$35.54	-4.3%	\$43.88	-7.2%	\$52.50	-9.7%	45.6%	10
31	Paramedic/Firefighter	\$20.03	9.6%	\$24.73	6.8%	\$29.33	5.1%	45.3%	9
32	Parks and Facilities Specialist	\$41,981.73	4.4%	\$54,576.26	0.5%	\$67,170.78	-2.1%	54.3%	7
33	Police Chief	\$112,106.92	7.7%	\$145,152.66	4.1%	\$177,552.16	2.2%	52.9%	8
34	Police Officer	\$26.16	-2.2%	\$31.78	-3.5%	\$37.39	-4.3%	39.8%	10
35	Public Relations and Tourism Coordinator	\$64,129.79	-24.3%	\$80,162.23	-24.3%	\$96,194.67	-24.3%	55.3%	5
36	Public Works Director	\$109,560.82	-17.1%	\$138,389.13	-18.1%	\$167,217.45	-18.8%	51.3%	8
37	Recreation Director	\$89,869.45	-4.1%	\$115,289.89	-6.6%	\$140,710.32	-8.3%	53.8%	6
38	Recreation Supervisor	\$51,987.00	3.3%	\$63,860.43	5.1%	\$75,527.65	6.5%	51.9%	7
39	Police Sergeant	\$31.57	-2.0%	\$38.30	-3.1%	\$45.28	-4.4%	47.0%	10
40	Short Term Rental Coordinator	\$52,068.50	-17.1%	\$66,236.63	-18.8%	\$80,404.75	-20.0%	54.3%	4
41	Stormwater/Facilities Foreman	\$53,821.50	-20.4%	\$67,679.39	-21.0%	\$82,522.25	-22.5%	56.2%	6
42	Zoning Administrator	\$70,542.77	-6.9%	\$88,178.46	-6.9%	\$105,814.14	-6.9%	55.6%	5
43	City Administrator	\$131,233.73	5.4%	\$167,323.00	3.5%	\$203,412.28	2.2%	54.6%	3
Overall Average			-8.2%		-9.3%		-9.9%	52.8%	6.2
Outliers Removed*			-8.4%		-9.1%		-9.7%		

60th Percentile -MB Eo.

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$48,381.69		\$62,545.67	0.4%	\$74,740.72	0.8%	49.4%	9
2	Animal Control Officer	\$43,801.52	0.2%	\$54,751.90	0.2%	\$65,702.27	0.2%	51.4%	6
3	Assistant Public Works Director	\$94,995.00	-23.0%	\$120,710.10	-24.6%	\$146,448.06	-25.7%	57.4%	5
4	Assistant Recreation Director	\$83,499.00	-23.7%	\$105,490.00	-24.7%	\$127,464.00	-25.4%	56.0%	6
5	Fire Battalion Chief	\$31.38	-16.2%	\$37.86	-16.7%	\$46.05	-20.8%	42.3%	8
6	Building Inspector	\$58,763.42	4.6%	\$75,228.02	2.2%	\$91,692.62	0.7%	51.7%	7
7	Business License Clerk	\$46,813.46	-6.5%	\$60,037.46	-9.1%	\$72,763.88	-10.0%	51.8%	8
8	Fire Captain	\$23.92	1.4%	\$30.22	-3.7%	\$37.19	-9.1%	45.0%	11
9	CDL Driver - Heavy Equipment	\$43,991.66	-0.9%	\$54,751.90	0.2%	\$65,702.27	0.2%	47.2%	6
10	Clerk of Court	\$58,802.67	-2.2%	\$74,397.22	-3.4%	\$90,624.12	-4.9%	51.9%	7
11	Code Enforcement Officer	\$49,201.47	-4.7%	\$60,512.71	-3.1%	\$73,699.12	-4.6%	51.4%	9
12	Communication Specialist	\$43,491.46	0.9%	\$54,876.52	-0.1%	\$66,745.57	-1.4%	54.2%	4
13	Community Specialist	\$42,297.64	-3.1%	\$54,986.93	-7.0%	\$67,676.23	-9.6%	60.0%	2
14	Police Corporal	\$29.99	-6.4%	\$35.97	-6.3%	\$43.45	-8.8%	46.9%	8
15	Deputy Chief of Fire Operations	\$108,025.42	-35.6%	\$137,480.34	-37.3%	\$161,447.97	-35.2%	43.9%	9
16	Deputy Chief of Police	\$98,674.76	-26.8%	\$123,490.69	-26.9%	\$151,936.02	-29.3%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$108,025.42	-35.6%	\$132,271.18	-33.6%	\$157,648.47	-32.9%	44.3%	9
18	Deputy City Administrator	\$142,252.50	-22.8%	\$182,266.50	-25.3%	\$222,280.50	-26.8%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$93,482.39	-	\$117,847.71	-	\$142,213.04	-	55.5%	3
20	Fire Engineer	\$20.01	19.2%	\$24.71	16.4%	\$29.96	12.5%	49.0%	10
21	Executive Assistant - Police	\$56,027.44	-10.9%	\$72,895.02	-14.9%	\$89,762.59	-17.5%	56.9%	4
22	Executive Assistant - Fire	\$51,609.08	-9.5%	\$66,229.17	-12.1%	\$80,849.27	-13.8%	56.3%	5
23	Finance Director	\$107,372.85	-15.1%	\$137,288.15	-17.3%	\$168,664.63	-19.6%	51.5%	9
24	Financial Analyst	\$67,516.03	-2.5%	\$87,062.25	-5.6%	\$106,608.48	-7.6%	55.4%	5
25	Fire Chief	\$122,165.68	-0.9%	\$157,857.76	-4.2%	\$193,140.20	-6.2%	51.9%	7
26	Fire Marshal	\$82,684.40	-29.3%	\$101,836.65	-27.9%	\$119,275.60	-25.5%	42.6%	3
27	Firefighter	\$17.19	5.9%	\$21.47	1.8%	\$26.11	-2.3%	48.5%	12
28	Parks and Ground Maintenance Supervisor	\$52,955.93	1.5%	\$67,211.12	0.0%	\$82,222.04	-2.0%	54.6%	8
29	Human Resources Manager	\$69,970.86	-6.1%	\$87,825.87	-6.5%	\$104,464.80	-5.6%	52.1%	7
30	Police Lieutenant	\$36.94	-8.2%	\$47.18	-14.4%	\$56.99	-17.8%	45.6%	10
31	Paramedic/Firefighter	\$22.75	-3.1%	\$26.05	1.6%	\$29.40	4.9%	45.3%	9
32	Parks and Facilities Specialist	\$45,066.53	-2.7%	\$58,180.97	-5.9%	\$69,895.40	-6.0%	54.3%	7
33	Police Chief	\$113,082.29	6.8%	\$145,732.79	3.7%	\$178,682.87	1.6%	52.9%	8
34	Police Officer	\$26.44	-3.3%	\$31.92	-3.9%	\$38.19	-6.4%	39.8%	10
35	Public Relations and Tourism Coordinator	\$64,826.27	-25.4%	\$81,859.64	-26.4%	\$98,893.00	-27.0%	55.3%	5
36	Public Works Director	\$111,527.11	-18.8%	\$144,922.43	-22.7%	\$178,317.76	-25.1%	51.3%	8
37	Recreation Director	\$96,222.90	-10.9%	\$125,089.77	-14.8%	\$153,956.64	-17.3%	53.8%	6
38	Recreation Supervisor	\$52,110.73	3.1%	\$65,505.52	2.5%	\$78,941.56	2.1%	51.9%	7
39	Police Sergeant	\$32.90	-6.1%	\$38.83	-4.4%	\$46.13	-6.3%	47.0%	10
40	Short Term Rental Coordinator	\$52,117.40	-17.2%	\$66,456.00	-19.2%	\$80,892.40	-20.6%	54.3%	4
41	Stormwater/Facilities Foreman	\$54,644.00	-21.9%	\$69,021.00	-22.9%	\$83,398.00	-23.6%	56.2%	6
42	Zoning Administrator	\$73,798.66	-11.4%	\$93,233.07	-12.5%	\$112,667.48	-13.2%	55.6%	5
43	City Administrator	\$132,244.07	4.7%	\$169,292.62	2.3%	\$206,341.17	0.7%	54.6%	3
Overall Average			-8.5%		-10.2%		-11.6%	51.3%	6.9535
Outliers Removed*			-8.4%		-10.0%		-11.4%		

60th Percentile (adjusted for COL and bell curve distribution)

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
5	Fire Battalion Chief	\$31.38	-16.2%	\$37.86	-16.7%	\$46.05	-20.8%	42.3%	8
8	Fire Captain	\$23.92	1.4%	\$30.22	-3.7%	\$37.19	-9.1%	45.0%	11
14	Police Corporal	\$29.99	-6.4%	\$35.97	-6.3%	\$43.45	-9.8%	46.9%	8
20	Fire Engineer	\$20.01	19.2%	\$24.71	16.4%	\$29.96	12.5%	49.0%	10
27	Firefighter	\$17.19	5.9%	\$21.47	1.8%	\$26.11	-2.3%	48.5%	12
30	Police Lieutenant	\$36.94	-8.2%	\$47.18	-14.4%	\$56.99	-17.8%	45.6%	10
31	Paramedic/Firefighter	\$22.75	-3.1%	\$26.05	1.6%	\$29.40	4.9%	45.3%	9
34	Police Officer	\$26.44	-3.3%	\$31.92	-3.9%	\$38.19	-6.4%	39.8%	10
39	Police Sergeant	\$32.90	-6.1%	\$38.83	-4.4%	\$46.13	-6.3%	47.0%	10
Overall Average			-1.9%		-3.3%		-6.1%	45.5%	9.8
Outliers Removed*			-1.9%		-3.3%		-6.1%		

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$48,381.69	3.7%	\$62,545.67	0.4%	\$74,740.72	0.8%	49.4%	9
2	Animal Control Officer	\$43,801.52	0.2%	\$54,751.90	0.2%	\$65,702.27	0.2%	51.4%	6
3	Assistant Public Works Director	\$94,995.00	-23.0%	\$120,710.10	-24.6%	\$146,448.06	-25.7%	57.4%	5
4	Assistant Recreation Director	\$83,499.00	-23.7%	\$105,490.00	-24.7%	\$127,464.00	-25.4%	56.0%	6
6	Building Inspector	\$58,763.42	4.6%	\$75,228.02	2.2%	\$91,692.62	0.7%	51.7%	7
7	Business License Clerk	\$46,813.46	-6.5%	\$60,037.46	-9.1%	\$72,763.88	-10.0%	51.8%	8
9	CDL Driver - Heavy Equipment	\$43,991.66	-0.9%	\$54,751.90	0.2%	\$65,702.27	0.2%	47.2%	6
10	Clerk of Court	\$58,802.67	-2.2%	\$74,397.22	-3.4%	\$90,624.12	-4.9%	51.9%	7
11	Code Enforcement Officer	\$49,201.47	-4.7%	\$60,512.71	-3.1%	\$73,699.12	-4.6%	51.4%	9
12	Communication Specialist	\$43,491.46	0.9%	\$54,876.52	-0.1%	\$66,745.57	-1.4%	54.2%	4
13	Community Specialist	\$42,297.64	-3.1%	\$54,986.93	-7.0%	\$67,676.23	-9.6%	60.0%	2
15	Deputy Chief of Fire Operations	\$108,025.42	-35.6%	\$137,480.34	-37.3%	\$161,447.97	-35.2%	43.9%	9
16	Deputy Chief of Police	\$98,674.76	-26.8%	\$123,490.69	-26.9%	\$151,936.02	-29.3%	51.1%	8
18	Deputy City Administrator	\$142,252.50	-22.8%	\$182,266.50	-25.3%	\$222,280.50	-26.8%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$93,482.39	-	\$117,847.71	-	\$142,213.04	-	55.5%	3
21	Executive Assistant - Police	\$56,027.44	-10.9%	\$72,895.02	-14.9%	\$89,762.59	-17.5%	56.9%	4
22	Executive Assistant - Fire	\$51,609.08	-9.5%	\$66,229.17	-12.1%	\$80,849.27	-13.8%	56.3%	5
23	Finance Director	\$107,372.85	-15.1%	\$137,288.15	-17.3%	\$168,664.63	-19.6%	51.5%	9
24	Financial Analyst	\$67,516.03	-2.5%	\$87,062.25	-5.6%	\$106,608.48	-7.6%	55.4%	5
25	Fire Chief	\$122,165.68	-0.9%	\$157,857.76	-4.2%	\$193,140.20	-6.2%	51.9%	7
26	Fire Marshal	\$82,684.40	-29.3%	\$101,836.65	-27.9%	\$119,275.60	-25.5%	42.6%	3
27	Firefighter	\$17.19	5.9%	\$21.47	1.8%	\$26.11	-2.3%	48.5%	12
28	Parks and Ground Maintenance Supervisor	\$52,955.93	1.5%	\$67,211.12	0.0%	\$82,222.04	-2.0%	54.6%	8
29	Human Resources Manager	\$69,970.86	-6.1%	\$87,825.87	-6.5%	\$104,464.80	-5.6%	52.1%	7
30	Police Lieutenant	\$36.94	-8.2%	\$47.18	-14.4%	\$56.99	-17.8%	45.6%	10
31	Paramedic/Firefighter	\$22.75	-3.1%	\$26.05	1.6%	\$29.40	4.9%	45.3%	9
32	Parks and Facilities Specialist	\$45,066.53	-2.7%	\$58,180.97	-5.9%	\$69,895.40	-6.0%	54.3%	7
33	Police Chief	\$113,082.29	6.8%	\$145,732.79	3.7%	\$178,682.87	1.6%	52.9%	8
34	Police Officer	\$26.44	-3.3%	\$31.92	-3.9%	\$38.19	-6.4%	39.8%	10
35	Public Relations and Tourism Coordinator	\$64,826.27	-25.4%	\$81,859.64	-26.4%	\$98,893.00	-27.0%	55.3%	5
36	Public Works Director	\$111,527.11	-18.8%	\$144,922.43	-22.7%	\$178,317.76	-25.1%	51.3%	8
37	Recreation Director	\$96,222.90	-10.9%	\$125,089.77	-14.8%	\$153,956.64	-17.3%	53.8%	6
38	Recreation Supervisor	\$52,110.73	3.1%	\$65,505.52	2.5%	\$78,941.56	2.1%	51.9%	7
39	Police Sergeant	\$32.90	-6.1%	\$38.83	-4.4%	\$46.13	-6.3%	47.0%	10
40	Short Term Rental Coordinator	\$52,117.40	-17.2%	\$66,456.00	-19.2%	\$80,892.40	-20.6%	54.3%	4
41	Stormwater/Facilities Foreman	\$54,644.00	-21.9%	\$69,021.00	-22.9%	\$83,398.00	-23.6%	56.2%	6
42	Zoning Administrator	\$73,798.66	-11.4%	\$93,233.07	-12.5%	\$112,667.48	-13.2%	55.6%	5
43	City Administrator	\$132,244.07	4.7%	\$169,292.62	2.3%	\$206,341.17	0.7%	54.6%	3
Overall Average			-10.3%		-12.0%		-13.0%	52.8%	6.2
Outliers Removed*			-10.6%		-12.2%		-13.2%		

80th Percentile - MB Ex.

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$49,022.90	2.4%	\$63,756.91	-1.5%	\$78,056.47	-3.5%	49.4%	9
2	Animal Control Officer	\$44,931.30	-2.4%	\$58,113.53	-5.8%	\$71,295.77	-8.0%	51.4%	6
3	Assistant Public Works Director	\$99,985.21	-28.1%	\$128,480.05	-30.8%	\$156,974.90	-32.5%	57.4%	5
4	Assistant Recreation Director	\$83,516.00	-23.7%	\$106,977.00	-26.1%	\$130,455.00	-27.7%	56.0%	6
5	Fire Battalion Chief	\$32.12	-18.5%	\$39.49	-20.9%	\$47.59	-24.1%	42.3%	8
6	Building Inspector	\$67,148.28	-8.7%	\$86,004.38	-11.2%	\$98,584.64	-6.6%	51.7%	7
7	Business License Clerk	\$50,934.06	-14.9%	\$63,828.71	-15.2%	\$77,220.95	-16.0%	51.8%	8
8	Fire Captain	\$26.62	-9.3%	\$31.97	-9.4%	\$40.02	-16.4%	45.0%	11
9	CDL Driver - Heavy Equipment	\$44,931.30	-2.4%	\$58,113.53	-5.8%	\$71,295.77	-8.0%	47.2%	6
10	Clerk of Court	\$59,713.12	-3.8%	\$77,394.39	-7.4%	\$95,075.66	-9.7%	51.9%	7
11	Code Enforcement Officer	\$51,978.93	-10.2%	\$66,371.79	-12.3%	\$80,707.63	-13.6%	51.4%	9
12	Communication Specialist	\$44,264.70	-0.9%	\$55,782.77	-1.7%	\$68,378.55	-3.8%	54.2%	4
13	Community Specialist	\$44,291.25	-7.7%	\$57,578.62	-11.6%	\$70,866.00	-14.2%	60.0%	2
14	Police Corporal	\$30.12	-6.8%	\$38.45	-13.0%	\$46.88	-17.4%	46.9%	8
15	Deputy Chief of Fire Operations	\$118,108.50	-44.2%	\$142,353.62	-40.7%	\$165,625.49	-37.7%	43.9%	9
16	Deputy Chief of Police	\$106,333.74	-34.1%	\$136,872.26	-36.9%	\$166,544.48	-38.3%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$110,499.27	-37.8%	\$138,914.67	-38.3%	\$164,328.63	-37.0%	44.3%	9
18	Deputy City Administrator	\$148,173.00	-26.8%	\$187,159.00	-27.9%	\$226,145.00	-28.5%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$96,477.27	-	\$123,580.75	-	\$150,684.24	-	55.5%	3
20	Fire Engineer	\$21.88	10.3%	\$25.26	14.2%	\$31.08	8.9%	49.0%	10
21	Executive Assistant - Police	\$59,021.11	-16.1%	\$75,887.49	-18.9%	\$92,753.87	-20.7%	56.9%	4
22	Executive Assistant - Fire	\$56,094.88	-17.8%	\$72,226.63	-20.7%	\$88,358.39	-22.6%	56.3%	5
23	Finance Director	\$111,664.17	-18.9%	\$145,037.81	-22.7%	\$178,411.45	-25.2%	51.5%	9
24	Financial Analyst	\$72,629.20	-9.8%	\$92,748.80	-11.9%	\$112,868.40	-13.3%	55.4%	5
25	Fire Chief	\$125,564.60	-3.7%	\$161,555.85	-6.6%	\$198,096.08	-8.7%	51.9%	7
26	Fire Marshall	\$88,757.20	-36.2%	\$104,301.95	-30.2%	\$120,417.80	-26.4%	42.6%	3
27	Firefighter	\$18.61	-2.1%	\$22.00	-0.6%	\$26.38	-3.3%	48.5%	12
28	Parks and Ground Maintenance Supervisor	\$54,955.32	-2.2%	\$70,907.93	-5.4%	\$86,961.58	-7.6%	54.6%	8
29	Human Resources Manager	\$75,718.17	-14.0%	\$88,281.21	-7.0%	\$105,747.51	-6.8%	52.1%	7
30	Police Lieutenant	\$41.42	-19.5%	\$53.20	-26.3%	\$62.31	-26.6%	45.6%	10
31	Paramedic/Firefighter	\$27.25	-21.1%	\$32.35	-20.0%	\$37.34	-19.0%	45.3%	9
32	Parks and Facilities Specialist	\$48,611.81	-10.3%	\$60,892.15	-10.5%	\$74,194.56	-12.0%	54.3%	7
33	Police Chief	\$121,514.93	-0.4%	\$155,870.10	-3.0%	\$189,702.23	-4.4%	52.9%	8
34	Police Officer	\$27.33	-6.6%	\$33.99	-10.2%	\$39.73	-10.4%	39.8%	10
35	Public Relations and Tourism Coordinator	\$68,626.40	-31.0%	\$87,645.40	-33.1%	\$106,664.40	-34.4%	55.3%	5
36	Public Works Director	\$116,293.74	-23.0%	\$149,717.77	-25.9%	\$183,141.81	-27.8%	51.3%	8
37	Recreation Director	\$101,727.66	-16.4%	\$131,948.80	-20.1%	\$162,169.95	-22.4%	53.8%	6
38	Recreation Supervisor	\$52,794.77	1.8%	\$67,371.43	-0.3%	\$81,989.32	-1.7%	51.9%	7
39	Police Sergeant	\$34.41	-10.6%	\$43.62	-16.1%	\$53.28	-20.6%	47.0%	10
40	Short Term Rental Coordinator	\$54,609.92	-21.8%	\$69,112.81	-23.0%	\$83,713.50	-24.0%	54.3%	4
41	Stormwater/Facilities Foreman	\$55,146.00	-22.8%	\$70,658.25	-25.2%	\$86,170.50	-26.8%	56.2%	6
42	Zoning Administrator	\$78,929.07	-18.1%	\$101,370.55	-20.8%	\$123,812.04	-22.5%	55.6%	5
43	City Administrator	\$134,264.77	3.2%	\$173,231.86	0.0%	\$212,198.95	-2.1%	54.6%	3
Overall Average			-13.9%		-15.7%		-17.2%	51.3%	6.95349
Outliers Removed*			-13.2%		-15.3%		-17.0%		

80th Percentile (adjusted for COL and bell curve distribution)

Public Safety Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
5	Fire Battalion Chief	\$32.12	-18.5%	\$39.49	-20.9%	\$47.59	-24.1%	42.3%	8
8	Fire Captain	\$26.62	-9.3%	\$31.97	-9.4%	\$40.02	-16.4%	45.0%	11
14	Police Corporal	\$30.12	-6.8%	\$38.45	-13.0%	\$46.88	-17.4%	46.9%	8
20	Fire Engineer	\$21.88	10.3%	\$25.26	14.2%	\$31.08	8.9%	49.0%	10
27	Firefighter	\$18.61	-2.1%	\$22.00	-0.6%	\$26.38	-3.3%	48.5%	12
30	Police Lieutenant	\$41.42	-19.5%	\$53.20	-26.3%	\$62.31	-26.6%	45.6%	10
31	Paramedic/Firefighter	\$27.25	-21.1%	\$32.35	-20.0%	\$37.34	-19.0%	45.3%	9
34	Police Officer	\$27.33	-6.6%	\$33.99	-10.2%	\$39.73	-10.4%	39.8%	10
39	Police Sergeant	\$34.41	-10.6%	\$43.62	-16.1%	\$53.28	-20.6%	47.0%	10
Overall Average			-9.4%		-11.4%		-14.3%	45.5%	9.8
Outliers Removed*			-9.4%		-11.4%		-14.3%		

Annual Hours
2756
2756
2184
2756
2756
2184
2756
2184
2184

Annual Min	Annual Mid	Annual Max
\$88,533.42	\$108,829.81	\$131,161.08
\$73,365.32	\$88,109.32	\$110,295.12
\$65,792.32	\$83,980.17	\$102,390.02
\$60,302.92	\$69,607.75	\$85,643.52
\$51,287.66	\$60,628.65	\$72,709.93
\$90,451.67	\$116,197.54	\$136,080.74
\$75,095.84	\$89,144.40	\$102,916.98
\$59,678.89	\$74,226.61	\$86,764.23
\$75,148.39	\$95,271.60	\$116,358.94

General Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
1	Accounts Payable Clerk/Administrative Assistant	\$49,022.90	2.4%	\$63,756.91	-1.5%	\$78,056.47	-3.5%	49.4%	9
2	Animal Control Officer	\$44,931.30	-2.4%	\$58,113.53	-5.8%	\$71,295.77	-8.0%	51.4%	6
3	Assistant Public Works Director	\$99,985.21	-28.1%	\$128,480.05	-30.8%	\$156,974.90	-32.5%	57.4%	5
4	Assistant Recreation Director	\$83,516.00	-23.7%	\$106,977.00	-26.1%	\$130,455.00	-27.7%	56.0%	6
6	Building Inspector	\$67,148.28	-8.7%	\$86,004.38	-11.2%	\$98,584.64	-6.6%	51.7%	7
7	Business License Clerk	\$50,934.06	-14.9%	\$63,828.71	-15.2%	\$77,220.95	-16.0%	51.8%	8
9	CDL Driver - Heavy Equipment	\$44,931.30	-2.4%	\$58,113.53	-5.8%	\$71,295.77	-8.0%	47.2%	6
10	Clerk of Court	\$59,713.12	-3.8%	\$77,394.39	-7.4%	\$95,075.66	-9.7%	51.9%	7
11	Code Enforcement Officer	\$51,978.93	-10.2%	\$66,371.79	-12.3%	\$80,707.63	-13.6%	51.4%	9
12	Communication Specialist	\$44,264.70	-0.9%	\$55,782.77	-1.7%	\$68,378.55	-3.8%	54.2%	4
13	Community Specialist	\$44,291.25	-7.7%	\$57,578.62	-11.6%	\$70,866.00	-14.2%	60.0%	2
15	Deputy Chief of Fire Operations	\$118,108.50	-44.2%	\$142,353.62	-40.7%	\$165,625.49	-37.7%	43.9%	9
16	Deputy Chief of Police	\$106,333.74	-34.1%	\$136,872.26	-36.9%	\$166,544.48	-38.3%	51.1%	8
17	Deputy Fire Chief of Special Operations	\$110,499.27	-37.8%	\$138,914.67	-38.3%	\$164,328.63	-37.0%	44.3%	9
18	Deputy City Administrator	\$148,173.00	-26.8%	\$187,159.00	-27.9%	\$226,145.00	-28.5%	56.2%	6
19	Director of Resilience and Natural Resource Management	\$96,477.27	-	\$123,580.75	-	\$150,684.24	-	55.5%	3
21	Executive Assistant - Police	\$59,021.11	-16.1%	\$75,887.49	-18.9%	\$92,753.87	-20.7%	56.9%	4
22	Executive Assistant - Fire	\$56,094.88	-17.8%	\$72,226.63	-20.7%	\$88,358.39	-22.6%	56.3%	5
23	Finance Director	\$111,664.17	-18.9%	\$145,037.81	-22.7%	\$178,411.45	-25.2%	51.5%	9
24	Financial Analyst	\$72,629.20	-9.8%	\$92,748.80	-11.9%	\$112,868.40	-13.3%	55.4%	5
25	Fire Chief	\$125,564.60	-3.7%	\$161,555.85	-6.6%	\$198,096.08	-8.7%	51.9%	7
26	Fire Marshall	\$88,757.20	-36.2%	\$104,301.95	-30.2%	\$120,417.80	-26.4%	42.6%	3
28	Parks and Ground Maintenance Supervisor	\$54,955.32	-2.2%	\$70,907.93	-5.4%	\$86,961.58	-7.6%	54.6%	8
29	Human Resources Manager	\$75,718.17	-14.0%	\$88,281.21	-7.0%	\$105,747.51	-6.8%	52.1%	7
32	Parks and Facilities Specialist	\$48,611.81	-10.3%	\$60,892.15	-10.5%	\$74,194.56	-12.0%	54.3%	7
33	Police Chief	\$121,514.93	-0.4%	\$155,870.10	-3.0%	\$189,702.23	-4.4%	52.9%	8
35	Public Relations and Tourism Coordinator	\$68,626.40	-31.0%	\$87,645.40	-33.1%	\$106,664.40	-34.4%	55.3%	5
36	Public Works Director	\$116,293.74	-23.0%	\$149,717.77	-25.9%	\$183,141.81	-27.8%	51.3%	8
37	Recreation Director	\$101,727.66	-16.4%	\$131,948.80	-20.1%	\$162,169.95	-22.4%	53.8%	6
38	Recreation Supervisor	\$52,794.77	1.8%	\$67,371.43	-0.3%	\$81,989.32	-1.7%	51.9%	7
40	Short Term Rental Coordinator	\$54,609.92	-21.8%	\$69,112.81	-23.0%	\$83,713.50	-24.0%	54.3%	4
41	Stormwater/Facilities Foreman	\$55,146.00	-22.8%	\$70,658.25	-25.2%	\$86,170.50	-26.8%	56.2%	6
42	Zoning Administrator	\$78,929.07	-18.1%	\$101,370.55	-20.8%	\$123,812.04	-22.5%	55.6%	5
43	City Administrator	\$134,264.77	3.2%	\$173,231.86	0.0%	\$212,198.95	-2.1%	54.6%	3
Overall Average			-15.2%		-16.9%		-18.0%	52.8%	6.2
Outliers Removed*			-14.5%		-16.6%		-17.9%		

FEWER THAN 5

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100th Percentile -MB Exc.

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.	
		Average	% Diff	Average	% Diff	Average	% Diff			
1	Accounts Payable Clerk/Administrative Assistant	\$51,929.24	-3.3%	\$64,177.74	-2.2%	\$79,611.50	-5.5%	49.4%	9	
2	Animal Control Officer	\$46,284.85	-5.4%	\$60,170.31	-9.3%	\$74,055.77	-11.8%	51.4%	6	
3	Assistant Public Works Director	\$101,034.05	-29.1%	\$131,344.27	-32.9%	\$161,654.48	-35.4%	57.4%	5	
4	Assistant Recreation Director	\$83,877.37	-24.1%	\$108,735.00	-27.7%	\$133,592.63	-30.0%	56.0%	6	
5	Fire Battalion Chief	\$58.27	-74.4%	\$64.45	-67.2%	\$70.62	-61.6%	42.3%	8	
6	Building Inspector	\$77,012.02	-22.4%	\$89,620.23	-15.3%	\$110,073.25	-17.6%	51.7%	7	
7	Business License Clerk	\$53,580.52	-19.9%	\$69,654.67	-23.8%	\$85,728.82	-26.3%	51.8%	8	
8	Fire Captain	\$40.73	-50.7%	\$45.05	-43.0%	\$49.36	-37.0%	45.0%	11	
9	CDL Driver - Heavy Equipment	\$49,456.42	-12.0%	\$60,584.12	-10.0%	\$71,711.81	-8.6%	47.2%	6	
10	Clerk of Court	\$65,871.00	-13.6%	\$84,405.75	-16.0%	\$102,940.50	-17.6%	51.9%	7	
11	Code Enforcement Officer	\$64,100.58	-30.9%	\$79,458.78	-30.1%	\$94,816.98	-29.5%	51.4%	9	
12	Communication Specialist	\$44,858.43	-2.2%	\$57,029.55	-3.9%	\$70,190.22	-6.4%	54.2%	4	FEWER THAN 5
13	Community Specialist	\$46,284.85	-12.1%	\$60,170.31	-16.0%	\$74,055.77	-18.5%	60.0%	2	FEWER THAN 5
14	Police Corporal	\$30.83	-9.1%	\$39.51	-15.7%	\$48.18	-20.1%	46.9%	8	
15	Deputy Chief of Fire Operations	\$132,310.38	-54.8%	\$147,403.51	-44.0%	\$169,838.80	-40.1%	43.9%	9	
16	Deputy Chief of Police	\$111,146.00	-38.4%	\$140,389.00	-39.4%	\$171,075.84	-40.8%	51.1%	8	
17	Deputy Fire Chief of Special Operations	\$132,310.38	-54.8%	\$146,331.11	-43.3%	\$169,838.80	-40.1%	44.3%	9	
18	Deputy City Administrator	\$149,862.31	-27.9%	\$194,498.56	-31.6%	\$239,134.81	-34.0%	56.2%	6	
19	Director of Resilience and Natural Resource Management	\$99,472.15	-	\$129,313.79	-	\$159,155.43	-	55.5%	3	FEWER THAN 5
20	Fire Engineer	\$25.18	-3.7%	\$32.10	-9.8%	\$39.03	-13.9%	49.0%	10	
21	Executive Assistant - Police	\$62,899.00	-22.4%	\$79,448.50	-23.4%	\$95,998.00	-24.1%	56.9%	4	FEWER THAN 5
22	Executive Assistant - Fire	\$62,899.00	-29.1%	\$79,448.50	-30.1%	\$95,998.00	-30.8%	56.3%	5	
23	Finance Director	\$122,305.00	-27.9%	\$154,485.00	-28.9%	\$186,665.00	-29.6%	51.5%	9	
24	Financial Analyst	\$83,516.00	-23.7%	\$105,490.00	-24.7%	\$127,464.00	-25.4%	55.4%	5	
25	Fire Chief	\$140,708.86	-15.0%	\$177,285.20	-15.8%	\$213,861.54	-16.3%	51.9%	7	
26	Fire Marshall	\$94,830.00	-42.6%	\$106,767.25	-32.5%	\$121,560.00	-27.4%	42.6%	3	FEWER THAN 5
27	Firefighter	\$20.00	-9.3%	\$25.49	-15.3%	\$30.98	-19.4%	48.5%	12	
28	Parks and Ground Maintenance Supervisor	\$65,929.00	-20.4%	\$83,276.00	-21.4%	\$100,623.00	-22.1%	54.6%	8	
29	Human Resources Manager	\$79,915.33	-19.3%	\$103,592.77	-22.9%	\$127,270.22	-25.2%	52.1%	7	
30	Police Lieutenant	\$54.09	-45.5%	\$57.50	-33.9%	\$70.61	-38.8%	45.6%	10	
31	Paramedic/Firefighter	\$33.69	-41.8%	\$43.65	-49.0%	\$53.61	-53.8%	45.3%	9	
32	Parks and Facilities Specialist	\$49,456.42	-12.0%	\$62,760.75	-13.5%	\$76,537.50	-15.1%	54.3%	7	
33	Police Chief	\$128,308.00	-5.8%	\$162,066.50	-6.9%	\$197,558.40	-8.4%	52.9%	8	
34	Police Officer	\$28.52	-10.9%	\$35.91	-15.6%	\$43.78	-20.0%	39.8%	10	
35	Public Relations and Tourism Coordinator	\$79,648.00	-45.3%	\$100,604.00	-46.3%	\$121,560.00	-46.9%	55.3%	5	
36	Public Works Director	\$122,305.00	-27.9%	\$154,485.00	-28.9%	\$186,665.00	-29.6%	51.3%	8	
37	Recreation Director	\$119,106.00	-31.9%	\$152,607.00	-34.3%	\$186,108.00	-35.9%	53.8%	6	
38	Recreation Supervisor	\$54,393.84	-1.2%	\$70,421.17	-4.7%	\$86,448.49	-7.0%	51.9%	7	
39	Police Sergeant	\$35.68	-14.2%	\$47.13	-23.7%	\$58.99	-30.6%	47.0%	10	
40	Short Term Rental Coordinator	\$58,299.79	-28.2%	\$72,878.65	-28.3%	\$87,457.50	-28.3%	54.3%	4	FEWER THAN 5
41	Stormwater/Facilities Foreman	\$59,873.27	-30.9%	\$77,544.42	-34.3%	\$95,215.57	-36.5%	56.2%	6	FEWER THAN 5
42	Zoning Administrator	\$79,915.33	-19.3%	\$103,592.77	-22.9%	\$127,270.22	-25.2%	55.6%	5	
43	City Administrator	\$136,285.46	1.7%	\$177,171.10	-2.3%	\$218,056.73	-4.8%	54.6%	3	FEWER THAN 5
Overall Average			-24.1%		-24.8%		-26.1%	51.3%	6.95349	
Outliers Removed*			-18.6%		-21.0%		-23.0%			

100th Percentile (adjusted for COL and bell curve distribution)

Public Safety Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.	
		Average	% Diff	Average	% Diff	Average	% Diff			
5	Fire Battalion Chief	\$58.27	-74.4%	\$64.45	-67.2%	\$70.62	-61.6%	42.3%	8	
8	Fire Captain	\$40.73	-50.7%	\$45.05	-43.0%	\$49.36	-37.0%	45.0%	11	
14	Police Corporal	\$30.83	-9.1%	\$39.51	-15.7%	\$48.18	-20.1%	46.9%	8	
20	Fire Engineer	\$25.18	-3.7%	\$32.10	-9.8%	\$39.03	-13.9%	49.0%	10	
27	Firefighter	\$20.00	-9.3%	\$25.49	-15.3%	\$30.98	-19.4%	48.5%	12	
30	Police Lieutenant	\$54.09	-45.5%	\$57.50	-33.9%	\$70.61	-38.8%	45.6%	10	
31	Paramedic/Firefighter	\$33.69	-41.8%	\$43.65	-49.0%	\$53.61	-53.8%	45.3%	9	
34	Police Officer	\$28.52	-10.9%	\$35.91	-15.6%	\$43.78	-20.0%	39.8%	10	
39	Police Sergeant	\$35.68	-14.2%	\$47.13	-23.7%	\$58.99	-30.6%	47.0%	10	
Overall Average			-28.8%		-30.4%		-32.8%	45.5%	9.8	
Outliers Removed*			-9.4%		-16.0%		-20.8%			

Annual Hours
2756
2756
2184
2756
2756
2184
2756
2184
2184

Annual Min	Annual Mid	Annual Max
\$160,601.03	\$177,619.67	\$194,638.32
\$112,257.63	\$124,153.40	\$136,049.16
\$67,332.72	\$86,278.92	\$105,225.12
\$69,388.37	\$88,475.31	\$107,562.25
\$55,107.90	\$70,239.94	\$85,392.04
\$118,135.73	\$125,587.87	\$154,212.24
\$92,848.64	\$120,304.78	\$147,760.92
\$62,287.68	\$78,416.52	\$95,615.52
\$77,914.28	\$102,921.00	\$128,834.16

General Classifications

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.	
		Average	% Diff	Average	% Diff	Average	% Diff			
1	Accounts Payable Clerk/Administrative Assistant	\$51,929.24	-3.3%	\$64,177.74	-2.2%	\$79,611.50	-5.5%	49.4%	9	
2	Animal Control Officer	\$46,284.85	-5.4%	\$60,170.31	-9.3%	\$74,055.77	-11.8%	51.4%	6	
3	Assistant Public Works Director	\$101,034.05	-29.1%	\$131,344.27	-32.9%	\$161,654.48	-35.4%	57.4%	5	
4	Assistant Recreation Director	\$83,877.37	-24.1%	\$108,735.00	-27.7%	\$133,592.63	-30.0%	56.0%	6	
6	Building Inspector	\$77,012.02	-22.4%	\$89,620.23	-15.3%	\$110,073.25	-17.6%	51.7%	7	
7	Business License Clerk	\$53,580.52	-19.9%	\$69,654.67	-23.8%	\$85,728.82	-26.3%	51.8%	8	
9	CDL Driver - Heavy Equipment	\$49,456.42	-12.0%	\$60,584.12	-10.0%	\$71,711.81	-8.6%	47.2%	6	
10	Clerk of Court	\$65,871.00	-13.6%	\$84,405.75	-16.0%	\$102,940.50	-17.6%	51.9%	7	
11	Code Enforcement Officer	\$64,100.58	-30.9%	\$79,458.78	-30.1%	\$94,816.98	-29.5%	51.4%	9	
12	Communication Specialist	\$44,858.43	-2.2%	\$57,029.55	-3.9%	\$70,190.22	-6.4%	54.2%	4	FEWER THAN 5
13	Community Specialist	\$46,284.85	-12.1%	\$60,170.31	-16.0%	\$74,055.77	-18.5%	60.0%	2	FEWER THAN 5
15	Deputy Chief of Fire Operations	\$132,310.38	-54.8%	\$147,403.51	-44.0%	\$169,838.80	-40.1%	43.9%	9	
16	Deputy Chief of Police	\$111,146.00	-38.4%	\$140,389.00	-39.4%	\$171,075.84	-40.8%	51.1%	8	
17	Deputy Fire Chief of Special Operations	\$132,310.38	-54.8%	\$146,331.11	-43.3%	\$169,838.80	-40.1%	44.3%	9	
18	Deputy City Administrator	\$149,862.31	-27.9%	\$194,498.56	-31.6%	\$239,134.81	-34.0%	56.2%	6	
19	Director of Resilience and Natural Resource Management	\$99,472.15	-	\$129,313.79	-	\$159,155.43	-	55.5%	3	FEWER THAN 5
21	Executive Assistant - Police	\$62,899.00	-22.4%	\$79,448.50	-23.4%	\$95,998.00	-24.1%	56.9%	4	FEWER THAN 5
22	Executive Assistant - Fire	\$62,899.00	-29.1%	\$79,448.50	-30.1%	\$95,998.00	-30.8%	56.3%	5	
23	Finance Director	\$122,305.00	-27.9%	\$154,485.00	-28.9%	\$186,665.00	-29.6%	51.5%	9	
24	Financial Analyst	\$83,516.00	-23.7%	\$105,490.00	-24.7%	\$127,464.00	-25.4%	55.4%	5	
25	Fire Chief	\$140,708.86	-15.0%	\$177,285.20	-15.8%	\$213,861.54	-16.3%	51.9%	7	
26	Fire Marshall	\$94,830.00	-42.6%	\$106,767.25	-32.5%	\$121,560.00	-27.4%	42.6%	3	FEWER THAN 5
28	Parks and Ground Maintenance Supervisor	\$65,929.00	-20.4%	\$83,276.00	-21.4%	\$100,623.00	-22.1%	54.6%	8	
29	Human Resources Manager	\$79,915.33	-19.3%	\$103,592.77	-22.9%	\$127,270.22	-25.2%	52.1%	7	
32	Parks and Facilities Specialist	\$49,456.42	-12.0%	\$62,760.75	-13.5%	\$76,537.50	-15.1%	54.3%	7	
33	Police Chief	\$128,308.00	-5.8%	\$162,066.50	-6.9%	\$197,558.40	-8.4%	52.9%	8	
35	Public Relations and Tourism Coordinator	\$79,648.00	-45.3%	\$100,604.00	-46.3%	\$121,560.00	-46.9%	55.3%	5	
36	Public Works Director	\$122,305.00	-27.9%	\$154,485.00	-28.9%	\$186,665.00	-29.6%	51.3%	8	
37	Recreation Director	\$119,106.00	-31.9%	\$152,607.00	-34.3%	\$186,108.00	-35.9%	53.8%	6	
38	Recreation Supervisor	\$54,393.84	-1.2%	\$70,421.17	-4.7%	\$86,448.49	-7.0%	51.9%	7	
40	Short Term Rental Coordinator	\$58,299.79	-28.2%	\$72,878.65	-28.3%	\$87,457.50	-28.3%	54.3%	4	FEWER THAN 5
41	Stormwater/Facilities Foreman	\$59,873.27	-30.9%	\$77,544.42	-34.3%	\$95,215.57	-36.5%	56.2%	6	FEWER THAN 5
42	Zoning Administrator	\$79,915.33	-19.3%	\$103,592.77	-22.9%	\$127,270.22	-25.2%	55.6%	5	
43	City Administrator	\$136,285.46	1.7%	\$177,171.10	-2.3%	\$218,056.73	-4.8%	54.6%	3	FEWER THAN 5
Overall Average			-22.8%		-23.3%		-24.3%	52.8%	6.2	
Outliers Removed*			-20.5%		-22.0%		-23.5%			

Additional Information

Police		
Annual Hours	# of Peers	
2080		5
2184		2
2236		4

Fire

Annual Hours	# of Peers	
2756		2
2912		3
2928		2
2942		1
3023		1
3054		2

Tuition Reimbursement

	Offered?	If yes, who is eligible?	If yes, amount?
Beaufort Co.	No	-	-
Folly Beach	Yes	FT only FT employees with at least 1 year of continuous service	Maximum of \$6,000 for lifetime of employee
North Charleston	Yes		Maximum of \$1,600/fiscal year
St. John FD	Yes	After 1 year of service Employees off probation period	80% for an A, 70% for a B, 60% for a C
Bluffton	Yes		\$3,000/fiscal year \$500 per undergrad course, \$700 per graduate course
Sullivans Island	Yes	FT employees out of their probationary period	Assistance is subject to a maximum aggregate reimbursement of \$2,400 per City of Beaufort fiscal year for undergraduate courses; \$5,000 per fiscal year for graduate courses.
City of Beaufort	Yes	Regular FT	For Undergrad: A - 100% B - 90% C - 75% For postgrad: A - 100% B - 90% Anything below B - 0%
Goose Creek	Yes	Regular FT	\$5,000/employee/ calendar year
Myrtle Beach	Yes	Regular FT	\$5,250/employee/ calendar year maximum eligible for program is
City of Hanahan	Yes	FT with 1 year with the city	\$2,500.

Call Volumes

	Offered?	Explanation
Beaufort Co.	No	-
Folly Beach	No	-
St. John FD	No	-
Bluffton	No	"We do not provide any kind of stipend or additional pay for that. Honestly, I don't think we receive THAT many phone calls per day that would necessitate any type of additional pay. I could see if we were a town that had our own utilities or sewer/water but we are a limited services government and don't have those departments."
Sullivans Island	No	-
City of Beaufort	No	"The policy that we are working on is to pay for increased call volume. Currently we do not pay."
Goose Creek	No	-
Myrtle Beach	No	-
City of Hanahan	No	-