

City pay ranges as a percentage of the market average

Department	Count of job titles	Minimum	Midpoint	Maximum
Accounting	5	89 percent	90 percent	92 percent
Animal Control	2	90 percent	93 percent	96 percent
Building	1	81 percent	83 percent	84 percent
Civic Center Operations	1	89 percent	94 percent	95 percent
Communications Office	1	88 percent	88 percent	90 percent
EMS	3	Insufficient data for analysis		
Engineering	2	96 percent	96 percent	96 percent
Fire Marshal	1	77 percent	81 percent	83 percent
Fleet Maintenance	1	99 percent	100 percent	101 percent
Human Resources	1	83 percent	84 percent	86 percent
Information Technology	1	88 percent	89 percent	88 percent
Library	3	91 percent	93 percent	95 percent
Line Repair	5	93 percent	96 percent	98 percent
Multiple	4	97 percent	99 percent	100 percent
Municipal Court	2	104 percent	106 percent	108 percent
Neighborhood Services	1	87 percent	88 percent	89 percent
Parks Operation	3	104 percent	107 percent	108 percent
Parks Recreation	2	86 percent	91 percent	95 percent
Planning	2	89 percent	91 percent	92 percent
Police	9	107 percent	107 percent	106 percent
Purchasing	1	93 percent	92 percent	91 percent
Streets and Stormwater	6	100 percent	102 percent	103 percent
Utility Billing	2	91 percent	93 percent	94 percent
Wastewater	2	94 percent	96 percent	98 percent
Water	5	91 percent	94 percent	95 percent
Overall Market Average		95 percent	96 percent	97 percent

Figures that are less than 95 percent of the market average are below market.

Figures from 95 percent to 105 percent are within the market range.

Figures that are more than 105 percent are above market.

Source: Segal Waters Consulting