

**Appendix I
City of Madera
Results Summary
February 2015**

Job Title	# of Matches	Top Monthly Salary Data					Total Monthly Compensation Data				
		Madera Top Monthly Salary	Average	% above or below	Median	% above or below	Madera Total Monthly Compensation	Average	% above or below	Median	% above or below
Accountant II	10	\$4,580	\$5,706	-24.6%	\$5,680	-24.0%	\$7,320	\$7,615	-4.0%	\$7,837	-7.1%
Accounting Technician II	10	\$2,837	\$3,711	-30.8%	\$3,531	-24.5%	\$5,289	\$5,409	-2.3%	\$5,492	-3.8%
Administrative Analyst	10	\$4,314	\$5,833	-35.2%	\$5,777	-33.9%	\$7,010	\$7,837	-11.8%	\$7,758	-10.7%
Administrative Assistant	10	\$3,551	\$4,307	-21.3%	\$4,343	-22.3%	\$6,121	\$6,000	2.0%	\$6,216	-1.6%
Airport Maintenance Worker II	2	\$2,726	Insufficient Data to do Analysis				\$5,181	Insufficient Data to do Analysis			
Animal Control Officer	8	\$3,167	\$4,101	-29.5%	\$4,063	-28.3%	\$5,718	\$5,863	-2.5%	\$6,061	-6.0%
Assistant Engineer	10	\$5,162	\$6,238	-20.8%	\$6,062	-17.4%	\$7,998	\$8,181	-2.3%	\$8,258	-3.2%
Assistant Planner	8	\$4,719	\$4,994	-5.8%	\$4,955	-5.0%	\$7,482	\$6,822	8.8%	\$6,919	7.5%
Associate Planner	9	\$4,790	\$6,065	-26.6%	\$5,766	-20.4%	\$7,564	\$8,028	-6.1%	\$8,004	-5.8%
Building Permit Technician	8	\$3,430	\$4,202	-22.5%	\$3,962	-15.5%	\$5,980	\$5,954	0.4%	\$5,791	3.2%
Business Manager	1	\$6,860	Insufficient Data to do Analysis				\$9,976	Insufficient Data to do Analysis			
Chief Building Official	9	\$7,617	\$8,667	-13.8%	\$8,834	-16.0%	\$10,115	\$11,015	-8.9%	\$10,849	-7.3%
City Administrator	10	\$14,959	\$15,609	-4.3%	\$14,755	1.4%	\$18,546	\$18,899	-1.9%	\$17,709	4.5%
City Attorney	4	\$12,733	\$15,566	-22.2%	\$15,163	-19.1%	\$15,572	\$18,547	-19.1%	\$18,715	-20.2%
City Clerk	6	\$6,866	\$9,670	-40.8%	\$9,751	-42.0%	\$9,814	\$12,137	-23.7%	\$11,857	-20.8%
City Engineer	8	\$9,775	\$10,512	-7.5%	\$9,929	-1.6%	\$12,767	\$12,900	-1.0%	\$12,837	-0.6%
Combination Building Inspector	9	\$4,208	\$5,555	-32.0%	\$5,498	-30.7%	\$6,907	\$7,361	-6.6%	\$7,481	-8.3%
Computer Technician	8	\$4,445	\$5,275	-18.7%	\$5,277	-18.7%	\$7,163	\$7,195	-0.4%	\$7,287	-1.7%
Construction Inspector II	8	\$4,271	\$5,462	-27.9%	\$5,498	-28.7%	\$6,981	\$7,216	-3.4%	\$7,272	-4.2%
Deputy City Clerk	5	\$3,151	\$5,287	-67.8%	\$4,584	-45.5%	\$5,655	\$6,998	-23.7%	\$6,608	-16.8%
Deputy City Engineer	6	\$8,209	\$8,649	-5.4%	\$8,664	-5.5%	\$11,547	\$10,886	5.7%	\$11,094	3.9%
Director of Community Development	5	\$10,800	\$13,537	-25.3%	\$13,686	-26.7%	\$13,860	\$16,732	-20.7%	\$17,502	-26.3%
Director of Financial Services	9	\$10,800	\$11,792	-9.2%	\$11,306	-4.7%	\$13,510	\$14,555	-7.7%	\$13,996	-3.6%
Director of Human Resources	7	\$8,803	\$11,197	-27.2%	\$10,293	-16.9%	\$11,380	\$13,874	-21.9%	\$13,463	-18.3%
Director of Parks & Community Services	7	\$8,803	\$11,334	-28.8%	\$10,344	-17.5%	\$11,730	\$14,049	-19.8%	\$13,130	-11.9%
Electrical and Facilities Operations Manager	2	\$5,704	Insufficient Data to do Analysis				\$8,642	Insufficient Data to do Analysis			
Electrician III	5	\$4,208	\$6,138	-45.9%	\$6,429	-52.8%	\$6,907	\$8,147	-18.0%	\$8,642	-25.1%
Electronic Instrument Technician	5	\$4,936	\$5,265	-6.7%	\$5,222	-5.8%	\$7,755	\$7,073	8.8%	\$7,548	2.7%
Engineering Project Manager	4	\$6,592	\$6,880	-4.4%	\$6,576	0.2%	\$9,663	\$8,473	12.3%	\$8,365	13.4%
Engineering Technician II	10	\$3,963	\$4,947	-24.8%	\$4,979	-25.6%	\$6,622	\$6,740	-1.8%	\$6,751	-2.0%
Facilities Maintenance Technician	9	\$3,198	\$4,358	-36.3%	\$4,229	-32.2%	\$5,710	\$6,164	-8.0%	\$6,059	-6.1%
Facility Aide	1	\$2,222	Insufficient Data to do Analysis				\$4,573	Insufficient Data to do Analysis			
Field Representative	3	\$2,837	Insufficient Data to do Analysis				\$5,310	Insufficient Data to do Analysis			
Financial Services Manager	8	\$6,860	\$9,143	-33.3%	\$8,455	-23.3%	\$9,976	\$11,471	-15.0%	\$10,890	-9.2%
Fleet Operations Manager	6	\$4,719	\$7,357	-55.9%	\$7,388	-56.6%	\$7,494	\$9,430	-25.8%	\$9,416	-25.6%
Grant Administrator	1	\$7,967	Insufficient Data to do Analysis				\$11,265	Insufficient Data to do Analysis			

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Grants Specialist	0	\$3,151	Insufficient Data to do Analysis				\$5,655	Insufficient Data to do Analysis			
Human Resources Technician II	8	\$3,827	\$4,458	-16.5%	\$4,356	-13.8%	\$6,443	\$6,343	1.5%	\$6,355	1.4%
Information Services Manager	9	\$7,928	\$8,915	-12.4%	\$8,809	-11.1%	\$10,447	\$11,255	-7.7%	\$11,361	-8.8%
Maintenance Technician	3	\$3,345	Insufficient Data to do Analysis				\$5,902	Insufficient Data to do Analysis			
Mechanic II	10	\$3,499	\$4,549	-30.0%	\$4,411	-26.1%	\$6,106	\$6,323	-3.6%	\$6,319	-3.5%
Neighborhood Outreach Coordinator	1	\$3,752	Insufficient Data to do Analysis				\$6,355	Insufficient Data to do Analysis			
Neighborhood Preservation Specialist II	8	\$4,229	\$4,677	-10.6%	\$4,441	-5.0%	\$6,932	\$6,490	6.4%	\$6,419	7.4%
Neighborhood Preservation Supervisor	3	\$5,426	Insufficient Data to do Analysis				\$8,305	Insufficient Data to do Analysis			
Network Administrator	8	\$5,137	\$6,680	-30.0%	\$6,659	-29.6%	\$7,969	\$8,624	-8.2%	\$8,707	-9.3%
Office Assistant II	7	\$2,555	\$3,222	-26.1%	\$3,268	-27.9%	\$4,961	\$4,791	3.4%	\$5,024	-1.3%
Paralegal Office Administrator	2	\$5,214	Insufficient Data to do Analysis				\$8,058	Insufficient Data to do Analysis			
Park Planning Manager	5	\$6,592	\$7,708	-16.9%	\$8,184	-24.2%	\$9,663	\$9,859	-2.0%	\$9,987	-3.4%
Parks Supervisor	9	\$4,336	\$5,358	-23.6%	\$5,030	-16.0%	\$7,036	\$7,201	-2.4%	\$6,966	1.0%
Parks Worker II	10	\$2,726	\$3,919	-43.8%	\$3,739	-37.2%	\$5,181	\$5,625	-8.6%	\$5,714	-10.3%
Payroll Specialist	6	\$3,752	\$4,750	-26.6%	\$4,735	-26.2%	\$6,355	\$6,592	-3.7%	\$6,633	-4.4%
Planning Manager	4	\$8,672	\$8,982	-3.6%	\$8,983	-3.6%	\$11,590	\$11,435	1.3%	\$11,688	-0.8%
Plans Examiner	5	\$4,357	\$5,633	-29.3%	\$5,662	-30.0%	\$7,060	\$7,433	-5.3%	\$7,812	-10.6%
Police Chief	9	\$12,669	\$13,536	-6.8%	\$13,806	-9.0%	\$17,106	\$17,296	-1.1%	\$18,499	-8.1%
Police Commander	10	\$10,072	\$10,130	-0.6%	\$10,310	-2.4%	\$14,313	\$13,314	7.0%	\$13,364	6.6%
Police Office Supervisor	8	\$4,672	\$5,665	-21.3%	\$5,333	-14.2%	\$7,473	\$7,695	-3.0%	\$7,327	1.9%
Police Officer II	10	\$5,240	\$6,155	-17.5%	\$5,771	-10.1%	\$8,451	\$8,499	-0.6%	\$8,386	0.8%
Police Sergeant	10	\$6,658	\$7,717	-15.9%	\$7,574	-13.8%	\$10,178	\$10,310	-1.3%	\$10,458	-2.7%
Procurement Services Manager	2	\$4,314	Insufficient Data to do Analysis				\$7,010	Insufficient Data to do Analysis			
Program Manager-Grants	9	\$5,010	\$5,941	-18.6%	\$5,806	-15.9%	\$7,821	\$7,897	-1.0%	\$7,907	-1.1%
Property and Evidence Officer	10	\$3,464	\$4,357	-25.8%	\$4,372	-26.2%	\$6,078	\$6,094	-0.3%	\$6,226	-2.4%
Public Safety Dispatcher	10	\$3,464	\$4,391	-26.7%	\$4,141	-19.6%	\$6,078	\$6,133	-0.9%	\$6,169	-1.5%
Public Works Maintenance Worker II	10	\$2,726	\$3,990	-46.4%	\$3,913	-43.5%	\$5,181	\$5,702	-10.1%	\$5,838	-12.7%
Public Works Maintenance Worker IV	5	\$3,379	\$4,517	-33.7%	\$4,395	-30.1%	\$5,942	\$6,040	-1.7%	\$5,643	5.0%
Public Works Operations Director	7	\$9,207	\$10,078	-9.5%	\$10,449	-13.5%	\$12,161	\$12,414	-2.1%	\$13,436	-10.5%
Purchasing Assistant	1	\$3,151	Insufficient Data to do Analysis				\$5,655	Insufficient Data to do Analysis			
Records Clerk	8	\$3,135	\$3,635	-15.9%	\$3,440	-9.7%	\$5,695	\$5,340	6.2%	\$5,308	6.8%
Recreation/Community Programs Coordinator	8	\$3,752	\$4,775	-27.3%	\$4,760	-26.9%	\$6,355	\$6,692	-5.3%	\$6,553	-3.1%
Recreation/Community Programs Manager	5	\$5,704	\$7,211	-26.4%	\$6,494	-13.8%	\$8,629	\$9,024	-4.6%	\$7,950	7.9%
Senior Nutrition Program Monitor	1	\$2,581	Insufficient Data to do Analysis				\$4,991	Insufficient Data to do Analysis			
Senior Planner	8	\$6,929	\$7,041	-1.6%	\$6,888	0.6%	\$10,056	\$9,207	8.4%	\$9,247	8.0%
Solid Waste Recycling Assistant	0	\$3,120	Insufficient Data to do Analysis				\$5,640	Insufficient Data to do Analysis			
Streets and Storm Drainage Operations Manager	8	\$4,672	\$7,395	-58.3%	\$6,978	-49.4%	\$7,439	\$9,509	-27.8%	\$8,677	-16.6%
Streets & Storm Drainage Operations Supervisor	8	\$4,336	\$5,447	-25.6%	\$5,192	-19.7%	\$7,048	\$7,205	-2.2%	\$7,217	-2.4%
Utility Billing Supervisor	4	\$4,314	\$5,208	-20.7%	\$4,599	-6.6%	\$7,010	\$7,162	-2.2%	\$6,629	5.4%
Wastewater Collection System Supervisor	8	\$4,336	\$5,841	-34.7%	\$5,741	-32.4%	\$7,048	\$7,709	-9.4%	\$7,387	-4.8%
Wastewater Laboratory Analyst Environmental Compliance Inspector II	8	\$4,145	\$4,900	-18.2%	\$4,831	-16.6%	\$6,834	\$6,612	3.2%	\$6,750	1.2%

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Waste Water Treatment Plant Manager	8	\$5,704	\$7,840	-37.4%	\$7,653	-34.2%	\$8,642	\$9,916	-14.7%	\$9,917	-14.8%
Wastewater Treatment Plant Mechanic	6	\$4,336	\$4,956	-14.3%	\$4,905	-13.1%	\$7,056	\$6,836	3.1%	\$7,079	-0.3%
Wastewater Treatment Plant Operator II	8	\$3,733	\$4,735	-26.8%	\$4,709	-26.2%	\$6,354	\$6,454	-1.6%	\$6,282	1.1%
Water and Sewer Operations Manager	9	\$5,704	\$7,788	-36.5%	\$7,896	-38.4%	\$8,642	\$9,960	-15.3%	\$10,045	-16.2%
Water Quality Specialist II	5	\$3,733	\$4,638	-24.2%	\$4,630	-24.0%	\$6,354	\$6,209	2.3%	\$5,815	8.5%
Water System Supervisor	8	\$4,672	\$6,144	-31.5%	\$6,114	-30.9%	\$7,439	\$8,131	-9.3%	\$7,940	-6.7%
Water System Technician	5	\$3,885	\$5,451	-40.3%	\$5,657	-45.6%	\$6,531	\$7,247	-11.0%	\$7,424	-13.7%
Water System Worker II	10	\$3,846	\$4,275	-11.2%	\$4,237	-10.2%	\$6,486	\$6,017	7.2%	\$5,981	7.8%
				AVG: -24.3%			AVG: -21.5%			AVG: -4.8%	AVG: -4.4%