

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Accountant II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Accountant	\$6,816	7/1/2014	7/1/2015	3%
2	City of Porterville	Accountant II	\$6,496	1/1/2015	Unknown	Unknown
3	City of Hanford	Accountant ¹	\$5,925	7/7/2014	7/1/2015	2%
4	City of Lodi	Accountant	\$5,832	1/1/2014	Unknown	Unknown
5	City of Manteca	Accountant	\$5,751	7/1/2014	Unknown	Unknown
6	City of Turlock	Accountant II	\$5,609	7/1/2014	7/1/2015	2.11%
7	City of Merced	Accountant II	\$5,579	12/15/2008	6/22/2015	2%
8	City of Ceres	Accountant	\$5,417	1/1/2015	Unknown	Unknown
9	City of Fresno	Accountant-Auditor II	\$4,817	8/5/2013	Unknown	Unknown
10	City of Tulare	Accountant	\$4,814	7/12/2014	Unknown	Unknown
11	City of Madera	Accountant II	\$4,580	7/1/2014		
Average of Comparators			\$5,706			
% Madera Above/Below			-24.6%			
Median of Comparators			\$5,680			
% Madera Above/Below			-24.0%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Accountant supervises assigned employees.

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Accounting Technician II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Senior Accounting Technician	\$4,509	7/1/2014	Unknown	Unknown
2	City of Clovis	Principal Account Clerk	\$4,272	7/1/2014	7/1/2015	3%
3	City of Tulare	Accounting Technician II	\$4,229	7/12/2014	Unknown	Unknown
4	City of Hanford	Accounting Technician	\$3,916	7/7/2014	7/1/2015	2%
5	City of Turlock	Account Clerk II	\$3,616	7/1/2014	7/1/2015	2.11%
6	City of Lodi	Accounting Clerk	\$3,445	1/1/2014	Unknown	Unknown
7	City of Porterville	Account Clerk II	\$3,435	1/1/2015	Unknown	Unknown
8	City of Ceres	Account Clerk II	\$3,389	1/1/2015	Unknown	Unknown
9	City of Merced	Account Clerk II	\$3,262	12/15/2008	6/22/2015	2%
10	City of Fresno	Account Clerk II	\$3,041	8/5/2013	Unknown	Unknown
11	City of Madera	Accounting Technician II	\$2,837	7/1/2014		
Average of Comparators			\$3,711			
% Madera Above/Below			-30.8%			
Median of Comparators			\$3,531			
% Madera Above/Below			-24.5%			
Number of Matches			10			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

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Administrative Analyst						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Management Analyst	\$7,081	7/1/2014	7/1/2015	3%
2	City of Hanford	Senior Administrative Analyst	\$6,482	7/7/2014	7/1/2015	2%
3	City of Turlock	Administrative Analyst	\$6,430	7/1/2014	7/1/2015	1.89%
4	City of Porterville	Administrative Analyst II	\$6,305	1/1/2015	Unknown	Unknown
5	City of Lodi	Management Analyst	\$5,806	1/1/2014	Unknown	Unknown
6	City of Merced	Management Analyst	\$5,748	12/15/2008	6/22/2015	2%
7	City of Ceres	Administrative Analyst	\$5,285	1/1/2015	Unknown	Unknown
8	City of Tulare	Management Analyst	\$5,240	7/12/2014	Unknown	Unknown
9	City of Manteca	Administrative Analyst	\$5,214	7/1/2014	Unknown	Unknown
10	City of Fresno	Management Analyst II	\$4,738	7/1/2009	Unknown	Unknown
11	City of Madera	Administrative Analyst	\$4,314	7/1/2014		
Average of Comparators			\$5,833			
% Madera Above/Below			-35.2%			
Median of Comparators			\$5,777			
% Madera Above/Below			-33.9%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

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Administrative Assistant						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Executive Assistant to the Department Director	\$5,133	8/25/2014	Unknown	Unknown
2	City of Clovis	Administrative Assistant	\$4,894	7/1/2014	7/1/2015	3%
3	City of Manteca	Administrative Assistant III	\$4,831	7/1/2014	Unknown	Unknown
4	City of Turlock	Secretary, Senior	\$4,395	7/1/2014	7/1/2015	2.11%
5	City of Ceres	Administrative Secretary	\$4,394	1/1/2015	Unknown	Unknown
6	City of Tulare	Senior Administrative Assistant	\$4,293	7/12/2014	Unknown	Unknown
7	City of Lodi	Administrative Secretary	\$4,150	1/1/2014	Unknown	Unknown
8	City of Merced	Secretary III	\$4,020	12/15/2008	6/22/2015	2%
9	City of Madera	Administrative Assistant	\$3,551	7/1/2014		
10	City of Porterville	Secretary	\$3,539	1/1/2015	Unknown	Unknown
11	City of Hanford	Administrative Support Technician	\$3,425	7/7/2014	7/1/2015	2%
Average of Comparators			\$4,307			
% Madera Above/Below			-21.3%			
Median of Comparators			\$4,343			
% Madera Above/Below			-22.3%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

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Airport Maintenance Worker II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Airport Operations Specialist / Airports Building Maintenance Technician ^{2,3}	\$3,819	7/1/2011	Unknown	Unknown
2	City of Merced	Airport Maintenance Worker	\$3,424	12/23/2013	7/1/2015	2%
3	City of Madera	Airport Maintenance Worker II	\$2,726	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C ¹				
	City of Turlock	N/C				
Average of Comparators			Insufficient Data to do Analysis			
% Madera Above/Below			Insufficient Data to do Analysis			
Median of Comparators			Insufficient Data to do Analysis			
% Madera Above/Below			Insufficient Data to do Analysis			
Number of Matches			2			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Facilities Maintenance Technician performs airport maintenance duties.
- 2- City of Madera's class is bracketed by two or more comparators.
- 3- Airport Operations Specialist requires Class B driver's license.

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Animal Control Officer						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tulare	Code Enforcement Officer ¹	\$5,010	7/12/2014	Unknown	Unknown
2	City of Manteca	Animal Services Officer	\$4,539	7/1/2014	Unknown	Unknown
3	City of Turlock	Animal Services Officer	\$4,282	8/1/2014	8/1/2015	1.98%
4	City of Clovis	Animal Control Officer ²	\$4,187	7/1/2014	7/1/2015	3%
5	City of Merced	Animal Control Officer II	\$3,939	12/24/2012	Unknown	Unknown
6	City of Porterville	Community Services Officer II	\$3,870	1/1/2015	Unknown	Unknown
7	City of Lodi	Animal Services Officer ³	\$3,521	1/1/2014	Unknown	Unknown
8	City of Hanford	Animal Control Officer ³	\$3,456	7/7/2014	7/1/2015	2%
9	City of Madera	Animal Control Officer	\$3,167	7/1/2014		
	City of Ceres	N/C				
	City of Fresno	N/C				
Average of Comparators			\$4,101			
% Madera Above/Below			-29.5%			
Median of Comparators			\$4,063			
% Madera Above/Below			-28.3%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Code Enforcement Officer performs code enforcement and animal control duties.

2- Animal Control Officer requires an Associate's Degree or Veterinary Technician license and 2 years of experience; PC832 is not required

3- PC832 certificate is not required.

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Assistant Engineer						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Assistant Engineer	\$7,477	7/1/2014	7/1/2015	3%
2	City of Manteca	Assistant Engineer ¹	\$7,070	7/1/2014	Unknown	Unknown
3	City of Lodi	Assistant Engineer	\$6,424	1/1/2014	Unknown	Unknown
4	City of Merced	Assistant Engineer	\$6,329	12/15/2008	6/22/2015	2%
5	City of Tulare	Associate Engineer	\$6,117	7/12/2014	Unknown	Unknown
6	City of Turlock	Engineer, Assistant	\$6,008	7/1/2014	7/1/2015	2.11%
7	City of Porterville	Assistant Engineer	\$5,939	1/1/2015	Unknown	Unknown
8	City of Ceres	Assistant Engineer ¹	\$5,833	1/1/2015	Unknown	Unknown
9	City of Hanford	Assistant Engineer	\$5,805	7/7/2014	7/1/2015	2%
10	City of Fresno	Engineer I / Engineer II ^{1,2}	\$5,379	8/5/2013	Unknown	Unknown
11	City of Madera	Assistant Engineer	\$5,162	7/1/2014		
Average of Comparators			\$6,238			
% Madera Above/Below			-20.8%			
Median of Comparators			\$6,062			
% Madera Above/Below			-17.4%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- EIT certificate is not required.

2- City of Madera's class is bracketed by two or more comparators.

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Assistant Planner						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Assistant Planner	\$5,886	7/1/2014	Unknown	Unknown
2	City of Porterville	Assistant Planner	\$5,485	1/1/2015	Unknown	Unknown
3	City of Turlock	Assistant Planner	\$5,113	7/1/2014	7/1/2015	2.11%
4	City of Lodi	Junior Planner / Assistant Planner ²	\$5,004	1/1/2014	Unknown	Unknown
5	City of Ceres	Assistant Planner	\$4,907	1/1/2015	Unknown	Unknown
6	City of Hanford	Assistant Planner	\$4,840	7/7/2014	7/1/2015	2%
7	City of Madera	Assistant Planner	\$4,719	7/1/2014		
8	City of Merced	Assistant Planner	\$4,373	12/15/2008	6/22/2015	2%
9	City of Fresno	Planner I	\$4,341	8/5/2013	Unknown	Unknown
	City of Clovis	N/C				
	City of Tulare	N/C ¹				
Average of Comparators			\$4,994			
% Madera Above/Below			-5.8%			
Median of Comparators			\$4,955			
% Madera Above/Below			-5.0%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Assistant Planner is a vacant classification that is not used or assigned to a salary range.

2- City of Madera's class is bracketed by two or more comparators.

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Associate Planner						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Associate Planner	\$7,611	7/1/2014	Unknown	Unknown
2	City of Clovis	Associate Planner	\$6,715	7/1/2014	7/1/2015	3%
3	City of Porterville	Associate Planner	\$6,305	1/1/2015	Unknown	Unknown
4	City of Turlock	Associate Planner	\$5,919	7/1/2014	7/1/2015	2.11%
5	City of Lodi	Associate Planner	\$5,766	1/1/2014	Unknown	Unknown
6	City of Tulare	Associate Planner	\$5,733	7/12/2014	Unknown	Unknown
7	City of Merced	Associate Planner	\$5,697	12/15/2008	6/22/2015	2%
8	City of Ceres	Associate Planner	\$5,691	1/1/2015	Unknown	Unknown
9	City of Fresno	Planner II	\$5,147	8/5/2013	Unknown	Unknown
10	City of Madera	Associate Planner	\$4,790	7/1/2014		
	City of Hanford	N/C				
Average of Comparators			\$6,065			
% Madera Above/Below			-26.6%			
Median of Comparators			\$5,766			
% Madera Above/Below			-20.4%			
Number of Matches			9			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

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Building Permit Technician							
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Manteca	Development Services Technician	\$5,342	7/1/2014	Unknown	Unknown	
2	City of Porterville	Engineering Specialist II ¹	\$4,559	1/1/2015	Unknown	Unknown	
3	City of Clovis	Permit Technician	\$4,413	7/1/2014	7/1/2015	3%	
4	City of Tulare	Permit Technician ²	\$3,983	7/12/2014	Unknown	Unknown	
5	City of Lodi	Permit Technician	\$3,942	1/1/2014	Unknown	Unknown	
6	City of Merced	Development Services Technician II	\$3,845	12/15/2008	6/22/2015	2%	
7	City of Hanford	Permit Specialist ²	\$3,796	7/7/2014	7/1/2015	2%	
8	City of Ceres	Building Permit Technician ³	\$3,740	1/1/2015	Unknown	Unknown	
9	City of Madera	Building Permit Technician	\$3,430	7/1/2014			
	City of Fresno	N/C ⁴					
	City of Turlock	N/C					
Average of Comparators			\$4,202				
% Madera Above/Below			-22.5%				
Median of Comparators			\$3,962				
% Madera Above/Below			-15.5%				
Number of Matches			8				

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Building Permit Technician certificate is not required. The Engineering Specialist II includes a 1.44% differential agreed upon through the most recent negotiation process.

2- Certification is not required.

3- Building Permit Technician certification is not required.

4- Plans Examiner class series performs permit technician duties.

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Business Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Management Analyst III / Administrative Manager ¹	\$8,834	8/25/2014	Unknown	Unknown
2	City of Madera	Business Manager	\$6,860	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
	City of Turlock	N/C				
		Average of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Median of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Number of Matches	1			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City of Madera's class is bracketed by two or more comparators.

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Chief Building Official						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Building Official	\$10,434	7/1/2014	7/1/2015	3%
2	City of Manteca	Chief Building Official ¹	\$9,948	7/1/2014	Unknown	Unknown
3	City of Merced	Chief Building Official/Construction Project Official	\$9,811	12/15/2008	6/22/2015	2%
4	City of Turlock	Chief Building Official ⁴	\$9,549	7/1/2014	7/1/2015	1.89%
5	City of Fresno	Building & Safety Services Manager	\$8,834	8/25/2014	Unknown	Unknown
6	City of Lodi	Building Official ³	\$8,369	1/1/2014	Unknown	Unknown
7	City of Madera	Chief Building Official	\$7,617	7/1/2014		
8	City of Tulare	Chief Building Official ²	\$7,430	7/12/2014	Unknown	Unknown
9	City of Hanford	Building Official ¹	\$7,327	7/7/2014	7/1/2015	2%
10	City of Porterville	Chief Building Inspector	\$6,305	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
Average of Comparators			\$8,667			
% Madera Above/Below			-13.8%			
Median of Comparators			\$8,834			
% Madera Above/Below			-16.0%			
Number of Matches			9			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Requires Chief Building Official certificate.

2- Chief Building Official requires equivalent to graduation from a 2-year college or university and 3 years of experience.

3- Building Official requires any combination of experience and education equivalent to an Associate's degree and 5 years of experience; certifications are not required.

4- Chief Building Official requires equivalent to an Associate's Degree and 5 years of experience.

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City Administrator						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	City Manager	\$20,491	7/1/2014	7/1/2015	1.89%
2	City of Fresno	City Manager	\$20,270	8/25/2014	Unknown	Unknown
3	City of Clovis	City Manager	\$18,126	7/1/2014	7/1/2015	3%
4	City of Manteca	City Manager	\$15,976	7/1/2014	Unknown	Unknown
5	City of Madera	City Administrator	\$14,959	7/1/2014		
6	City of Lodi	City Manager	\$14,919	1/1/2014	Unknown	Unknown
7	City of Merced	City Manager	\$14,591	12/15/2008	6/22/2015	2%
8	City of Tulare	City Manager	\$14,209	7/12/2014	Unknown	Unknown
9	City of Hanford	City Manager	\$14,000	7/7/2014	7/1/2015	2%
10	City of Ceres	City Manager	\$12,500	4/28/2014	Unknown	Unknown
11	City of Porterville	City Manager	\$11,010	1/1/2015	Unknown	Unknown
Average of Comparators			\$15,609			
% Madera Above/Below			-4.3%			
Median of Comparators			\$14,755			
% Madera Above/Below			1.4%			
Number of Matches			10			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

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City Attorney						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Attorney	\$20,270	8/25/2014	Unknown	Unknown
2	City of Turlock	City Attorney	\$15,788	7/1/2014	7/1/2015	1.89%
3	City of Merced	City Attorney	\$14,539	12/15/2008	6/22/2015	2%
4	City of Madera	City Attorney	\$12,733	1/1/2015		
5	City of Lodi	City Attorney	\$11,667	1/1/2014	Unknown	Unknown
	City of Ceres	N/C ¹				
	City of Clovis	N/C ¹				
	City of Hanford	N/C ¹				
	City of Manteca	N/C ¹				
	City of Porterville	N/C ²				
	City of Tulare	N/C ¹				
Average of Comparators			\$15,566			
% Madera Above/Below			-22.2%			
Median of Comparators			\$15,163			
% Madera Above/Below			-19.1%			
Number of Matches			4			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City Attorney is contracted out.

2- City Attorney is a part-time, non-benefitted position.

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City Clerk						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	City Clerk ¹	\$12,760	7/1/2014	Unknown	Unknown
2	City of Fresno	City Clerk	\$11,235	8/25/2014	Unknown	Unknown
3	City of Turlock	Executive Assistant to the City Manager/City Clerk ⁶	\$11,054	7/1/2014	7/1/2015	1.89%
4	City of Lodi	City Clerk ⁵	\$8,449	1/1/2014	Unknown	Unknown
5	City of Ceres	City Clerk	\$8,041	1/1/2015	Unknown	Unknown
6	City of Madera	City Clerk	\$6,866	7/1/2014		
7	City of Hanford	City Clerk ⁴	\$6,482	7/7/2014	7/1/2015	2%
	City of Clovis	N/C ²				
	City of Merced	N/C ⁷				
	City of Porterville	N/C ³				
	City of Tulare	N/C				
Average of Comparators			\$9,670			
% Madera Above/Below			-40.8%			
Median of Comparators			\$9,751			
% Madera Above/Below			-42.0%			
Number of Matches			6			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- City Clerk requires any combination equivalent to a Bachelor's degree and 5 years of experience; requires Notary Public certification.
- 2- Assistant City Manager/City Clerk serves as City Clerk.
- 3- City Manager serves as City Clerk.
- 4- City Clerk requires any combination of education, training, and experience equivalent to graduation from a four-year college and 10 years of experience; requires Certified Municipal Clerk and Notary Public certifications.
- 5- City Clerk requires any combination of experience and education equivalent to a Bachelor's degree and 3 years of experience; additional administrative experience with a municipal agency may be substituted for required education on a year-for-year basis up to a maximum of 2 years of college education.
- 6- Executive Assistant to the City Manager/City Clerk requires equivalent to a Bachelor's degree and 5 years of experience; requires Notary Public certification.
- 7- Director of Support Services oversees City Clerk, Human Resources, and Risk Management functions.

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City Engineer						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Engineer	\$15,325	8/25/2014	Unknown	Unknown
2	City of Lodi	Deputy Public Works Director	\$11,012	1/1/2014	Unknown	Unknown
3	City of Ceres	Director of Engineering/City Engineer	\$10,814	1/1/2015	Unknown	Unknown
4	City of Hanford	Deputy Public Works Director/City Engineer	\$10,032	7/7/2014	7/1/2015	2%
5	City of Merced	City Engineer	\$9,826	12/15/2008	6/22/2015	2%
6	City of Madera	City Engineer	\$9,775	7/1/2014		
7	City of Manteca	City Engineer	\$9,250	7/1/2014	Unknown	Unknown
8	City of Porterville	Deputy Public Works Director/City Engineer	\$9,113	1/1/2015	Unknown	Unknown
9	City of Tulare	City Engineer	\$8,720	7/12/2014	Unknown	Unknown
	City of Clovis	N/C				
	City of Turlock	N/C				
Average of Comparators			\$10,512			
% Madera Above/Below			-7.5%			
Median of Comparators			\$9,929			
% Madera Above/Below			-1.6%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

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Combination Building Inspector						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Building Inspector ¹	\$6,781	7/1/2014	7/1/2015	3%
2	City of Turlock	Building Inspector II	\$5,860	7/1/2014	7/1/2015	2.11%
3	City of Merced	Building Inspector III	\$5,775	12/15/2008	6/22/2015	2%
4	City of Manteca	Building Inspector II	\$5,751	7/1/2014	Unknown	Unknown
5	City of Fresno	Building Inspector II / Commercial Building Inspector ²	\$5,498	8/5/2013	Unknown	Unknown
6	City of Lodi	Building Inspector ¹	\$5,259	1/1/2014	Unknown	Unknown
7	City of Porterville	Building Inspector II	\$5,218	1/1/2015	Unknown	Unknown
8	City of Tulare	Building Inspector II	\$5,010	7/12/2014	Unknown	Unknown
9	City of Hanford	Building Inspector	\$4,840	7/7/2014	7/1/2015	2%
10	City of Madera City of Ceres	Combination Building Inspector N/C	\$4,208	7/1/2014		
Average of Comparators			\$5,555			
% Madera Above/Below			-32.0%			
Median of Comparators			\$5,498			
% Madera Above/Below			-30.7%			
Number of Matches			9			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Certifications are not required.

2- City of Madera's class is bracketed by two or more comparators.

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Top Monthly Salary Data
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Computer Technician						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Network Technician II	\$5,606	7/1/2014	Unknown	Unknown
2	City of Porterville	Information Technology Analyst I ¹	\$5,485	1/1/2015	Unknown	Unknown
3	City of Clovis	Information Services Specialist	\$5,422	7/1/2014	7/1/2015	3%
4	City of Ceres	Information Technology Systems Analyst	\$5,285	1/1/2015	Unknown	Unknown
5	City of Fresno	Computer Systems Specialist II	\$5,268	8/5/2013	Unknown	Unknown
6	City of Lodi	Information Systems Specialist / Network Technician ²	\$5,207	1/1/2014	Unknown	Unknown
7	City of Merced	Systems Technician III ³	\$5,084	12/15/2008	6/22/2015	2%
8	City of Turlock	Information Technology Technician	\$4,845	7/1/2014	7/1/2015	2.11%
9	City of Madera	Computer Technician	\$4,445	7/1/2014		
	City of Hanford	N/C				
	City of Tulare	N/C				
Average of Comparators			\$5,275			
% Madera Above/Below			-18.7%			
Median of Comparators			\$5,277			
% Madera Above/Below			-18.7%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Information Technology Analyst I requires any combination of training and experience equivalent to a Bachelor's degree and 1 year of experience.

2- City of Madera's class is bracketed by two or more comparators.

3- Systems Technician III requires Computer Industry Standard certification.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Construction Inspector II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Engineering Inspector	\$5,978	7/1/2014	7/1/2015	3%
2	City of Turlock	Public Works Construction Inspector ²	\$5,860	7/1/2014	7/1/2015	2.11%
3	City of Manteca	Construction Inspector II	\$5,751	7/1/2014	Unknown	Unknown
4	City of Tulare	Public Works Inspector	\$5,676	7/12/2014	Unknown	Unknown
5	City of Fresno	Engineering Inspector II	\$5,320	8/5/2013	Unknown	Unknown
6	City of Lodi	Public Works Inspector II	\$5,259	1/1/2014	Unknown	Unknown
7	City of Porterville	Public Works Inspector	\$5,014	1/1/2015	Unknown	Unknown
8	City of Hanford	Construction Inspector	\$4,835	7/7/2014	7/1/2015	2%
9	City of Madera	Construction Inspector II	\$4,271	7/1/2014		
	City of Ceres	N/C ¹				
	City of Merced	N/C				
Average of Comparators			\$5,462			
% Madera Above/Below			-27.9%			
Median of Comparators			\$5,498			
% Madera Above/Below			-28.7%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Engineering Technician classifications serve as construction inspectors.

2- Public Works Construction Inspector requires equivalent to an Associate's degree and 2 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Deputy City Clerk						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Assistant City Clerk	\$8,834	8/25/2014	Unknown	Unknown
2	City of Turlock	Secretary/Deputy City Clerk	\$4,798	7/1/2014	7/1/2015	2.18%
3	City of Porterville	Deputy City Clerk	\$4,584	1/1/2015	Unknown	Unknown
4	City of Lodi	Deputy City Clerk ³	\$4,463	1/1/2014	Unknown	Unknown
5	City of Merced	Deputy City Clerk	\$3,757	12/15/2008	6/22/2015	2%
6	City of Madera	Deputy City Clerk	\$3,151	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Manteca	N/C ¹				
	City of Tulare	N/C ²				
Average of Comparators			\$5,287			
% Madera Above/Below			-67.8%			
Median of Comparators			\$4,584			
% Madera Above/Below			-45.5%			
Number of Matches			5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Deputy City Clerk was reclassified to Assistant City Clerk.

2- Deputy City Clerk/Budgets Coordinator provides support to the City Clerk's office, as well as coordinating the City budget.

3- Requires Notary Public certification.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Deputy City Engineer						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Principal Civil Engineer	\$9,549	7/1/2014	7/1/2015	1.89%
2	City of Hanford	Deputy City Engineer	\$9,021	7/7/2014	7/1/2015	2%
3	City of Merced	Principal Civil Engineer	\$8,905	12/15/2008	6/22/2015	2%
4	City of Fresno	Public Works Manager / Supervising Professional ¹	\$8,423	8/25/2014	Unknown	Unknown
5	City of Madera	Deputy City Engineer	\$8,209	7/1/2014		
6	City of Porterville	Assistant City Engineer	\$8,169	1/1/2015	Unknown	Unknown
7	City of Clovis	Engineering Program Supervisor	\$7,825	7/1/2014	7/1/2015	3%
	City of Ceres	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Tulare	N/C				
Average of Comparators			\$8,649			
% Madera Above/Below			-5.4%			
Median of Comparators			\$8,664			
% Madera Above/Below			-5.5%			
Number of Matches			6			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City of Madera's class is bracketed by two or more comparators.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Director of Community Development						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Assistant City Manager / Director of Development / Director of Public Works / Director of Public Utilities ¹	\$16,475	8/25/2014	Unknown	Unknown
2	City of Manteca	Assistant City Manager / Public Works Director/City Engineer ¹	\$14,421	7/1/2014	Unknown	Unknown
3	City of Clovis	Assistant City Manager/City Clerk / Public Utilities Director ¹	\$13,686	7/1/2014	7/1/2015	3%
4	City of Turlock	Development Services Director/City Engineer	\$12,187	7/1/2014	7/1/2015	1.89%
5	City of Merced	Director of Development Services	\$10,918	12/15/2008	6/22/2015	2%
6	City of Madera	Director of Community Development	\$10,800	7/1/2014		
	City of Ceres	N/C ²				
	City of Hanford	N/C ³				
	City of Lodi	N/C ⁴				
	City of Porterville	N/C ⁵				
	City of Tulare	N/C ⁶				
Average of Comparators			\$13,537			
% Madera Above/Below			-25.3%			
Median of Comparators			\$13,686			
% Madera Above/Below			-26.7%			
Number of Matches			5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- City of Madera's class is bracketed by two or more comparators.
- 2- Director of Community Development oversees building inspection, planning, and housing. The Director of Engineering oversees engineering services. There is no Assistant or Deputy City Manager classification.
- 3- Director of Community Development oversees planning, housing, economic development, code enforcement, and building safety. The Director of Public Works oversees engineering. There is no Assistant or Deputy City Manager classification.
- 4- Director of Community Development oversees code enforcement, building inspection, and planning. Public Works Director oversees engineering. The Deputy City Manager is the Internal Services Director (human resources, budget, finance, treasury, and information technology).
- 5- Director of Community Development oversees building, planning, redevelopment, field services, and airport operations. Public Works Director oversees engineering. The Deputy City Manager class exists but is currently vacant and the City has no intention of filling this class.
- 6- Community Development Director oversees building, planning, economic development, parks, library, recreation, and senior services. The City Engineer oversees engineering. The Deputy City Manager oversees administrative services (human resources, risk management, property management, and finance).

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Director of Financial Services						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Controller	\$15,325	8/25/2014	Unknown	Unknown
2	City of Manteca	Finance Director	\$13,396	7/1/2014	Unknown	Unknown
3	City of Clovis	Finance Director	\$12,950	7/1/2014	7/1/2015	3%
4	City of Turlock	Administrative Services Director	\$12,187	7/1/2014	7/1/2015	1.89%
5	City of Merced	Finance Officer	\$11,306	12/15/2008	6/22/2015	2%
6	City of Ceres	Director of Finance	\$10,814	1/1/2015	Unknown	Unknown
7	City of Madera	Director of Financial Services	\$10,800	7/1/2014		
8	City of Hanford	Finance Director	\$10,798	7/7/2014	7/1/2015	2%
9	City of Tulare	Finance Director/Treasurer	\$9,678	7/12/2014	Unknown	Unknown
10	City of Porterville	Director of Finance	\$9,673	1/1/2015	Unknown	Unknown
	City of Lodi	N/C ¹				
Average of Comparators			\$11,792			
% Madera Above/Below			-9.2%			
Median of Comparators			\$11,306			
% Madera Above/Below			-4.7%			
Number of Matches			9			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Deputy City Manager/Director of Internal Services oversees human resources, budget/revenue/treasury, financial services, and information systems divisions, in addition to directing, overseeing, and participating in a variety of activities in the City Manager's office.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Director of Human Resources							
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Fresno	Director of Personnel Services	\$15,325	8/25/2014	Unknown	Unknown	
2	City of Manteca	Human Resources/Risk Management Director	\$13,396	7/1/2014	Unknown	Unknown	
3	City of Clovis	Personnel/Risk Manager	\$10,466	7/1/2014	7/1/2015	3%	
4	City of Ceres	Director of Human Resources	\$10,293	1/1/2015	Unknown	Unknown	
5	City of Merced	Director of Support Services ¹	\$10,141	12/15/2008	6/22/2015	2%	
6	City of Hanford	Human Resources Manager	\$9,553	7/7/2014	7/1/2015	2%	
7	City of Porterville	Administrative Services Director	\$9,204	1/1/2015	Unknown	Unknown	
8	City of Madera	Director of Human Resources	\$8,803	7/1/2014			
	City of Lodi	N/C ²					
	City of Tulare	N/C ³					
	City of Turlock	N/C ⁴					
Average of Comparators			\$11,197				
% Madera Above/Below			-27.2%				
Median of Comparators			\$10,293				
% Madera Above/Below			-16.9%				
Number of Matches			7				

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Director of Support Services oversees City Clerk, Human Resources, and Risk Management functions.

2- Human Resources Manager does not oversee risk management which represents at least 50% of Madera's Director of Human Resources' responsibilities.

3- Deputy City Manager plans, organizes, manages, continuously improves, and provides administrative direction and oversight for human resources functions and activities, as well as providing oversight for Finance, Purchasing, Transit, Facilities Maintenance, Fleet Maintenance, Airport, and Cycle Park.

4- Administrative Services Director serves as Finance Officer and has oversight for human resources function as well. Emphasis of classification is on financial management.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Director of Parks and Community Services						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Parks, After School, Recreation, & Community Services Director	\$15,325	8/25/2014	Unknown	Unknown
2	City of Manteca	Parks and Recreation Director	\$13,396	7/1/2014	Unknown	Unknown
3	City of Turlock	Parks, Recreation, & Public Facilities Director	\$12,187	7/1/2014	7/1/2015	1.89%
4	City of Lodi	Parks, Recreation, & Cultural Services Director	\$10,344	1/1/2014	Unknown	Unknown
5	City of Merced	Director of Parks & Community Services	\$9,826	12/15/2008	6/22/2015	2%
6	City of Porterville	Director of Parks & Leisure Services	\$9,204	1/1/2015	Unknown	Unknown
7	City of Hanford	Parks & Recreation Director	\$9,058	7/7/2014	7/1/2015	2%
8	City of Madera	Director of Parks & Community Services	\$8,803	7/1/2014		
	City of Ceres	N/C ¹				
	City of Clovis	N/C ²				
	City of Tulare	N/C ³				
Average of Comparators			\$11,334			
% Madera Above/Below			-28.8%			
Median of Comparators			\$10,344			
% Madera Above/Below			-17.5%			
Number of Matches			7			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Recreation programs are under Public Safety and parks maintenance is under Public Works.

2- General Services Director oversees purchasing, facilities maintenance and fleet maintenance, personnel/risk management, community services, transit, and recreation functions.

3- Community Development Director oversees building, planning, economic development, parks, library, recreation, and senior services.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Electrical and Facilities Operations Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Facilities Manager / Chief of Wastewater Facilities Maintenance ¹	\$7,960	8/25/2014	Unknown	Unknown
2	City of Turlock	Public Facilities Maintenance Supervisor / Electrical/Mechanical Maintenance Supervisor ^{1,2}	\$7,350	7/1/2014	7/1/2015	2.11%
3	City of Madera	Electrical and Facilities Operations Manager	\$5,704	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C ³				
Average of Comparators			Insufficient Data to do Analysis			
% Madera Above/Below			Insufficient Data to do Analysis			
Median of Comparators			Insufficient Data to do Analysis			
% Madera Above/Below			Insufficient Data to do Analysis			
Number of Matches			2			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

1- City of Madera's class is bracketed by two or more comparators.

2- Public Facilities Maintenance Supervisor requires equivalent to an Associate's Degree and 4 years of experience; requires Signs and Markings II certificate and one of the following certifications: Pesticide Applicator, Playground Safety, or Certified Pool Operator. Electrical/Mechanical Maintenance Supervisor requires a Grade III Certification in mechanical or electrical/instrumentation technology.

3- Facilities and Airport Operations Manager oversees building and facilities maintenance and repair and airport operations and maintenance.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Electrician III						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$7,492	5/1/2014	Unknown	Unknown
2	City of Clovis	Electrician	\$6,444	7/1/2014	7/1/2015	3%
3	City of Turlock	Electrical Mechanical Technician, Senior ¹	\$6,429	7/1/2014	7/1/2015	2.11%
4	City of Fresno	Electrician	\$5,481	6/16/2014	Unknown	Unknown
5	City of Merced	Maintenance Electrician	\$4,845	12/23/2013	7/1/2015	2%
6	City of Madera	Electrician III	\$4,208	7/1/2014		
	City of Ceres	N/C				
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
		Average of Comparators	\$6,138			
		% Madera Above/Below	-45.9%			
		Median of Comparators	\$6,429			
		% Madera Above/Below	-52.8%			
		Number of Matches	5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Electrical Mechanical Technician, Senior performs skilled journey-level and lead work; requires Grade III Mechanical or Instrumentation Technology, Traffic Signal Technician Level II, and Roadway Lighting Level I certifications.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Electronic Instrument Technician						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Electronic/Instrumentation Technician ²	\$5,831	7/1/2014	7/1/2015	2.11%
2	City of Merced	Instrumentation and Electrical Technician ¹	\$5,431	12/23/2013	7/1/2015	2%
3	City of Fresno	Instrumentation Specialist	\$5,222	7/1/2011	Unknown	Unknown
4	City of Manteca	Instrumentation Technician/Electrician	\$5,069	7/1/2014	Unknown	Unknown
5	City of Madera	Electronic Instrument Technician	\$4,936	7/1/2014		
6	City of Porterville	Electrician/Instrument Technician	\$4,770	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Tulare	N/C				
Average of Comparators			\$5,265			
% Madera Above/Below			-6.7%			
Median of Comparators			\$5,222			
% Madera Above/Below			-5.8%			
Number of Matches			5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Instrumentation and Electrical Technician requires Grade II or higher mechanical Technologist and Electrical/Instrumentation Technologist certificates.

2- Electronic/Instrumentation Technician requires Grade I Instrumentation Technology and Traffic Signal Technician Level I certifications.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Engineering Project Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tulare	Project Manager	\$7,928	7/12/2014	Unknown	Unknown
2	City of Porterville	Construction/Project Manager ²	\$6,627	1/1/2015	Unknown	Unknown
3	City of Madera	Engineering Project Manager	\$6,592	7/1/2014		
4	City of Fresno	Capital Development Specialist	\$6,525	7/1/2009	Unknown	Unknown
5	City of Lodi	Construction Project Manager ¹	\$6,441	1/1/2014	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Manteca	N/C ³				
	City of Merced	N/C				
	City of Turlock	N/C				
Average of Comparators			\$6,880			
% Madera Above/Below			-4.4%			
Median of Comparators			\$6,576			
% Madera Above/Below			0.2%			
Number of Matches			4			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Construction Project Manager requires any combination of education and experience equivalent to completion of high school and 3 years of experience.

2- Requires professional registration as a Civil Enigneer or Land Surveyor.

3- Project Manager is responsible for monitoring and analyzing transit issues and developing and implementing transit-related capital improvement projects.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Engineering Technician II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Engineering Technician	\$5,532	7/1/2014	7/1/2015	3%
2	City of Lodi	Engineering Technician II	\$5,309	1/1/2014	Unknown	Unknown
3	City of Manteca	Engineering Technician II	\$5,214	7/1/2014	Unknown	Unknown
4	City of Tulare	Engineering Assistant	\$5,188	7/12/2014	Unknown	Unknown
5	City of Porterville	Engineering Specialist III	\$5,014	1/1/2015	Unknown	Unknown
6	City of Turlock	Engineering Technician II	\$4,943	7/1/2014	7/1/2015	2.11%
7	City of Hanford	Senior Engineering Technician	\$4,903	7/7/2014	7/1/2015	2%
8	City of Ceres	Engineering Technician II	\$4,787	1/1/2015	Unknown	Unknown
9	City of Fresno	Engineering Technician II	\$4,295	8/5/2013	Unknown	Unknown
10	City of Merced	Engineering Technician II	\$4,283	12/15/2008	6/22/2015	2%
11	City of Madera	Engineering Technician II	\$3,963	7/1/2014		
Average of Comparators			\$4,947			
% Madera Above/Below			-24.8%			
Median of Comparators			\$4,979			
% Madera Above/Below			-25.6%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Facilities Maintenance Technician						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Maintenance Carpenter II / Air Conditioning Mechanic ¹	\$5,395	6/16/2014	Unknown	Unknown
2	City of Manteca	Building Maintenance Technician II ²	\$4,829	7/1/2014	Unknown	Unknown
3	City of Clovis	Building Maintenance Worker	\$4,522	7/1/2014	7/1/2015	3%
4	City of Lodi	Senior Facilities Maintenance Worker	\$4,467	3/21/2012	Unknown	Unknown
5	City of Tulare	Facilities Maintenance Technician	\$4,229	7/12/2014	Unknown	Unknown
6	City of Hanford	Facilities Maintenance Technician	\$4,075	7/7/2014	7/1/2015	2%
7	City of Merced	Building Maintenance Worker II	\$4,069	12/23/2013	7/1/2015	2%
8	City of Turlock	Maintenance Worker II	\$3,986	7/1/2014	7/1/2015	2.11%
9	City of Ceres	Facility Maintenance Worker II ³	\$3,648	1/1/2015	Unknown	Unknown
10	City of Madera City of Porterville	Facilities Maintenance Technician N/C	\$3,198	7/1/2014		
Average of Comparators			\$4,358			
% Madera Above/Below			-36.3%			
Median of Comparators			\$4,229			
% Madera Above/Below			-32.2%			
Number of Matches			9			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- City of Madera's class is bracketed by two or more comparators.
- 2- Building Maintenance Technician II requires an EPA certification.
- 3- Facility Maintenance Worker II requires Forklift certificate.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Facility Aide						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Property Maintenance Worker	\$4,013	7/1/2011	Unknown	Unknown
2	City of Madera	Facility Aide	\$2,222	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
	City of Turlock	N/C				
Average of Comparators			Insufficient Data to do Analysis			
% Madera Above/Below			Insufficient Data to do Analysis			
Median of Comparators			Insufficient Data to do Analysis			
% Madera Above/Below			Insufficient Data to do Analysis			
Number of Matches			1			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Field Representative						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Field Services Representative	\$4,259	1/1/2014	Unknown	Unknown
2	City of Fresno	Utility Services Representative II	\$3,575	8/5/2013	Unknown	Unknown
3	City of Ceres	Customer Service Technician ¹	\$3,389	1/1/2015	Unknown	Unknown
4	City of Madera	Field Representative	\$2,837	7/1/2014		
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
	City of Turlock	N/C				
		Average of Comparators	Insufficient Data to do Analysis			
		% Madera Above/Below	Insufficient Data to do Analysis			
		Median of Comparators	Insufficient Data to do Analysis			
		% Madera Above/Below	Insufficient Data to do Analysis			
		Number of Matches	3			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Customer Service Technician also oversees water conservation program.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Financial Services Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Assistant Controller	\$12,621	8/25/2014	Unknown	Unknown
2	City of Clovis	Deputy Finance Director	\$10,885	7/1/2014	7/1/2015	3%
3	City of Lodi	Financial Services Manager	\$9,068	1/1/2014	Unknown	Unknown
4	City of Hanford	Finance Manager	\$8,539	7/7/2014	7/1/2015	2%
5	City of Merced	Deputy Finance Officer	\$8,371	12/15/2008	6/22/2015	2%
6	City of Manteca	Accounting Manager	\$8,184	7/1/2014	Unknown	Unknown
7	City of Tulare	Assistant Finance Director	\$7,928	7/12/2014	Unknown	Unknown
8	City of Ceres	Deputy Finance Director	\$7,550	1/1/2015	Unknown	Unknown
9	City of Madera	Financial Services Manager	\$6,860	7/1/2014		
	City of Porterville	N/C				
	City of Turlock	N/C				
Average of Comparators			\$9,143			
% Madera Above/Below			-33.3%			
Median of Comparators			\$8,455			
% Madera Above/Below			-23.3%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Fleet Operations Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Fleet Manager	\$8,834	8/25/2014	Unknown	Unknown
2	City of Clovis	Fleet Manager	\$8,530	7/1/2014	7/1/2015	3%
3	City of Manteca	Fleet Superintendent	\$8,184	7/1/2014	Unknown	Unknown
4	City of Merced	Public Works Supervisor - Fleet / Public Works Manager - Operations ¹	\$6,592	12/15/2008	6/22/2015	2%
5	City of Porterville	Field Services Shop Superintendent	\$6,119	1/1/2015	Unknown	Unknown
6	City of Hanford	Fleet Superintendent	\$5,881	7/7/2014	7/1/2015	2%
7	City of Madera	Fleet Operations Manager	\$4,719	7/1/2014		
	City of Ceres	N/C ³				
	City of Lodi	N/C ³				
	City of Tulare	N/C ⁴				
	City of Turlock	N/C				
Average of Comparators			\$7,357			
% Madera Above/Below			-55.9%			
Median of Comparators			\$7,388			
% Madera Above/Below			-56.6%			
Number of Matches			6			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- City of Madera's class is bracketed by two or more comparators.
- 2- Public Works Manager – Operations plans, organizes, directs, and coordinates the activities of the facilities maintenance, fleet management, and solid waste divisions of the Public Works Department.
- 3- Supervisor is a working supervisor classification and does not have management responsibility for fleet maintenance functions; the supervisor reports to a management classification (such as Deputy Director or Director) with a broader scope of responsibility for example management of all Public Works Divisions.
- 4- Property Services Manager oversees fleet maintenance function as well as facility maintenance, property management, and airport operations duties.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Grant Administrator						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Grants Writer	\$8,834	8/25/2014	Unknown	Unknown
2	City of Madera	Grant Administrator	\$7,967	7/1/2014		
	City of Ceres	N/C ¹				
	City of Clovis	N/C ²				
	City of Hanford	N/C ¹				
	City of Lodi	N/C ¹				
	City of Manteca	N/C ¹				
	City of Merced	N/C ¹				
	City of Porterville	N/C ¹				
	City of Tulare	N/C ¹				
	City of Turlock	N/C ¹				
		Average of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Median of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Number of Matches	1			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

1- The City did not have an appropriate match that performed grants management duties.

2- Housing Program Manager administers the Community Development Block Grant, as well as plans, develops, coordinates, and administers residential and redevelopment projects.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Grants Specialist							
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Madera	Grants Specialist	\$3,151	7/1/2014			
	City of Ceres	N/C					
	City of Clovis	N/C					
	City of Fresno	N/C					
	City of Hanford	N/C					
	City of Lodi	N/C					
	City of Manteca	N/C					
	City of Merced	N/C					
	City of Porterville	N/C					
	City of Tulare	N/C					
	City of Turlock	N/C					
		Average of Comparators			Insufficient Data to do Analysis		
		% Madera Above/Below			Insufficient Data to do Analysis		
		Median of Comparators			Insufficient Data to do Analysis		
		% Madera Above/Below			Insufficient Data to do Analysis		
		Number of Matches			0		
NOTE: All calculations exclude Madera							

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Human Resources Technician II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Personnel Technician	\$5,546	7/1/2014	7/1/2015	3%
2	City of Manteca	Administrative Technician	\$4,970	7/1/2014	Unknown	Unknown
3	City of Ceres	Human Resources Assistant ²	\$4,394	1/1/2015	Unknown	Unknown
4	City of Lodi	Human Resources Technician	\$4,359	1/1/2014	Unknown	Unknown
5	City of Turlock	Human Resources Technician	\$4,352	7/1/2014	7/1/2015	2.18%
6	City of Merced	Personnel Technician II	\$4,143	12/15/2008	6/22/2015	2%
7	City of Porterville	Human Resources Assistant / Human Resources Aide ¹	\$4,062	1/1/2015	Unknown	Unknown
8	City of Fresno	Senior Human Resources Technician	\$3,841	7/1/2009	Unknown	Unknown
9	City of Madera	Human Resources Technician II	\$3,827	7/1/2014		
	City of Hanford	N/C				
	City of Tulare	N/C				
Average of Comparators			\$4,458			
% Madera Above/Below			-16.5%			
Median of Comparators			\$4,356			
% Madera Above/Below			-13.8%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City of Madera's class is bracketed by two or more comparators.

2- Human Resources Assistant requires any combination of education and experience equivalent to 2 years of college-level coursework and 2 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Information Services Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Information Services Manager / Chief Information Officer ¹	\$12,080	8/25/2014	Unknown	Unknown
2	City of Clovis	Information Technology Manager	\$10,061	7/1/2014	7/1/2015	3%
3	City of Merced	Director of Information Technology	\$9,811	12/15/2008	6/22/2015	2%
4	City of Ceres	Information Technology Manager	\$8,876	1/1/2015	Unknown	Unknown
5	City of Manteca	Information Technology Manager	\$8,809	7/1/2014	Unknown	Unknown
6	City of Lodi	Information Systems Manager	\$8,234	1/1/2014	Unknown	Unknown
7	City of Madera	Information Services Manager	\$7,928	7/1/2014		
8	City of Hanford	Information Technology Manager	\$7,857	7/7/2014	7/1/2015	2%
9	City of Tulare	Information Technology Manager	\$7,542	7/12/2014	Unknown	Unknown
10	City of Porterville	Management Information Services Manager	\$6,965	1/1/2015	Unknown	Unknown
	City of Turlock	N/C				
Average of Comparators			\$8,915			
% Madera Above/Below			-12.4%			
Median of Comparators			\$8,809			
% Madera Above/Below			-11.1%			
Number of Matches			9			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City of Madera's class is bracketed by two or more comparators.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Maintenance Technician						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Maintenance Carpenter II / Plumber / Combination Welder II ²	\$4,965	7/1/2011	Unknown	Unknown
2	City of Turlock	Maintenance Worker, Senior ³	\$4,395	7/1/2014	7/1/2015	2.11%
3	City of Porterville	Field Services Worker III ¹	\$4,068	1/1/2015	Unknown	Unknown
4	City of Madera	Maintenance Technician	\$3,345	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Tulare	N/C				
		Average of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Median of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Number of Matches	3			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- D1 Water Distribution Operator certificate is not required.

2- City of Madera's class is bracketed by two or more comparators.

3- Maintenance Worker, Senior requires Level I Signs and Markings and one of the following: Pesticide Applicators, Certified Pool Operator, or Playground Safety certifications.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Mechanic II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Equipment Mechanic	\$5,468	7/1/2014	7/1/2015	3%
2	City of Manteca	Equipment Mechanic II / Vehicle & Equipment Technician II ^{1,3}	\$4,942	7/1/2014	Unknown	Unknown
3	City of Turlock	Fleet Mechanic II 2	\$4,778	7/1/2014	7/1/2015	2.11%
4	City of Fresno	Heavy Equipment Mechanic II / Light Equipment Mechanic II ³	\$4,685	7/1/2011	Unknown	Unknown
5	City of Lodi	Heavy Equipment Mechanic ⁴	\$4,434	3/21/2012	Unknown	Unknown
6	City of Merced	Mechanic II ¹	\$4,389	12/23/2013	7/1/2015	2%
7	City of Porterville	Mechanic II ¹	\$4,233	1/1/2015	Unknown	Unknown
8	City of Tulare	Mechanic II ¹	\$4,229	7/12/2014	Unknown	Unknown
9	City of Hanford	Fleet Mechanic ¹	\$4,208	7/7/2014	7/1/2015	2%
10	City of Ceres	Fleet Mechanic II ²	\$4,128	1/1/2015	Unknown	Unknown
11	City of Madera	Mechanic II	\$3,499	7/1/2014		
Average of Comparators			\$4,549			
% Madera Above/Below			-30.0%			
Median of Comparators			\$4,411			
% Madera Above/Below			-26.1%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Certifications are not required.
- 2- Fleet Mechanic II does not require 4 ASE certifications.
- 3- City of Madera's class is bracketed by two or more comparators.
- 4- ASE certifications are not required.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Neighborhood Outreach Coordinator						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Community Outreach Specialist / Community Coordinator ¹	\$5,390	8/25/2014	Unknown	Unknown
2	City of Madera	Neighborhood Outreach Coordinator	\$3,752	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
	City of Turlock	N/C				
		Average of Comparators	Insufficient Data to do Analysis			
		% Madera Above/Below	Insufficient Data to do Analysis			
		Median of Comparators	Insufficient Data to do Analysis			
		% Madera Above/Below	Insufficient Data to do Analysis			
		Number of Matches	1			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City of Madera's class is bracketed by two or more comparators.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Neighborhood Preservation Specialist II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Code Enforcement Officer	\$5,718	7/1/2014	Unknown	Unknown
2	City of Tulare	Code Enforcement Officer ²	\$5,010	7/12/2014	Unknown	Unknown
3	City of Lodi	Code Enforcement Officer	\$5,008	1/1/2014	Unknown	Unknown
4	City of Merced	Code Enforcement Officer	\$4,532	12/15/2008	6/22/2015	2%
5	City of Hanford	Code Compliance Officer	\$4,349	7/7/2014	7/1/2015	2%
6	City of Ceres	Code Enforcement Officer	\$4,337	1/1/2015	Unknown	Unknown
7	City of Porterville	Code Enforcement Officer ¹	\$4,276	1/1/2015	Unknown	Unknown
8	City of Madera	Neighborhood Preservation Specialist II	\$4,229	7/1/2014		
9	City of Turlock	Neighborhood Preservation Officer	\$4,185	7/1/2014	7/1/2015	2.11%
	City of Clovis	N/C				
	City of Fresno	N/C ³				
Average of Comparators			\$4,677			
% Madera Above/Below			-10.6%			
Median of Comparators			\$4,441			
% Madera Above/Below			-5.0%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- PC832 Certification is not required.

2- Code Enforcement Officer performs code enforcement and animal control duties.

3- Program Compliance Officer only enforces ordinances under the purview of the Community Sanitation Division and does not require PC 832.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Neighborhood Preservation Supervisor						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Code Enforcement Supervisor	\$7,425	7/1/2014	Unknown	Unknown
2	City of Turlock	Neighborhood Services Supervisor	\$5,464	8/1/2014	8/1/2015	1.98%
3	City of Madera	Neighborhood Preservation Supervisor	\$5,426	7/1/2014		
4	City of Ceres	Code Enforcement Supervisor	\$5,030	1/1/2015	Unknown	Unknown
	City of Clovis	N/C				
	City of Fresno	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
		Average of Comparators % Madera Above/Below			Insufficient Data to do Analysis	Insufficient Data to do Analysis
		Median of Comparators % Madera Above/Below			Insufficient Data to do Analysis	Insufficient Data to do Analysis
		Number of Matches	3			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Network Administrator						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Network Administrator	\$7,161	1/1/2014	Unknown	Unknown
2	City of Clovis	Senior Information Technology Analyst	\$7,143	7/1/2014	7/1/2015	3%
3	City of Merced	Systems Engineer III	\$6,967	12/15/2008	6/22/2015	2%
4	City of Tulare	Computer Systems Analyst ²	\$6,826	7/12/2014	Unknown	Unknown
5	City of Turlock	Senior Information Technology Analyst	\$6,493	7/1/2014	7/1/2015	2.11%
6	City of Fresno	Senior Network Systems Specialist	\$6,361	8/5/2013	Unknown	Unknown
7	City of Porterville	Information Technology Analyst II ¹	\$6,305	1/1/2015	Unknown	Unknown
8	City of Manteca	IT Systems Engineer	\$6,183	7/1/2014	Unknown	Unknown
9	City of Madera	Network Administrator	\$5,137	7/1/2014		
	City of Ceres	N/C				
	City of Hanford	N/C				
Average of Comparators			\$6,680			
% Madera Above/Below			-30.0%			
Median of Comparators			\$6,659			
% Madera Above/Below			-29.6%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Information Technology Analyst II requires any combination of training and experience equivalent to a Bachelor's degree and 4 year of experience.

2- Computer Systems Analyst requires any combination of training and experience equivalent to graduation from a 4-year college or university and 3 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Office Assistant II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tulare	Department Assistant II	\$3,464	7/12/2014	Unknown	Unknown
2	City of Clovis	Office Assistant	\$3,424	7/1/2014	7/1/2015	3%
3	City of Turlock	Office Assistant II	\$3,396	7/1/2014	7/1/2015	2.11%
4	City of Porterville	Clerical Assistant II	\$3,268	1/1/2015	Unknown	Unknown
5	City of Lodi	Administrative Clerk	\$3,120	1/1/2014	Unknown	Unknown
6	City of Ceres	Administrative Clerk II	\$3,069	1/1/2015	Unknown	Unknown
7	City of Fresno	Administrative Clerk II	\$2,815	8/5/2013	Unknown	Unknown
8	City of Madera	Office Assistant II	\$2,555	7/1/2014		
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
Average of Comparators			\$3,222			
% Madera Above/Below			-26.1%			
Median of Comparators			\$3,268			
% Madera Above/Below			-27.9%			
Number of Matches			7			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Paralegal Office Administrator						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Law Office Manager / Legal Assistant ¹	\$6,526	8/25/2014	Unknown	Unknown
2	City of Madera	Paralegal Office Administrator	\$5,214	7/1/2014		
3	City of Merced	Paralegal ²	\$4,654	12/15/2008	6/22/2015	2%
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
	City of Turlock	N/C				
Average of Comparators % Madera Above/Below			Insufficient Data to do Analysis Insufficient Data to do Analysis			
Median of Comparators % Madera Above/Below			Insufficient Data to do Analysis Insufficient Data to do Analysis			
Number of Matches			2			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City of Madera's class is bracketed by two or more comparators.

2- Notary Public certification is not required.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Park Planning Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Parks Manager	\$8,834	8/25/2014	Unknown	Unknown
2	City of Clovis	Parks Manager	\$8,530	7/1/2014	7/1/2015	3%
3	City of Manteca	Parks Planning & Project Superintendent	\$8,184	7/1/2014	Unknown	Unknown
4	City of Lodi	Park Superintendent	\$7,086	3/21/2012	Unknown	Unknown
5	City of Madera	Park Planning Manager	\$6,592	7/1/2014		
6	City of Tulare	Park Development & Maintenance Manager ¹	\$5,907	7/12/2014	Unknown	Unknown
	City of Ceres	N/C				
	City of Hanford	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Turlock	N/C				
Average of Comparators			\$7,708			
% Madera Above/Below			-16.9%			
Median of Comparators			\$8,184			
% Madera Above/Below			-24.2%			
Number of Matches			5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Park Development and Maintenance Manager requires any combination of training and experience equivalent to the completion of the 12th grade supplemented by college-level coursework and 5 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Parks Supervisor						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Landscape Supervisor	\$6,903	7/1/2014	Unknown	Unknown
2	City of Turlock	Public Facilities Maintenance Supervisor ⁴	\$6,886	7/1/2014	7/1/2015	2.11%
3	City of Hanford	Parks Supervisor ³	\$5,145	7/7/2014	7/1/2015	2%
4	City of Lodi	Park Supervisor	\$5,137	3/21/2012	Unknown	Unknown
5	City of Ceres	Landscape Maintenance Supervisor	\$5,030	1/1/2015	Unknown	Unknown
6	City of Merced	Public Works Supervisor - Parks and Trees ¹	\$5,026	12/15/2008	6/22/2015	2%
7	City of Fresno	Parks Supervisor / Forestry Supervisor I ^{1,2}	\$4,933	7/1/2009	Unknown	Unknown
8	City of Porterville	Parks Supervisor	\$4,630	1/1/2015	Unknown	Unknown
9	City of Tulare	Parks Supervisor ¹	\$4,535	7/12/2014	Unknown	Unknown
10	City of Madera	Parks Supervisor	\$4,336	7/1/2014		
	City of Clovis	N/C				
Average of Comparators			\$5,358			
% Madera Above/Below			-23.6%			
Median of Comparators			\$5,030			
% Madera Above/Below			-16.0%			
Number of Matches			9			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Certification is not required.

2- City of Madera's class is bracketed by two or more comparators.

3- Parks Supervisor also requires Playground Safety Inspector certification.

4- Public Facilities Maintenance Supervisor requires Signs and Markings II and two of the following: Pesticide Applicator, Playground Safety, and/or Certified Pool Operator certificates.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Parks Worker II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Parks Senior Maintenance Worker ²	\$4,933	7/1/2014	7/1/2015	3%
2	City of Manteca	Parks/Golf Maintenance Worker II	\$4,376	7/1/2014	Unknown	Unknown
3	City of Turlock	Maintenance Worker II ²	\$3,986	7/1/2014	7/1/2015	2.11%
4	City of Fresno	Parks Maintenance Worker II ²	\$3,822	7/1/2011	Unknown	Unknown
5	City of Merced	Parks Worker II / Pesticide Applicator I ³	\$3,794	12/23/2013	7/1/2015	2%
6	City of Lodi	Park Maintenance Worker II ⁴	\$3,684	3/21/2012	Unknown	Unknown
7	City of Porterville	Parks Maintenance Worker II ¹	\$3,683	1/1/2015	Unknown	Unknown
8	City of Ceres	Parks Maintenance Worker II ²	\$3,648	1/1/2015	Unknown	Unknown
9	City of Tulare	Parks Maintenance Worker II ²	\$3,641	7/12/2014	Unknown	Unknown
10	City of Hanford	Maintenance Worker II ²	\$3,625	7/7/2014	7/1/2015	2%
11	City of Madera	Parks Worker II	\$2,726	7/1/2014		
Average of Comparators			\$3,919			
% Madera Above/Below			-43.8%			
Median of Comparators			\$3,739			
% Madera Above/Below			-37.2%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Park Maintenance Worker may require a Pesticide Applicator certification.
- 2- Certification is not required.
- 3- City of Madera's class is bracketed by two or more comparators.
- 4- Applicators Certificate is not required.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Payroll Specialist						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Payroll Technician	\$5,214	7/1/2014	Unknown	Unknown
2	City of Merced	Payroll Technician II	\$5,060	12/15/2008	6/22/2015	2%
3	City of Turlock	Payroll Coordinator ³	\$4,798	7/1/2014	7/1/2015	2.18%
4	City of Tulare	Payroll Specialist ²	\$4,672	7/12/2014	Unknown	Unknown
5	City of Porterville	Administrative Aide - Payroll ¹	\$4,584	1/1/2015	Unknown	Unknown
6	City of Lodi	Finance Technician	\$4,169	1/1/2014	Unknown	Unknown
7	City of Madera	Payroll Specialist	\$3,752	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Fresno	N/C				
	City of Hanford	N/C				
Average of Comparators			\$4,750			
% Madera Above/Below			-26.6%			
Median of Comparators			\$4,735			
% Madera Above/Below			-26.2%			
Number of Matches			6			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Administrative Aide – Payroll requires any combination of training and experience equivalent to an Associate’s degree and 4 years of experience.

2- Payroll Specialist requires any combination of training and experience equivalent to completion of 2 years of college and 2 years of experience.

3- Payroll Coordinator requires equivalent to an Associate’s degree and 3 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Planning Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Planning Manager	\$9,713	7/1/2014	Unknown	Unknown
2	City of Turlock	Planning Manager	\$9,549	7/1/2014	7/1/2015	1.89%
3	City of Madera	Planning Manager	\$8,672	7/1/2014		
4	City of Merced	Planning Manager	\$8,416	12/15/2008	6/22/2015	2%
5	City of Porterville	City Planner	\$8,250	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Fresno	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Tulare	N/C				
Average of Comparators			\$8,982			
% Madera Above/Below			-3.6%			
Median of Comparators			\$8,983			
% Madera Above/Below			-3.6%			
Number of Matches			4			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Plans Examiner						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Plans Examiner II	\$6,308	7/1/2014	7/1/2015	2.11%
2	City of Clovis	Plans Examiner ²	\$5,978	7/1/2014	7/1/2015	3%
3	City of Merced	Plans Examiner II	\$5,662	12/15/2008	6/22/2015	2%
4	City of Tulare	Plans Examiner ¹	\$5,214	7/12/2014	Unknown	Unknown
5	City of Fresno	Plans Examiner II	\$5,000	8/5/2013	Unknown	Unknown
6	City of Madera	Plans Examiner	\$4,357	7/1/2014		
	City of Ceres	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Porterville	N/C				
Average of Comparators			\$5,633			
% Madera Above/Below			-29.3%			
Median of Comparators			\$5,662			
% Madera Above/Below			-30.0%			
Number of Matches			5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Plans Examiner requires any combination of training and experience equivalent to graduation from a 2-year college and 3 years of experience.

2- Plans Examiner requires any combination of education, training, and work experience equivalent to the completion of the 12th grade supplemented by specialized training and 3 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Police Chief							
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Fresno	Police Chief ³	\$17,623	8/25/2014	Unknown	Unknown	
2	City of Turlock	Police Chief ¹	\$15,553	7/1/2014	7/1/2015	1.89%	
3	City of Lodi	Police Chief ⁵	\$14,438	1/1/2014	Unknown	Unknown	
4	City of Manteca	Police Chief ¹	\$14,195	7/1/2014	Unknown	Unknown	
5	City of Clovis	Police Chief ³	\$13,806	7/1/2014	7/1/2015	3%	
6	City of Madera	Police Chief	\$12,669	7/1/2014			
7	City of Merced	Police Chief	\$12,268	12/15/2008	6/22/2015	2%	
8	City of Hanford	Police Chief ⁴	\$11,786	7/7/2014	7/1/2015	2%	
9	City of Tulare	Police Chief ²	\$11,466	7/12/2014	Unknown	Unknown	
10	City of Porterville	Chief of Police ¹	\$10,685	1/1/2015	Unknown	Unknown	
	City of Ceres	N/C ⁶					
Average of Comparators			\$13,536				
% Madera Above/Below			-6.8%				
Median of Comparators			\$13,806				
% Madera Above/Below			-9.0%				
Number of Matches			9				

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Requires POST Management certificate.
- 2- Police Chief requires any combination of training and experience equivalent to graduation from the 12th grade with extensive coursework and 2 years of management experience; requires POST Management certificate.
- 3- POST certification requirement is not stated in classification specification.
- 4- POST Management certificate is required.
- 5- Police Chief requires a POST Executive certificate.
- 6- Police Chief oversees police and fire services.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Police Commander						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Police Captain ²	\$11,717	7/1/2014	7/1/2015	3%
2	City of Manteca	Police Captain ⁵	\$11,644	7/1/2014	Unknown	Unknown
3	City of Lodi	Police Captain	\$11,122	1/1/2014	Unknown	Unknown
4	City of Fresno	Police Captain ²	\$10,944	7/1/2014	7/1/2015	2%
5	City of Turlock	Police Captain ⁴	\$10,527	7/1/2014	7/1/2015	1.90%
6	City of Merced	Police Captain	\$10,093	12/15/2008	6/22/2015	2%
7	City of Madera	Police Commander	\$10,072	7/1/2014		
8	City of Tulare	Police Captain ¹	\$9,299	7/12/2014	Unknown	Unknown
9	City of Hanford	Police Captain ⁵	\$9,135	7/7/2014	7/1/2015	2%
10	City of Ceres	Police Lieutenant ³	\$8,654	1/1/2015	Unknown	Unknown
11	City of Porterville	Police Captain	\$8,169	1/1/2015	Unknown	Unknown
Average of Comparators			\$10,130			
% Madera Above/Below			-0.6%			
Median of Comparators			\$10,310			
% Madera Above/Below			-2.4%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Police Captain requires any combination of training and experience equivalent to graduation from the 12th grade with extensive coursework and 3 years of management and supervisory experience; requires POST Management certificate.
- 2- POST certification requirement is not stated in classification specification.
- 3- Police Captain is not filled and is not assigned to a salary range.
- 4- Police Captain requires a Bachelor's degree and 4 years of experience; requires POST Management certificate.
- 5- Requires POST Management certificate.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Police Office Supervisor						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Records Supervisor / Communications Supervisor ^{2,3}	\$7,825	7/1/2014	7/1/2015	3%
2	City of Turlock	Public Safety Records Supervisor / Public Safety Communications Supervisor ^{2,6}	\$5,887	8/1/2014	7/1/2015	2.11%
3	City of Hanford	Police Support Services Supervisor	\$5,523	7/7/2014	7/1/2015	2%
4	City of Merced	Police Records Supervisor / Supervising Police Dispatcher ^{2,4}	\$5,344	12/15/2008	6/22/2015	2%
5	City of Porterville	Police Services Supervisor ¹	\$5,323	1/1/2015	Unknown	Unknown
6	City of Ceres	Public Safety Support Services Supervisor ⁵	\$5,285	1/1/2015	Unknown	Unknown
7	City of Fresno	Records Supervisor / Emergency Services Communications Supervisor ^{2,3}	\$5,185	7/1/2009	Unknown	Unknown
8	City of Lodi	Police Records Clerk Supervisor / Dispatch Supervisor ²	\$4,953	1/1/2014	Unknown	Unknown
9	City of Madera	Police Office Supervisor	\$4,672	7/1/2014		
	City of Manteca	N/C				
	City of Tulare	N/C				
Average of Comparators			\$5,665			
% Madera Above/Below			-21.3%			
Median of Comparators			\$5,333			
% Madera Above/Below			-14.2%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Police Services Supervisor requires any combination of training and experience equivalent to a Bachelor's degree and 4 years of experience; certifications are not required.
- 2- City of Madera's class is bracketed by two or more comparators.
- 3- POST certification requirement is not stated in classification specification.
- 4- Supervising Police Dispatcher requires any combination of training and experience equivalent to an Associate's degree and 5 years of experience.
- 5- Certifications are not required. Public Safety Support Services Supervisor requires any combination of education and experience equivalent to 2 years of college and 5 years of experience.
- 6- Both classifications require an Associate's degree and 2-3 years of experience; certifications are not required.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Police Officer II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Officer II	\$8,665	7/1/2014	Unknown	Unknown
2	City of Clovis	Police Officer	\$6,767	7/1/2014	7/1/2015	3%
3	City of Fresno	Police Officer	\$6,477	7/1/2014	7/1/2015	2%
4	City of Lodi	Police Officer	\$6,437	1/1/2014	Unknown	Unknown
5	City of Ceres	Police Officer	\$5,809	1/1/2015	Unknown	Unknown
6	City of Merced	Police Officer	\$5,733	12/24/2012	Unknown	Unknown
7	City of Hanford	Police Officer	\$5,703	7/7/2014	7/1/2015	2%
8	City of Turlock	Police Officer II	\$5,625	8/1/2014	8/1/2015	1.98%
9	City of Tulare	Police Officer	\$5,564	7/12/2014	Unknown	Unknown
10	City of Madera	Police Officer II	\$5,240	7/1/2014		
11	City of Porterville	Police Officer	\$4,770	1/1/2015	Unknown	Unknown
Average of Comparators			\$6,155			
% Madera Above/Below			-17.5%			
Median of Comparators			\$5,771			
% Madera Above/Below			-10.1%			
Number of Matches			10			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Police Sergeant						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Sergeant ¹	\$10,548	7/1/2014	Unknown	Unknown
2	City of Clovis	Police Sergeant	\$8,638	7/1/2014	7/1/2015	3%
3	City of Merced	Police Sergeant	\$7,908	12/24/2012	Unknown	Unknown
4	City of Fresno	Police Sergeant ²	\$7,808	7/1/2014	7/1/2015	2%
5	City of Lodi	Police Sergeant	\$7,724	1/1/2014	Unknown	Unknown
6	City of Ceres	Police Sergeant	\$7,425	1/1/2015	Unknown	Unknown
7	City of Tulare	Police Sergeant ³	\$7,247	7/12/2014	Unknown	Unknown
8	City of Turlock	Police Sergeant	\$6,967	8/1/2014	8/1/2015	1.98%
9	City of Hanford	Police Sergeant	\$6,963	7/7/2014	7/1/2015	2%
10	City of Madera	Police Sergeant	\$6,658	7/1/2014		
11	City of Porterville	Police Sergeant	\$5,939	1/1/2015	Unknown	Unknown
Average of Comparators			\$7,717			
% Madera Above/Below			-15.9%			
Median of Comparators			\$7,574			
% Madera Above/Below			-13.8%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Requires POST Management certificate.

2- POST certification requirement is not stated in classification specification.

3- Requires POST Supervisory certificate.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Procurement Services Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Purchasing Manager	\$8,834	8/25/2014	Unknown	Unknown
2	City of Merced	Purchasing Supervisor ¹	\$5,323	12/15/2008	6/22/2015	2%
3	City of Madera	Procurement Services Manager	\$4,314	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C ²				
	City of Turlock	N/C				
		Average of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Median of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Number of Matches	2			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Purchasing Supervisor requires Professional Purchasing certificate.

2- Utility/Purchasing/Revenue Officer oversees procurement, inventory control, utility billing, and business license functions.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Program Manager-Grants						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Housing Program Coordinator ¹	\$7,332	7/1/2014	7/1/2015	3%
2	City of Turlock	Administrative Analyst	\$6,430	7/1/2014	7/1/2015	1.89%
3	City of Porterville	Administrative Analyst II ²	\$6,305	1/1/2015	Unknown	Unknown
4	City of Manteca	Senior Administrative Analyst ²	\$6,039	7/1/2014	Unknown	Unknown
5	City of Lodi	Management Analyst ²	\$5,806	1/1/2014	Unknown	Unknown
6	City of Tulare	Senior Management Analyst	\$5,790	7/12/2014	Unknown	Unknown
7	City of Merced	Management Analyst ²	\$5,748	12/15/2008	6/22/2015	2%
8	City of Ceres	Administrative Analyst ²	\$5,285	1/1/2015	Unknown	Unknown
9	City of Madera	Program Manager-Grants	\$5,010	7/1/2014		
10	City of Fresno	Management Analyst II ²	\$4,738	7/1/2009	Unknown	Unknown
	City of Hanford	N/C ³				
Average of Comparators			\$5,941			
% Madera Above/Below			-18.6%			
Median of Comparators			\$5,806			
% Madera Above/Below			-15.9%			
Number of Matches			9			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Housing Program Coordinator manages the Community Development Block Grant program, as well as plans, develops, coordinates, and administers affordable housing and rehabilitation programs and projects.
- 2- This is a general classification that performs grants administration duties.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Property and Evidence Officer						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Property/Evidence Officer	\$5,861	7/1/2014	Unknown	Unknown
2	City of Merced	Community Services Officer	\$4,578	12/24/2012	Unknown	Unknown
3	City of Tulare	Evidence Technician ²	\$4,423	7/12/2014	Unknown	Unknown
4	City of Clovis	Property & Evidence Technician ³	\$4,389	7/1/2014	7/1/2015	3%
5	City of Turlock	Evidence & Property Specialist ⁴	\$4,386	8/1/2014	8/1/2015	1.98%
6	City of Lodi	Property & Evidence Technician	\$4,358	1/1/2014	Unknown	Unknown
7	City of Hanford	Property & Evidence Technician	\$4,174	7/7/2014	7/1/2015	2%
8	City of Ceres	Community Services Officer ¹	\$4,027	1/1/2015	Unknown	Unknown
9	City of Fresno	Property & Evidence Technician ³	\$3,872	8/5/2013	Unknown	Unknown
10	City of Porterville	Property & Evidence Technician ¹	\$3,504	1/1/2015	Unknown	Unknown
11	City of Madera	Property and Evidence Officer	\$3,464	7/1/2014		
Average of Comparators			\$4,357			
% Madera Above/Below			-25.8%			
Median of Comparators			\$4,372			
% Madera Above/Below			-26.2%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Certifications are not required.

2- POST certification is not required.

3- POST certification requirement is not stated in classification specification.

4- Evidence and Property Specialist requires completion of 30 units of college coursework and 2 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Public Safety Dispatcher						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Public Safety Dispatcher II	\$5,549	7/1/2014	Unknown	Unknown
2	City of Lodi	Dispatcher Jailer ³	\$4,959	1/1/2014	Unknown	Unknown
3	City of Clovis	Public Safety Dispatcher	\$4,911	7/1/2014	7/1/2015	3%
4	City of Turlock	Emergency Services Dispatcher II	\$4,541	8/1/2014	8/1/2015	1.98%
5	City of Merced	Dispatcher II	\$4,158	12/24/2012	Unknown	Unknown
6	City of Tulare	Public Safety Dispatcher II	\$4,125	7/12/2014	Unknown	Unknown
7	City of Fresno	Emergency Services Dispatcher II ²	\$4,077	8/5/2013	Unknown	Unknown
8	City of Ceres	Public Safety Dispatcher II	\$4,027	1/1/2015	Unknown	Unknown
9	City of Hanford	Communications Dispatcher	\$3,796	7/7/2014	7/1/2015	2%
10	City of Porterville	Communications Dispatcher ¹	\$3,762	1/1/2015	Unknown	Unknown
11	City of Madera	Public Safety Dispatcher	\$3,464	7/1/2014		
Average of Comparators			\$4,391			
% Madera Above/Below			-26.7%			
Median of Comparators			\$4,141			
% Madera Above/Below			-19.6%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Certifications are not required. The Communications Dispatcher includes a 2.14% differential agreed upon through the most recent negotiation process.

2- POST certification requirement is not stated in classification specification.

3- POST Dispatch certificate is not required.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Public Works Maintenance Worker II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Maintenance Worker	\$4,933	7/1/2014	7/1/2015	3%
2	City of Manteca	Street Maintenance/Equipment Operator II	\$4,376	7/1/2014	Unknown	Unknown
3	City of Merced	Maintenance Worker II / Collection System Worker II ^{1,5}	\$4,018	12/23/2013	7/1/2015	2%
4	City of Turlock	Maintenance Worker II ⁶	\$3,986	7/1/2014	7/1/2015	2.11%
5	City of Lodi	Street Maintenance Worker II	\$3,958	3/21/2012	Unknown	Unknown
6	City of Fresno	Collection System Maintenance Operator II / Maintenance & Construction Worker ^{1,4}	\$3,869	7/1/2011	Unknown	Unknown
7	City of Tulare	Street Maintenance Worker II / Wastewater Collection System Maintenance Worker II / Water Utility Maintenance Worker II ^{1,2}	\$3,803	7/12/2014	Unknown	Unknown
8	City of Porterville	Field Services Worker II	\$3,683	1/1/2015	Unknown	Unknown
9	City of Ceres	Street Maintenance Operator II ³	\$3,648	1/1/2015	Unknown	Unknown
10	City of Hanford	Maintenance Worker II	\$3,625	7/7/2014	7/1/2015	2%
11	City of Madera	Public Works Maintenance Worker II	\$2,726	7/1/2014		
Average of Comparators			\$3,990			
% Madera Above/Below			-46.4%			
Median of Comparators			\$3,913			
% Madera Above/Below			-43.5%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- City of Madera's class is bracketed by two or more comparators.
- 2- Wastewater Collection Systems Maintenance Worker II requires a Grade II Collection Systems Maintenance certificate. Water Utility Maintenance Worker II requires a D2 Water Distribution Operator certificate.
- 3- Street Maintenance Operator II requires Forklift certification and Grade I Wastewater Collection System Maintenance certificate.
- 4- Collection System Maintenance Operator II requires Class B driver's license; D1 Water Distribution Operator certificate is not required.
- 5- Collection System Worker II requires Grade II Collection System Maintenance certificate.
- 6- Certifications are not required.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Public Works Maintenance Worker IV						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Equipment Operator	\$5,647	7/1/2014	7/1/2015	3%
2	City of Fresno	Heavy Equipment Operator ¹	\$4,686	7/1/2011	Unknown	Unknown
3	City of Turlock	Maintenance Worker, Senior ³	\$4,395	7/1/2014	7/1/2015	2.11%
4	City of Porterville	Field Services Worker III	\$4,068	1/1/2015	Unknown	Unknown
5	City of Hanford	Heavy Equipment Operator ²	\$3,788	7/7/2014	7/1/2015	2%
6	City of Madera	Public Works Maintenance Worker IV	\$3,379	7/1/2014		
	City of Ceres	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Tulare	N/C				
		Average of Comparators	\$4,517			
		% Madera Above/Below	-33.7%			
		Median of Comparators	\$4,395			
		% Madera Above/Below	-30.1%			
		Number of Matches	5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Heavy Equipment Operator requires Class A or B driver's license; D1 Water Distribution Operator certificate is not required.

2- Heavy Equipment Operator requires Class A Driver's License. D1 Water Distribution Operator certificate is not required.

3- Maintenance Worker, Senior requires Level I Signs and Markings and one of the following: Pesticide Applicators, Certified Pool Operator, or Playground Safety certifications; D1 Water Distribution Operator certificate is not required.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Public Works Operations Director						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Assistant Director of Public Works / Assistant Director of Public Utilities ¹	\$12,621	8/25/2014	Unknown	Unknown
2	City of Clovis	Assistant Public Utilities Director ²	\$11,380	7/1/2014	7/1/2015	3%
3	City of Lodi	Deputy Public Works Director ³	\$11,012	1/1/2014	Unknown	Unknown
4	City of Manteca	Public Works Deputy Director - Utilities	\$10,449	7/1/2014	Unknown	Unknown
5	City of Madera	Public Works Operations Director	\$9,207	7/1/2014		
6	City of Porterville	Deputy Public Works Director/Field Services Manager	\$9,113	1/1/2015	Unknown	Unknown
7	City of Ceres	Deputy Public Works Director ⁴	\$8,041	1/1/2015	Unknown	Unknown
8	City of Tulare	Field Services Manager	\$7,928	7/12/2014	Unknown	Unknown
	City of Hanford	N/C				
	City of Merced	N/C				
	City of Turlock	N/C				
Average of Comparators			\$10,078			
% Madera Above/Below			-9.5%			
Median of Comparators			\$10,449			
% Madera Above/Below			-13.5%			
Number of Matches			7			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City of Madera's class is bracketed by two or more comparators.

2- Requires PE registration.

3- Deputy Public Works Director requires Grade IV Wastewater Treatment Operator and T4 Water Treatment Operator certificates.

4- Deputy Public Works Director requires any combination of education and experience equivalent to an Associate's degree and 6 years of experience; when assigned to water division, requires D3 Water Distribution Operator and T2 Water Treatment Operator certificates; when assigned to wastewater division requires, Grade III Wastewater Treatment Plant Operator and Grade II Collection System Maintenance certificates.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Purchasing Assistant						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Senior Storekeeper	\$4,164	3/21/2012	Unknown	Unknown
2	City of Madera	Purchasing Assistant	\$3,151	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Fresno	N/C				
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C ¹				
	City of Turlock	N/C				
		Average of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Median of Comparators % Madera Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Number of Matches	1			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Purchasing/Revenue Assistant performs procurement support duties, as well as processing business license applications.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Records Clerk						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Records Clerk II	\$4,936	7/1/2014	Unknown	Unknown
2	City of Turlock	Police Records Technician	\$3,634	7/1/2014	7/1/2015	2.11%
3	City of Tulare	Police Records Specialist	\$3,605	7/12/2014	Unknown	Unknown
4	City of Ceres	Public Safety Records Clerk II ²	\$3,473	1/1/2015	Unknown	Unknown
5	City of Lodi	Police Records Clerk II	\$3,406	1/1/2014	Unknown	Unknown
6	City of Porterville	Records Clerk	\$3,401	1/1/2015	Unknown	Unknown
7	City of Hanford	Police Records Assistant	\$3,374	7/7/2014	7/1/2015	2%
8	City of Merced	Records Clerk II	\$3,250	12/15/2008	6/22/2015	2%
9	City of Madera	Records Clerk	\$3,135	7/1/2014		
	City of Clovis	N/C ¹				
	City of Fresno	N/C ³				
Average of Comparators			\$3,635			
% Madera Above/Below			-15.9%			
Median of Comparators			\$3,440			
% Madera Above/Below			-9.7%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Police Services Officer performs dispatching duties.

2- Certifications are not required.

3- Administrative Clerk class series performs Police records support duties.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Recreation/Community Programs Coordinator						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Recreation Coordinator	\$5,884	7/1/2014	7/1/2015	3%
2	City of Turlock	Recreation Supervisor	\$5,268	7/1/2014	7/1/2015	2.11%
3	City of Fresno	Community Recreation Supervisor I	\$4,933	7/1/2009	Unknown	Unknown
4	City of Ceres	Recreation Supervisor ¹	\$4,788	1/1/2015	Unknown	Unknown
5	City of Manteca	Recreation Coordinator ²	\$4,732	7/1/2014	Unknown	Unknown
6	City of Porterville	Leisure Services Supervisor ³	\$4,538	1/1/2015	Unknown	Unknown
7	City of Merced	Recreation Coordinator ⁴	\$4,408	12/15/2008	6/22/2015	2%
8	City of Madera	Recreation/Community Programs Coordinator	\$3,752	7/1/2014		
9	City of Lodi	Program Coordinator ⁵	\$3,646	1/1/2014	Unknown	Unknown
	City of Hanford	N/C				
	City of Tulare	N/C				
Average of Comparators			\$4,775			
% Madera Above/Below			-27.3%			
Median of Comparators			\$4,760			
% Madera Above/Below			-26.9%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- City of Ceres does not have a Coordinator-level within the recreation program classification series.

2- Recreation Coordinator requires an Associate's degree and 2 years of experience.

3- Leisure Services Supervisor requires upper division college coursework and 2 years of experience.

4- Recreation Coordinator requires any combination of training and experience equivalent to an Associate's degree and 3 years of experience.

5- Program Coordinator requires any combination of experience and education equivalent to an Associate's degree and 3 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Recreation/Community Programs Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Recreation Manager	\$9,549	7/1/2014	7/1/2015	1.89%
2	City of Fresno	Recreation Manager	\$8,834	8/25/2014	Unknown	Unknown
3	City of Tulare	Recreation & Community Services Manager	\$6,494	7/12/2014	Unknown	Unknown
4	City of Porterville	Leisure Services Superintendent	\$5,765	1/1/2015	Unknown	Unknown
5	City of Madera	Recreation/Community Programs Manager	\$5,704	7/1/2014		
6	City of Lodi	Recreation Manager	\$5,412	1/1/2014	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C ¹				
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
Average of Comparators			\$7,211			
% Madera Above/Below			-26.4%			
Median of Comparators			\$6,494			
% Madera Above/Below			-13.8%			
Number of Matches			5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- General Services Manager oversees transit, senior services, and recreation programs.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Senior Nutrition Program Monitor						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Center Nutrition Services Worker	\$3,534	7/1/2014	7/1/2015	3%
2	City of Madera	Senior Nutrition Program Monitor	\$2,581	7/1/2014		
	City of Ceres	N/C				
	City of Fresno	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
	City of Turlock	N/C				
		Average of Comparators	Insufficient Data to do Analysis			
		% Madera Above/Below	Insufficient Data to do Analysis			
		Median of Comparators	Insufficient Data to do Analysis			
		% Madera Above/Below	Insufficient Data to do Analysis			
		Number of Matches	1			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Senior Planner						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Planner	\$8,618	7/1/2014	7/1/2015	3%
2	City of Manteca	Senior Planner	\$8,389	7/1/2014	Unknown	Unknown
3	City of Lodi	Senior Planner	\$7,023	1/1/2014	Unknown	Unknown
4	City of Madera	Senior Planner	\$6,929	7/1/2014		
5	City of Merced	Senior Planner	\$6,924	12/15/2008	6/22/2015	2%
6	City of Turlock	Senior Planner	\$6,852	7/1/2014	7/1/2015	2.11%
7	City of Porterville	Senior Planner	\$6,627	1/1/2015	Unknown	Unknown
8	City of Hanford	Senior Planner	\$6,089	7/7/2014	7/1/2015	2%
9	City of Fresno	Planner III	\$5,804	7/1/2009	Unknown	Unknown
	City of Ceres	N/C				
	City of Tulare	N/C ¹				
Average of Comparators			\$7,041			
% Madera Above/Below			-1.6%			
Median of Comparators			\$6,888			
% Madera Above/Below			0.6%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Senior Planner is a vacant classification that is not used or assigned to a salary range.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Solid Waste Recycling Assistant							
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Madera	Solid Waste Recycling Assistant	\$3,120	7/1/2014			
	City of Ceres	N/C					
	City of Clovis	N/C					
	City of Fresno	N/C					
	City of Hanford	N/C					
	City of Lodi	N/C					
	City of Manteca	N/C					
	City of Merced	N/C					
	City of Porterville	N/C					
	City of Tulare	N/C					
	City of Turlock	N/C					
		Average of Comparators			Insufficient Data to do Analysis		
		% Madera Above/Below			Insufficient Data to do Analysis		
		Median of Comparators			Insufficient Data to do Analysis		
		% Madera Above/Below			Insufficient Data to do Analysis		
		Number of Matches			0		
NOTE: All calculations exclude Madera							

N/C - Non Comparator

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Streets and Storm Drainage Operations Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Public Facilities Maintenance Manager ²	\$9,549	7/1/2014	7/1/2015	1.89%
2	City of Clovis	Street Maintenance Manager	\$8,530	7/1/2014	7/1/2015	3%
3	City of Manteca	Facilities Maintenance Superintendent ¹	\$8,184	7/1/2014	Unknown	Unknown
4	City of Fresno	Street Maintenance Superintendent	\$7,435	7/1/2009	Unknown	Unknown
5	City of Merced	Public Works Manager - Internal Services	\$6,521	12/15/2008	6/22/2015	2%
6	City of Tulare	Street Manager	\$6,461	7/12/2014	Unknown	Unknown
7	City of Hanford	Streets Superintendent	\$6,360	7/7/2014	7/1/2015	2%
8	City of Porterville	Field Services Superintendent	\$6,119	1/1/2015	Unknown	Unknown
9	City of Madera	Streets and Storm Drainage Operations Manager	\$4,672	7/1/2014		
	City of Ceres	N/C				
	City of Lodi	N/C				
Average of Comparators			\$7,395			
% Madera Above/Below			-58.3%			
Median of Comparators			\$6,978			
% Madera Above/Below			-49.4%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Facilities Maintenance Superintendent requires a Valid Universal Refrigeration Technician certificate.
- 2- Public Facilities Maintenance Manager requires a Bachelor's degree and 4 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Streets and Storm Drainage Operations Supervisor						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Public Facilities Maintenance Supervisor ⁴	\$6,886	7/1/2014	7/1/2015	2.11%
2	City of Fresno	Street Maintenance Supervisor	\$6,837	7/1/2009	Unknown	Unknown
3	City of Lodi	Streets Supervisor	\$5,393	3/21/2012	Unknown	Unknown
4	City of Merced	Public Works Supervisor - Streets	\$5,354	12/15/2008	6/22/2015	2%
5	City of Ceres	Streets Maintenance Supervisor ²	\$5,030	1/1/2015	Unknown	Unknown
6	City of Hanford	Streets Supervisor ³	\$4,910	7/7/2014	7/1/2015	2%
7	City of Porterville	Field Services Supervisor ¹	\$4,630	1/1/2015	Unknown	Unknown
8	City of Tulare	Streets Supervisor	\$4,535	7/12/2014	Unknown	Unknown
9	City of Madera	Streets & Storm Drainage Operations Supervisor	\$4,336	7/1/2014		
	City of Clovis	N/C				
	City of Manteca	N/C				
Average of Comparators			\$5,447			
% Madera Above/Below			-25.6%			
Median of Comparators			\$5,192			
% Madera Above/Below			-19.7%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Leisure Services Supervisor requires upper division college coursework and 2 years of experience.

2- Streets Maintenance Supervisor requires Grade II Wastewater Collection System Maintenance certificate.

3- Streets Supervisor requires Class A driver's license.

4- Public Facilities Maintenance Supervisor requires Signs and Markings II and two of the following: Pesticide Applicator, Playground Safety, and/or Certified Pool Operator certificates.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Utility Billing Supervisor						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Financial Customer Service Supervisor ²	\$7,482	7/1/2014	7/1/2015	1.89%
2	City of Ceres	Revenue & Customer Service Supervisor	\$5,030	1/1/2015	Unknown	Unknown
3	City of Madera	Utility Billing Supervisor	\$4,314	7/1/2014		
4	City of Lodi	Supervising Customer Service Representative	\$4,169	1/1/2014	Unknown	Unknown
5	City of Porterville	Utilities Billing Supervisor	\$4,150	1/1/2015	Unknown	Unknown
	City of Clovis	N/C				
	City of Fresno	N/C				
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
	City of Tulare	N/C ¹				
Average of Comparators			\$5,208			
% Madera Above/Below			-20.7%			
Median of Comparators			\$4,599			
% Madera Above/Below			-6.6%			
Number of Matches			4			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Utility/Purchasing/Revenue Officer oversees procurement, inventory control, utility billing, and business license functions.

2- Financial Customer Service Supervisor requires equivalent to an Associate's degree and 4 years of experience.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Wastewater Collection System Supervisor						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Wastewater Collection System Maintenance Supervisor ²	\$7,247	7/1/2014	Unknown	Unknown
2	City of Turlock	Utilities Supervisor ⁸	\$6,886	7/1/2014	7/1/2015	2.11%
3	City of Tulare	Wastewater Collection Maintenance Supervisor ²	\$5,819	7/12/2014	Unknown	Unknown
4	City of Lodi	Water/Wastewater Supervisor ⁷	\$5,799	3/21/2012	Unknown	Unknown
5	City of Fresno	Collection System Maintenance Supervisor ⁴	\$5,682	7/1/2009	Unknown	Unknown
6	City of Merced	Public Works Supervisor - Main Sewers/Storm Drains ³	\$5,431	12/15/2008	6/22/2015	2%
7	City of Hanford	Utilities Supervisor ⁶	\$5,231	7/7/2014	7/1/2015	2%
8	City of Porterville	Field Services Supervisor ¹	\$4,630	1/1/2015	Unknown	Unknown
9	City of Madera	Wastewater Collection System Supervisor	\$4,336	7/1/2014		
	City of Ceres	N/C ⁵				
	City of Clovis	N/C				
Average of Comparators			\$5,841			
% Madera Above/Below			-34.7%			
Median of Comparators			\$5,741			
% Madera Above/Below			-32.4%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Field Services Supervisor requires Class B driver's license; Wastewater Collection System Maintenance certifications are not required.
- 2- Requires a Grade III Collection System Maintenance certificate.
- 3- Public Works Supervisor – Main Sewers/Storm Drains requires Grade III Collection System Maintenance certificate.
- 4- Collection System Maintenance Supervisor requires Class A driver's license; does not require Wastewater Collection System Maintenance certificate.
- 5- Streets Maintenance Supervisor and Wastewater Systems Supervisor oversee wastewater collection systems operations and maintenance.
- 6- Utilities Supervisor requires D2 Water Distribution, T2 Water Treatment, Grade II Wastewater Collection System Maintenance, and Backflow Specialist certificates.
- 7- Water/Wastewater Supervisor when assigned to wastewater collection systems requires Grade III Wastewater Collection Systems Maintenance certificate.
- 8- Utilities Supervisor requires a Grade III certification in either collection systems or water distribution within 36 months of appointment and a Grade III in both collection systems and water distribution within 60 months of appointment.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Wastewater Laboratory Analyst Environmental Compliance Inspector II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Laboratory Analyst II / Environmental Compliance Inspector ^{1,8}	\$5,505	7/1/2014	7/1/2015	2.11%
2	City of Porterville	Laboratory Technician III / Industrial Waste Inspector II ^{1,2}	\$5,381	1/1/2015	Unknown	Unknown
3	City of Manteca	Laboratory Technician III ⁵	\$5,214	7/1/2014	Unknown	Unknown
4	City of Merced	Laboratory Technician II / Environmental Control Officer II ¹	\$4,839	12/23/2013	6/22/2015	2%
5	City of Fresno	Inorganic Chemist / Environmental Control Officer ^{1,4}	\$4,823	8/5/2013	Unknown	Unknown
6	City of Lodi	Lab Technician II / Environmental Compliance Inspector ^{1,7}	\$4,730	3/21/2012	Unknown	Unknown
7	City of Hanford	Lab Technician ⁶	\$4,544	7/7/2014	7/1/2015	2%
8	City of Tulare	Laboratory Technician / Industrial Waste Inspector ^{1,3}	\$4,166	7/12/2014	Unknown	Unknown
9	City of Madera	Wastewater Laboratory Analyst Environmental Compliance Inspector II	\$4,145	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
Average of Comparators			\$4,900			
% Madera Above/Below			-18.2%			
Median of Comparators			\$4,831			
% Madera Above/Below			-16.6%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- City of Madera's class is bracketed by two or more comparators.
- 2- Laboratory Technician III requires Grade II Water Quality Analyst certificate
- 3- Laboratory Technician does not require any certifications. Industrial Waste Inspector requires a Grade I Laboratory Analyst and Grade I Industrial Waste Inspector certificates.
- 4- Inorganic Chemist requires a Bachelor's degree and 1 year of experience and a Grade II Laboratory Technologist certification. Environmental Control Officer requires a Grade III Environmental Compliance Inspector certificate.
- 5- Laboratory Technician III requires Grade I Laboratory Analyst and Grade I Environmental Compliance Inspector certificates.
- 6- Lab Technician does not perform environmental inspection duties.
- 7- Lab Technician II requires a Grade I Laboratory Analyst certificate. Environmental Compliance Inspector requires any combination of education and experience equivalent to completion of 2 years of college and 2 years of experience; requires Grade I Laboratory Analyst, Grade II Environmental Inspector, and Backflow Prevention Device Tester certificates.
- 8- Laboratory Analyst II requires Grade II Laboratory Technician certificate. Environmental Compliance Inspector requires Grade III Wastewater Treatment Plant Operator certificate (in addition to Grade II Environmental Compliance certificate).

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Waste Water Treatment Plant Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Water Quality Control Division Manager ⁵	\$9,549	7/1/2014	7/1/2015	1.89%
2	City of Manteca	Wastewater System Superintendent	\$9,250	7/1/2014	Unknown	Unknown
3	City of Fresno	Wastewater Manager ¹	\$8,834	8/25/2014	Unknown	Unknown
4	City of Merced	Wastewater Treatment Plant Superintendent / Public Works Manager - Wastewater ²	\$7,865	12/15/2008	6/22/2015	2%
5	City of Lodi	Wastewater Plant Superintendent	\$7,440	1/1/2014	Unknown	Unknown
6	City of Hanford	Wastewater Superintendent ⁴	\$6,834	7/7/2014	7/1/2015	2%
7	City of Tulare	Operations Manager ³	\$6,826	7/12/2014	Unknown	Unknown
8	City of Porterville	Wastewater Utilities Superintendent	\$6,119	1/1/2015	Unknown	Unknown
9	City of Madera	Waste Water Treatment Plant Manager	\$5,704	7/1/2014		
	City of Ceres	N/C				
	City of Clovis	N/C				
Average of Comparators			\$7,840			
% Madera Above/Below			-37.4%			
Median of Comparators			\$7,653			
% Madera Above/Below			-34.2%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Wastewater Treatment Plant Operator certification requirements are not specified in class description (Grade V is desirable).
- 2- Requires a Grade V Wastewater Treatment Plant Operator certificate.
- 3- Certifications are not required.
- 4- Wastewater Superintendent requires Grade III Wastewater Treatment Plant Operator certificate.
- 5- Licenses/certifications required is not specified in classification description.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Wastewater Treatment Plant Mechanic						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Electrical Mechanical Technician II ³	\$5,831	7/1/2014	7/1/2015	2.11%
2	City of Merced	Wastewater Treatment Plant Mechanic II ¹	\$5,286	12/23/2013	7/1/2015	2%
3	City of Manteca	Utilities Mechanic	\$5,069	7/1/2014	Unknown	Unknown
4	City of Fresno	Wastewater Mechanical Specialist ¹	\$4,740	7/1/2011	Unknown	Unknown
5	City of Lodi	Plant & Equipment Mechanic ²	\$4,583	3/21/2012	Unknown	Unknown
6	City of Madera	Wastewater Treatment Plant Mechanic	\$4,336	7/1/2014		
7	City of Tulare	Wastewater Maintenance Technician II ¹	\$4,229	7/12/2014	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Porterville	N/C				
Average of Comparators			\$4,956			
% Madera Above/Below			-14.3%			
Median of Comparators			\$4,905			
% Madera Above/Below			-13.1%			
Number of Matches			6			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Requires a Grade II Mechanical Technologist certificate.

2- Plant and Equipment Mechanic requires T2 Water Treatment Operator certificate

3- Electrical Mechanical Technician II requires Grade II Mechanical or Instrumentation Technology, Traffic Signal Technician Level II, and Roadway Lighting Level I certifications.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Wastewater Treatment Plant Operator II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Wastewater Plant Operator II	\$5,585	7/1/2014	Unknown	Unknown
2	City of Merced	Wastewater Treatment Plant Operator II	\$5,524	12/23/2013	7/1/2015	2%
3	City of Turlock	Wastewater Plant Operator II	\$5,017	7/1/2014	7/1/2015	2.11%
4	City of Lodi	Wastewater Plant Operator II	\$4,812	3/21/2012	Unknown	Unknown
5	City of Fresno	Wastewater Treatment Plant Operator II	\$4,607	7/1/2011	Unknown	Unknown
6	City of Tulare	Wastewater Treatment Plant Operator II	\$4,229	7/12/2014	Unknown	Unknown
7	City of Hanford	Wastewater Treatment Plant Operator II	\$4,075	7/7/2014	7/1/2015	2%
8	City of Porterville	Wastewater Treatment Facility Operator II	\$4,028	1/1/2015	Unknown	Unknown
9	City of Madera	Wastewater Treatment Plant Operator II	\$3,733	7/1/2014		
	City of Ceres	N/C ¹				
	City of Clovis	N/C				
Average of Comparators			\$4,735			
% Madera Above/Below			-26.8%			
Median of Comparators			\$4,709			
% Madera Above/Below			-26.2%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Wastewater Systems Operator II requires Grade I Wastewater Treatment Plant Operator certificate.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Water and Sewer Operations Manager						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Utilities Manager ⁹	\$9,549	7/1/2014	7/1/2015	1.89%
2	City of Fresno	Water System Manager / Sewer Maintenance Manager ⁴	\$8,834	8/25/2014	Unknown	Unknown
3	City of Manteca	Water Systems Superintendent ⁵	\$8,809	7/1/2014	Unknown	Unknown
4	City of Clovis	Utilities Manager ³	\$8,530	7/1/2014	7/1/2015	3%
5	City of Lodi	Utility Superintendent - Public Works ⁸	\$7,896	1/1/2014	Unknown	Unknown
6	City of Merced	Public Works Manager - Water ⁶	\$7,672	12/15/2008	6/22/2015	2%
7	City of Hanford	Utilities Superintendent ⁷	\$6,775	7/7/2014	7/1/2015	2%
8	City of Porterville	Water Utility Superintendent ¹	\$6,119	1/1/2015	Unknown	Unknown
9	City of Tulare	Water Utility Manager ²	\$5,907	7/12/2014	Unknown	Unknown
10	City of Madera City of Ceres	Water and Sewer Operations Manager N/C	\$5,704	7/1/2014		
Average of Comparators			\$7,788			
% Madera Above/Below			-36.5%			
Median of Comparators			\$7,896			
% Madera Above/Below			-38.4%			
Number of Matches			9			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Water Utility Superintendent does not require T3 Water Treatment Operator or D4 Water Distribution Operator certificates (only requires Backflow and Cross-Connection certifications).
- 2- Water Utility Manager requires D4 Water Distribution Operator, T2 Water Treatment Operator, and Backflow Device Tester certificates. Wastewater Manager oversees wastewater collection collection system maintenance function.
- 3- Utilities Manager requires D4 Water Distribution Operator certificate.
- 4- City of Madera's class is bracketed by two or more comparators.
- 5- Water Systems Superintendent requires T3 Water Treatment Operator and D5 Water Distribution Operator certificates.
- 6- Public Works Manager – Water requires a T2 Water Treatment Operator and D5 Water Distribution Operator certificate.
- 7- Utilities Superintendent requires D3 Water Distribution Operator, T2 Water Treatment Operator, and Grade II Wastewater Collection System Maintenance certificate.
- 8- Utility Superintendent – Public Works requires a T3 Water Treatment Operator, D4 Water Distribution Operator, and Grade III Wastewater Collection System Maintenance certificates.
- 9- Utilities Manager requires equivalent to a Bachelor's degree and 4 years of experience; certifications are not required.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Water Quality Specialist II							
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Manteca	Water Regulatory Compliance Specialist II ³	\$4,829	7/1/2014	Unknown	Unknown	
2	City of Fresno	Cross Connection Control Technician	\$4,641	7/1/2011	Unknown	Unknown	
3	City of Porterville	Water Systems Specialist ¹	\$4,630	1/1/2015	Unknown	Unknown	
4	City of Merced	Water Meter/Backflow Technician ⁴	\$4,554	12/23/2013	7/1/2015	2%	
5	City of Tulare	Water Treatment Technician ²	\$4,535	7/12/2014	Unknown	Unknown	
6	City of Madera	Water Quality Specialist II	\$3,733	7/1/2014			
	City of Ceres	N/C					
	City of Clovis	N/C					
	City of Hanford	N/C					
	City of Lodi	N/C					
	City of Turlock	N/C					
		Average of Comparators	\$4,638				
		% Madera Above/Below	-24.2%				
		Median of Comparators	\$4,630				
		% Madera Above/Below	-24.0%				
		Number of Matches	5				

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Certifications are not required.

2- Water Treatment Technician requires T2 Water Treatment Operator or D3 Water Distribution Operator and Backflow Device Tester certificates.

3- Water Regulatory Compliance Specialist requires Backflow Prevention Assembly Tester, Water Conservation Specialist, and Cross-Connection Control Program Specialist certificates.

4- Water Meter/Backflow Technician requires a D2 Water Distribution Operator and Backflow Prevention certifications.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Water System Supervisor						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Water Distribution Supervisor ⁴	\$7,611	7/1/2014	Unknown	Unknown
2	City of Turlock	Utilities Supervisor ⁸	\$6,886	7/1/2014	7/1/2015	2.11%
3	City of Fresno	Water System Supervisor ³	\$6,630	7/1/2009	Unknown	Unknown
4	City of Lodi	Water/Wastewater Supervisor ⁷	\$6,281	3/21/2012	Unknown	Unknown
5	City of Merced	Public Works Supervisor - Water ⁵	\$5,947	12/15/2008	6/22/2015	2%
6	City of Ceres	Water Distribution Supervisor ²	\$5,556	1/1/2015	Unknown	Unknown
7	City of Hanford	Utilities Supervisor ⁶	\$5,231	7/7/2014	7/1/2015	2%
8	City of Tulare	Water Quality Supervisor ¹	\$5,010	7/12/2014	Unknown	Unknown
9	City of Madera	Water System Supervisor	\$4,672	7/1/2014		
	City of Clovis	N/C				
	City of Porterville	N/C				
Average of Comparators			\$6,144			
% Madera Above/Below			-31.5%			
Median of Comparators			\$6,114			
% Madera Above/Below			-30.9%			
Number of Matches			8			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Water Utility Supervisor requires D4 Water Distribution Operator certification only.
- 2- Cross-Connection Control Program Specialist certificate is not required.
- 3- Water System Supervisor requires D3 Water Distribution Operator and T3 Water Treatment Operator certificates (T4 required if assigned to Surface Water Treatment Operations); does not require Cross-Connection Control Program Specialist certificate.
- 4- Water Distribution Supervisor requires T2 Water Treatment Operator and D4 Water Distribution Operator certificates.
- 5- Public Works Supervisor – Water requires a D2 Water Distribution Operator and T2 Water Treatment Operator certificates.
- 6- Utilities Supervisor requires D2 Water Distribution, T2 Water Treatment, Grade II Wastewater Collection System Maintenance, and Backflow Specialist certificates.
- 7- Water/Wastewater Supervisor when assigned to water requires D3 Water Distribution Operator and T2 Water Treatment Operator certificates.
- 8- Utilities Supervisor requires a Grade III certification in either collection systems or water distribution within 36 months of appointment and a Grade III in both collection systems and water distribution within 60 months of appointment.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Water System Technician						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Water System Technician ²	\$6,150	7/1/2014	7/1/2015	3%
2	City of Manteca	Well Mechanic/Operator II ⁴	\$5,866	7/1/2014	Unknown	Unknown
3	City of Fresno	Water system Operator III ³	\$5,657	7/1/2011	Unknown	Unknown
4	City of Merced	Pump Operator ⁵	\$5,308	12/23/2013	7/1/2015	2%
5	City of Porterville	Water Utility Worker III ¹	\$4,276	1/1/2015	Unknown	Unknown
6	City of Madera	Water System Technician	\$3,885	7/1/2014		
	City of Ceres	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Tulare	N/C				
	City of Turlock	N/C				
Average of Comparators			\$5,451			
% Madera Above/Below			-40.3%			
Median of Comparators			\$5,657			
% Madera Above/Below			-45.6%			
Number of Matches			5			

NOTE: All calculations exclude Madera

N/C - Non Comparator

1- Water Utility Worker III may lead assigned crews; requires D3 Water Distribution Operator certificate.

2- Water System Technician requires D3 Water Distribution Operator and T2 Water Treatment Operator certificates.

3- Water System Operator III provides lead direction to assigned crews; requires D2 Water Distribution Operator and T3 Water Treatment Operator certificates.

4- Well Mechanic/Operator II requires T2 Water Treatment Operator and D1 Water Distribution Operator certificates.

5- Pump Operator requires D2 Water Distribution Operator and T2 Water Treatment Operator certificates.

**Appendix II
City of Madera
Top Monthly Salary Data
February 2015**

Water System Worker II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Water Distribution Operator II / Water System Maintenance Worker II ^{3,4}	\$4,981	7/1/2014	Unknown	Unknown
2	City of Clovis	Senior Maintenance Worker ¹	\$4,933	7/1/2014	7/1/2015	3%
3	City of Merced	Water Systems Technician II ¹	\$4,554	12/23/2013	7/1/2015	2%
4	City of Fresno	Water System Operator II ²	\$4,501	7/1/2011	Unknown	Unknown
5	City of Turlock	Utilities Maintenance Worker II ⁶	\$4,439	7/1/2014	7/1/2015	2.11%
6	City of Lodi	Water/Wastewater Maintenance Worker II ⁵	\$4,035	3/21/2012	Unknown	Unknown
7	City of Tulare	Water Utility Maintenance Worker II ¹	\$3,904	7/12/2014	Unknown	Unknown
8	City of Porterville	Water Utilities Worker II ¹	\$3,870	1/1/2015	Unknown	Unknown
9	City of Madera	Water System Worker II	\$3,846	7/1/2014		
10	City of Hanford	Utilities Maintenance Worker II	\$3,796	7/7/2014	7/1/2015	2%
11	City of Ceres	Water Distribution Operator II ¹	\$3,740	1/1/2015	Unknown	Unknown
Average of Comparators			\$4,275			
% Madera Above/Below			-11.2%			
Median of Comparators			\$4,237			
% Madera Above/Below			-10.2%			
Number of Matches			10			

NOTE: All calculations exclude Madera

N/C - Non Comparator

- 1- Backflow Prevention Device General Testing certification is not required.
- 2- Water System Operator II provides lead direction and training to lower-level staff; requires D2 Water Distribution Operator and T2 Water Treatment Operator certificates; does not require Backflow Prevention Device General Testing certificate.
- 3- City of Madera's class is bracketed by two or more comparators.
- 4- Water Distribution Operator II requires T2 Water Treatment Operator and D2 Water Distribution Operator certificates.
- 5- Water/Wastewater Maintenance Worker II requires D1 Water Distribution Operator certificate.
- 6- Utilities Maintenance Worker II requires Class B driver's license and Grade II certificate in wastewater collections or water distribution.