

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Accountant II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Accountant	\$9,060	7/1/2014	7/1/2015	3%
2	City of Lodi	Accountant	\$8,111	1/1/2014	Unknown	Unknown
3	City of Manteca	Accountant	\$8,060	7/1/2014	Unknown	Unknown
4	City of Turlock	Accountant II	\$7,884	7/1/2014	7/1/2015	2.11%
5	City of Hanford	Accountant	\$7,856	7/7/2014	7/1/2015	2%
6	City of Porterville	Accountant II	\$7,819	1/1/2015	Unknown	Unknown
7	City of Merced	Accountant II	\$7,720	12/15/2008	6/22/2015	2%
8	City of Ceres	Accountant	\$7,708	1/1/2015	Unknown	Unknown
<b>9</b>	<b>City of Madera</b>	<b>Accountant II</b>	<b>\$7,320</b>	<b>7/1/2014</b>		
10	City of Tulare	Accountant	\$6,106	7/12/2014	Unknown	Unknown
11	City of Fresno	Accountant-Auditor II	\$5,832	8/5/2013	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$7,615</b>			
<b>% Madera Above/Below</b>			<b>-4.0%</b>			
<b>Median of Comparators</b>			<b>\$7,837</b>			
<b>% Madera Above/Below</b>			<b>-7.1%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

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<b>Accounting Technician II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Senior Accounting Technician	\$6,691	7/1/2014	Unknown	Unknown
2	City of Clovis	Principal Account Clerk	\$6,200	7/1/2014	7/1/2015	3%
3	City of Turlock	Account Clerk II	\$5,643	7/1/2014	7/1/2015	2.11%
4	City of Hanford	Accounting Technician	\$5,563	7/7/2014	7/1/2015	2%
5	City of Lodi	Accounting Clerk	\$5,519	1/1/2014	Unknown	Unknown
6	City of Tulare	Accounting Technician II	\$5,465	7/12/2014	Unknown	Unknown
7	City of Ceres	Account Clerk II	\$5,390	1/1/2015	Unknown	Unknown
<b>8</b>	<b>City of Madera</b>	<b>Accounting Technician II</b>	<b>\$5,289</b>	<b>7/1/2014</b>		
9	City of Merced	Account Clerk II	\$5,144	12/15/2008	6/22/2015	2%
10	City of Porterville	Account Clerk II	\$4,470	1/1/2015	Unknown	Unknown
11	City of Fresno	Account Clerk II	\$4,002	8/5/2013	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$5,409</b>			
<b>% Madera Above/Below</b>			<b>-2.3%</b>			
<b>Median of Comparators</b>			<b>\$5,492</b>			
<b>% Madera Above/Below</b>			<b>-3.8%</b>			
<b>Number of Matches</b>			<b>10</b>			
NOTE: All calculations exclude Madera						

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<b>Administrative Analyst</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Management Analyst	\$9,951	7/1/2014	7/1/2015	3%
2	City of Turlock	Administrative Analyst	\$8,935	7/1/2014	7/1/2015	1.89%
3	City of Hanford	Senior Administrative Analyst	\$8,492	7/7/2014	7/1/2015	2%
4	City of Lodi	Management Analyst	\$8,083	1/1/2014	Unknown	Unknown
5	City of Merced	Management Analyst	\$7,907	12/15/2008	6/22/2015	2%
6	City of Porterville	Administrative Analyst II	\$7,610	1/1/2015	Unknown	Unknown
7	City of Ceres	Administrative Analyst	\$7,557	1/1/2015	Unknown	Unknown
8	City of Manteca	Administrative Analyst	\$7,468	7/1/2014	Unknown	Unknown
<b>9</b>	<b>City of Madera</b>	<b>Administrative Analyst</b>	<b>\$7,010</b>	<b>7/1/2014</b>		
10	City of Tulare	Management Analyst	\$6,579	7/12/2014	Unknown	Unknown
11	City of Fresno	Management Analyst II	\$5,788	7/1/2009	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$7,837</b>			
<b>% Madera Above/Below</b>			<b>-11.8%</b>			
<b>Median of Comparators</b>			<b>\$7,758</b>			
<b>% Madera Above/Below</b>			<b>-10.7%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

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**Appendix II  
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<b>Administrative Assistant</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Administrative Assistant III	\$7,046	7/1/2014	Unknown	Unknown
2	City of Clovis	Administrative Assistant	\$6,900	7/1/2014	7/1/2015	3%
3	City of Turlock	Secretary, Senior	\$6,519	7/1/2014	7/1/2015	2.11%
4	City of Lodi	Administrative Secretary	\$6,273	1/1/2014	Unknown	Unknown
5	City of Ceres	Administrative Secretary	\$6,239	1/1/2015	Unknown	Unknown
6	City of Fresno	Executive Assistant to the Department Director	\$6,194	8/25/2014	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Administrative Assistant</b>	<b>\$6,121</b>	<b>7/1/2014</b>		
8	City of Merced	Secretary III	\$5,986	12/15/2008	6/22/2015	2%
9	City of Tulare	Senior Administrative Assistant	\$5,535	7/12/2014	Unknown	Unknown
10	City of Hanford	Administrative Support Technician	\$4,725	7/7/2014	7/1/2015	2%
11	City of Porterville	Secretary	\$4,584	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$6,000</b>			
<b>% Madera Above/Below</b>			<b>2.0%</b>			
<b>Median of Comparators</b>			<b>\$6,216</b>			
<b>% Madera Above/Below</b>			<b>-1.6%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

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<b>Airport Maintenance Worker II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Merced	Airport Maintenance Worker	\$5,330	12/23/2013	7/1/2015	2%
2	<b>City of Madera</b>	<b>Airport Maintenance Worker II</b>	<b>\$5,181</b>	<b>7/1/2014</b>		
3	City of Fresno	Airport Operations Specialist / Airports Building Maintenance Technician	\$4,749	7/1/2011	Unknown	Unknown
	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 <sup>1</sup>				
	City of Turlock	N/C				
<b>Average of Comparators % Madera Above/Below</b>			<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
<b>Median of Comparators % Madera Above/Below</b>			<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
<b>Number of Matches</b>			<b>2</b>			
NOTE: All calculations exclude Madera						

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**Appendix II  
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<b>Animal Control Officer</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Animal Services Officer	\$6,486	8/1/2014	8/1/2015	1.98%
2	City of Manteca	Animal Services Officer	\$6,460	7/1/2014	Unknown	Unknown
3	City of Tulare	Code Enforcement Officer	\$6,365	7/12/2014	Unknown	Unknown
4	City of Clovis	Animal Control Officer	\$6,147	7/1/2014	7/1/2015	3%
5	City of Merced	Animal Control Officer II	\$5,975	12/24/2012	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>Animal Control Officer</b>	<b>\$5,718</b>	<b>7/1/2014</b>		
7	City of Lodi	Animal Services Officer	\$5,671	1/1/2014	Unknown	Unknown
8	City of Porterville	Community Services Officer II	\$4,991	1/1/2015	Unknown	Unknown
9	City of Hanford	Animal Control Officer	\$4,810	7/7/2014	7/1/2015	2%
	City of Ceres	N/C				
	City of Fresno	N/C				
<b>Average of Comparators</b>			<b>\$5,863</b>			
<b>% Madera Above/Below</b>			<b>-2.5%</b>			
<b>Median of Comparators</b>			<b>\$6,061</b>			
<b>% Madera Above/Below</b>			<b>-6.0%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

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<b>Assistant Engineer</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Assistant Engineer	\$9,803	7/1/2014	7/1/2015	3%
2	City of Manteca	Assistant Engineer	\$9,713	7/1/2014	Unknown	Unknown
3	City of Lodi	Assistant Engineer	\$8,708	1/1/2014	Unknown	Unknown
4	City of Merced	Assistant Engineer	\$8,552	12/15/2008	6/22/2015	2%
5	City of Turlock	Engineer, Assistant	\$8,332	7/1/2014	7/1/2015	2.11%
6	City of Ceres	Assistant Engineer	\$8,183	1/1/2015	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Assistant Engineer</b>	<b>\$7,998</b>	<b>7/1/2014</b>		
8	City of Tulare	Associate Engineer	\$7,531	7/12/2014	Unknown	Unknown
9	City of Hanford	Assistant Engineer	\$7,371	7/7/2014	7/1/2015	2%
10	City of Porterville	Assistant Engineer	\$7,209	1/1/2015	Unknown	Unknown
11	City of Fresno	Engineer I / Engineer II	\$6,411	8/5/2013	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$8,181</b>			
<b>% Madera Above/Below</b>			<b>-2.3%</b>			
<b>Median of Comparators</b>			<b>\$8,258</b>			
<b>% Madera Above/Below</b>			<b>-3.2%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

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**Appendix II  
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<b>Assistant Planner</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Assistant Planner	\$8,208	7/1/2014	Unknown	Unknown
2	<b>City of Madera</b>	<b>Assistant Planner</b>	<b>\$7,482</b>	<b>7/1/2014</b>		
3	City of Turlock	Assistant Planner	\$7,326	7/1/2014	7/1/2015	2.11%
4	City of Lodi	Junior Planner / Assistant Planner	\$7,188	1/1/2014	Unknown	Unknown
5	City of Ceres	Assistant Planner	\$7,125	1/1/2015	Unknown	Unknown
6	City of Porterville	Assistant Planner	\$6,712	1/1/2015	Unknown	Unknown
7	City of Merced	Assistant Planner	\$6,378	12/15/2008	6/22/2015	2%
8	City of Hanford	Assistant Planner	\$6,298	7/7/2014	7/1/2015	2%
9	City of Fresno	Planner I	\$5,342	8/5/2013	Unknown	Unknown
	City of Clovis	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$6,822</b>			
<b>% Madera Above/Below</b>			<b>8.8%</b>			
<b>Median of Comparators</b>			<b>\$6,919</b>			
<b>% Madera Above/Below</b>			<b>7.5%</b>			
<b>Number of Matches</b>			<b>8</b>			
NOTE: All calculations exclude Madera						

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<b>Associate Planner</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Associate Planner	\$10,309	7/1/2014	Unknown	Unknown
2	City of Clovis	Associate Planner	\$8,946	7/1/2014	7/1/2015	3%
3	City of Turlock	Associate Planner	\$8,232	7/1/2014	7/1/2015	2.11%
4	City of Ceres	Associate Planner	\$8,021	1/1/2015	Unknown	Unknown
5	City of Lodi	Associate Planner	\$8,004	1/1/2014	Unknown	Unknown
6	City of Merced	Associate Planner	\$7,850	12/15/2008	6/22/2015	2%
7	City of Porterville	Associate Planner	\$7,610	1/1/2015	Unknown	Unknown
<b>8</b>	<b>City of Madera</b>	<b>Associate Planner</b>	<b>\$7,564</b>	<b>7/1/2014</b>		
9	City of Tulare	Associate Planner	\$7,111	7/12/2014	Unknown	Unknown
10	City of Fresno	Planner II	\$6,172	8/5/2013	Unknown	Unknown
	City of Hanford	N/C				
<b>Average of Comparators</b>			<b>\$8,028</b>			
% Madera Above/Below			-6.1%			
<b>Median of Comparators</b>			<b>\$8,004</b>			
% Madera Above/Below			-5.8%			
<b>Number of Matches</b>			<b>9</b>			
NOTE: All calculations exclude Madera						

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<b>Building Permit Technician</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Development Services Technician	\$7,609	7/1/2014	Unknown	Unknown
2	City of Clovis	Permit Technician	\$6,359	7/1/2014	7/1/2015	3%
3	City of Lodi	Permit Technician	\$6,050	1/1/2014	Unknown	Unknown
<b>4</b>	<b>City of Madera</b>	<b>Building Permit Technician</b>	<b>\$5,980</b>	<b>7/1/2014</b>		
5	City of Merced	Development Services Technician II	\$5,792	12/15/2008	6/22/2015	2%
6	City of Ceres	Building Permit Technician	\$5,791	1/1/2015	Unknown	Unknown
7	City of Porterville	Engineering Specialist II	\$5,699	1/1/2015	Unknown	Unknown
8	City of Tulare	Permit Technician	\$5,197	7/12/2014	Unknown	Unknown
9	City of Hanford	Permit Specialist	\$5,138	7/7/2014	7/1/2015	2%
	City of Fresno	N/C				
	City of Turlock	N/C				
<b>Average of Comparators</b>			<b>\$5,954</b>			
<b>% Madera Above/Below</b>			<b>0.4%</b>			
<b>Median of Comparators</b>			<b>\$5,791</b>			
<b>% Madera Above/Below</b>			<b>3.2%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

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<b>Business Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	Management Analyst III / Administrative Manager	\$9,987	8/25/2014	Unknown	Unknown
2	<b>City of Madera</b>	<b>Business Manager</b>	<b>\$9,976</b>	<b>7/1/2014</b>		
	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				
		<b>Average of Comparators</b>	<b>Insufficient Data to do Analysis</b>			
		<b>% Madera Above/Below</b>	<b>Insufficient Data to do Analysis</b>			
		<b>Median of Comparators</b>	<b>Insufficient Data to do Analysis</b>			
		<b>% Madera Above/Below</b>	<b>Insufficient Data to do Analysis</b>			
		<b>Number of Matches</b>	<b>1</b>			
NOTE: All calculations exclude Madera						

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<b>Chief Building Official</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Building Official	\$13,762	7/1/2014	7/1/2015	3%
2	City of Merced	Chief Building Official/Construction Project Official	\$13,113	12/15/2008	6/22/2015	2%
3	City of Manteca	Chief Building Official	\$12,884	7/1/2014	Unknown	Unknown
4	City of Turlock	Chief Building Official	\$12,504	7/1/2014	7/1/2015	1.89%
5	City of Lodi	Building Official	\$10,849	1/1/2014	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>Chief Building Official</b>	<b>\$10,115</b>	<b>7/1/2014</b>		
7	City of Fresno	Building & Safety Services Manager	\$9,987	8/25/2014	Unknown	Unknown
8	City of Hanford	Building Official	\$9,457	7/7/2014	7/1/2015	2%
9	City of Tulare	Chief Building Official	\$8,974	7/12/2014	Unknown	Unknown
10	City of Porterville	Chief Building Inspector	\$7,610	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
<b>Average of Comparators</b>			<b>\$11,015</b>			
<b>% Madera Above/Below</b>			<b>-8.9%</b>			
<b>Median of Comparators</b>			<b>\$10,849</b>			
<b>% Madera Above/Below</b>			<b>-7.3%</b>			
<b>Number of Matches</b>			<b>9</b>			

NOTE: All calculations exclude Madera

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<b>City Administrator</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	City Manager	\$25,627	7/1/2014	7/1/2015	1.89%
2	City of Clovis	City Manager	\$22,549	7/1/2014	7/1/2015	3%
3	City of Fresno	City Manager	\$22,363	8/25/2014	Unknown	Unknown
4	City of Manteca	City Manager	\$19,526	7/1/2014	Unknown	Unknown
<b>5</b>	<b>City of Madera</b>	<b>City Administrator</b>	<b>\$18,546</b>	<b>7/1/2014</b>		
6	City of Lodi	City Manager	\$17,879	1/1/2014	Unknown	Unknown
7	City of Hanford	City Manager	\$17,539	7/7/2014	7/1/2015	2%
8	City of Merced	City Manager	\$17,443	12/15/2008	6/22/2015	2%
9	City of Tulare	City Manager	\$16,816	7/12/2014	Unknown	Unknown
10	City of Ceres	City Manager	\$16,089	4/28/2014	Unknown	Unknown
11	City of Porterville	City Manager	\$13,157	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$18,899</b>			
<b>% Madera Above/Below</b>			<b>-1.9%</b>			
<b>Median of Comparators</b>			<b>\$17,709</b>			
<b>% Madera Above/Below</b>			<b>4.5%</b>			
<b>Number of Matches</b>			<b>10</b>			
NOTE: All calculations exclude Madera						

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<b>City Attorney</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	City Attorney	\$22,363	8/25/2014	Unknown	Unknown
2	City of Turlock	City Attorney	\$20,041	7/1/2014	7/1/2015	1.89%
3	City of Merced	City Attorney	\$17,389	12/15/2008	6/22/2015	2%
<b>4</b>	<b>City of Madera</b>	<b>City Attorney</b>	<b>\$15,572</b>	<b>1/1/2015</b>		
5	City of Lodi	City Attorney	\$14,397	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				
	City of Porterville	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$18,547</b>			
<b>% Madera Above/Below</b>			<b>-19.1%</b>			
<b>Median of Comparators</b>			<b>\$18,715</b>			
<b>% Madera Above/Below</b>			<b>-20.2%</b>			
<b>Number of Matches</b>			<b>4</b>			

NOTE: All calculations exclude Madera

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<b>City Clerk</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	City Clerk	\$15,982	7/1/2014	Unknown	Unknown
2	City of Turlock	Executive Assistant to the City Manager/City Clerk	\$14,225	7/1/2014	7/1/2015	1.89%
3	City of Fresno	City Clerk	\$12,781	8/25/2014	Unknown	Unknown
4	City of Lodi	City Clerk	\$10,933	1/1/2014	Unknown	Unknown
5	City of Ceres	City Clerk	\$10,406	1/1/2015	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>City Clerk</b>	<b>\$9,814</b>	<b>7/1/2014</b>		
7	City of Hanford	City Clerk	\$8,492	7/7/2014	7/1/2015	2%
	City of Clovis	N/C				
	City of Merced	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$12,137</b>			
<b>% Madera Above/Below</b>			<b>-23.7%</b>			
<b>Median of Comparators</b>			<b>\$11,857</b>			
<b>% Madera Above/Below</b>			<b>-20.8%</b>			
<b>Number of Matches</b>			<b>6</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>City Engineer</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	City Engineer	\$16,728	8/25/2014	Unknown	Unknown
2	City of Lodi	Deputy Public Works Director	\$13,696	1/1/2014	Unknown	Unknown
3	City of Ceres	Director of Engineering/City Engineer	\$13,517	1/1/2015	Unknown	Unknown
4	City of Merced	City Engineer	\$13,130	12/15/2008	6/22/2015	2%
<b>5</b>	<b>City of Madera</b>	<b>City Engineer</b>	<b>\$12,767</b>	<b>7/1/2014</b>		
6	City of Hanford	Deputy Public Works Director/City Engineer	\$12,544	7/7/2014	7/1/2015	2%
7	City of Manteca	City Engineer	\$12,115	7/1/2014	Unknown	Unknown
8	City of Porterville	Deputy Public Works Director/City Engineer	\$11,082	1/1/2015	Unknown	Unknown
9	City of Tulare	City Engineer	\$10,386	7/12/2014	Unknown	Unknown
	City of Clovis	N/C				
	City of Turlock	N/C				
<b>Average of Comparators</b>			<b>\$12,900</b>			
<b>% Madera Above/Below</b>			<b>-1.0%</b>			
<b>Median of Comparators</b>			<b>\$12,837</b>			
<b>% Madera Above/Below</b>			<b>-0.6%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Combination Building Inspector</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Senior Building Inspector	\$9,021	7/1/2014	7/1/2015	3%
2	City of Turlock	Building Inspector II	\$8,165	7/1/2014	7/1/2015	2.11%
3	City of Manteca	Building Inspector II	\$8,060	7/1/2014	Unknown	Unknown
4	City of Merced	Building Inspector III	\$7,937	12/15/2008	6/22/2015	2%
5	City of Lodi	Building Inspector	\$7,481	1/1/2014	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>Combination Building Inspector</b>	<b>\$6,907</b>	<b>7/1/2014</b>		
7	City of Fresno	Building Inspector II / Commercial Building Inspector	\$6,534	8/5/2013	Unknown	Unknown
8	City of Porterville	Building Inspector II	\$6,420	1/1/2015	Unknown	Unknown
9	City of Tulare	Building Inspector II	\$6,335	7/12/2014	Unknown	Unknown
10	City of Hanford	Building Inspector	\$6,298	7/7/2014	7/1/2015	2%
	City of Ceres	N/C				
<b>Average of Comparators</b>			<b>\$7,361</b>			
<b>% Madera Above/Below</b>			<b>-6.6%</b>			
<b>Median of Comparators</b>			<b>\$7,481</b>			
<b>% Madera Above/Below</b>			<b>-8.3%</b>			
<b>Number of Matches</b>			<b>9</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Computer Technician</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Network Technician II	\$7,900	7/1/2014	Unknown	Unknown
2	City of Ceres	Information Technology Systems Analyst	\$7,557	1/1/2015	Unknown	Unknown
3	City of Clovis	Information Services Specialist	\$7,493	7/1/2014	7/1/2015	3%
4	City of Lodi	Information Systems Specialist / Network Technician	\$7,405	1/1/2014	Unknown	Unknown
5	City of Merced	Systems Technician III	\$7,169	12/15/2008	6/22/2015	2%
<b>6</b>	<b>City of Madera</b>	<b>Computer Technician</b>	<b>\$7,163</b>	<b>7/1/2014</b>		
7	City of Turlock	Information Technology Technician	\$7,025	7/1/2014	7/1/2015	2.11%
8	City of Porterville	Information Technology Analyst I	\$6,712	1/1/2015	Unknown	Unknown
9	City of Fresno	Computer Systems Specialist II	\$6,297	8/5/2013	Unknown	Unknown
	City of Hanford	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$7,195</b>			
<b>% Madera Above/Below</b>			<b>-0.4%</b>			
<b>Median of Comparators</b>			<b>\$7,287</b>			
<b>% Madera Above/Below</b>			<b>-1.7%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Construction Inspector II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Public Works Construction Inspector	\$8,165	7/1/2014	7/1/2015	2.11%
2	City of Clovis	Engineering Inspector	\$8,118	7/1/2014	7/1/2015	3%
3	City of Manteca	Construction Inspector II	\$8,060	7/1/2014	Unknown	Unknown
4	City of Lodi	Public Works Inspector II	\$7,481	1/1/2014	Unknown	Unknown
5	City of Tulare	Public Works Inspector	\$7,063	7/12/2014	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>Construction Inspector II</b>	<b>\$6,981</b>	<b>7/1/2014</b>		
7	City of Fresno	Engineering Inspector II	\$6,350	8/5/2013	Unknown	Unknown
8	City of Hanford	Construction Inspector	\$6,292	7/7/2014	7/1/2015	2%
9	City of Porterville	Public Works Inspector	\$6,197	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Merced	N/C				
<b>Average of Comparators</b>			<b>\$7,216</b>			
<b>% Madera Above/Below</b>			<b>-3.4%</b>			
<b>Median of Comparators</b>			<b>\$7,272</b>			
<b>% Madera Above/Below</b>			<b>-4.2%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Deputy City Clerk</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	Assistant City Clerk	\$9,987	8/25/2014	Unknown	Unknown
2	City of Turlock	Secretary/Deputy City Clerk	\$6,972	7/1/2014	7/1/2015	2.18%
3	City of Lodi	Deputy City Clerk	\$6,608	1/1/2014	Unknown	Unknown
4	City of Porterville	Deputy City Clerk	\$5,727	1/1/2015	Unknown	Unknown
5	City of Merced	Deputy City Clerk	\$5,694	12/15/2008	6/22/2015	2%
<b>6</b>	<b>City of Madera</b>	<b>Deputy City Clerk</b>	<b>\$5,655</b>	<b>7/1/2014</b>		
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$6,998</b>			
<b>% Madera Above/Below</b>			<b>-23.7%</b>			
<b>Median of Comparators</b>			<b>\$6,608</b>			
<b>% Madera Above/Below</b>			<b>-16.8%</b>			
<b>Number of Matches</b>			<b>5</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Deputy City Engineer</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Principal Civil Engineer	\$12,504	7/1/2014	7/1/2015	1.89%
2	<b>City of Madera</b>	<b>Deputy City Engineer</b>	<b>\$11,547</b>	<b>7/1/2014</b>		
3	City of Merced	Principal Civil Engineer	\$11,416	12/15/2008	6/22/2015	2%
4	City of Hanford	Deputy City Engineer	\$11,390	7/7/2014	7/1/2015	2%
5	City of Clovis	Engineering Program Supervisor	\$10,797	7/1/2014	7/1/2015	3%
6	City of Porterville	Assistant City Engineer	\$9,649	1/1/2015	Unknown	Unknown
7	City of Fresno	Public Works Manager / Supervising Professional	\$9,560	8/25/2014	Unknown	Unknown
	City of Ceres	N/C				
	City of Lodi	N/C				
	City of Manteca	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$10,886</b>			
<b>% Madera Above/Below</b>			<b>5.7%</b>			
<b>Median of Comparators</b>			<b>\$11,094</b>			
<b>% Madera Above/Below</b>			<b>3.9%</b>			
<b>Number of Matches</b>			<b>6</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Director of Community Development</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	Assistant City Manager / Director of Development / Director of Public Works / Director of Public Utilities	\$18,222	8/25/2014	Unknown	Unknown
2	City of Manteca	Assistant City Manager / Public Works Director/City Engineer	\$17,813	7/1/2014	Unknown	Unknown
3	City of Clovis	Assistant City Manager/City Clerk / Public Utilities Director	\$17,502	7/1/2014	7/1/2015	3%
4	City of Turlock	Development Services Director/City Engineer	\$15,843	7/1/2014	7/1/2015	1.89%
5	City of Merced	Director of Development Services	\$14,279	12/15/2008	6/22/2015	2%
<b>6</b>	<b>City of Madera</b>	<b>Director of Community Development</b>	<b>\$13,860</b>	<b>7/1/2014</b>		
	City of Ceres	N/C				
	City of Hanford	N/C				
	City of Lodi	N/C				
	City of Porterville	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$16,732</b>			
<b>% Madera Above/Below</b>			<b>-20.7%</b>			
<b>Median of Comparators</b>			<b>\$17,502</b>			
<b>% Madera Above/Below</b>			<b>-26.3%</b>			
<b>Number of Matches</b>			<b>5</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Director of Financial Services</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	Controller	\$17,028	8/25/2014	Unknown	Unknown
2	City of Manteca	Finance Director	\$16,683	7/1/2014	Unknown	Unknown
3	City of Clovis	Finance Director	\$16,666	7/1/2014	7/1/2015	3%
4	City of Turlock	Administrative Services Director	\$15,843	7/1/2014	7/1/2015	1.89%
5	City of Merced	Finance Officer	\$13,996	12/15/2008	6/22/2015	2%
6	City of Ceres	Director of Finance	\$13,817	1/1/2015	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Director of Financial Services</b>	<b>\$13,510</b>	<b>7/1/2014</b>		
8	City of Hanford	Finance Director	\$13,434	7/7/2014	7/1/2015	2%
9	City of Tulare	Finance Director/Treasurer	\$11,834	7/12/2014	Unknown	Unknown
10	City of Porterville	Director of Finance	\$11,694	1/1/2015	Unknown	Unknown
	City of Lodi	N/C				
<b>Average of Comparators</b>			<b>\$14,555</b>			
<b>% Madera Above/Below</b>			<b>-7.7%</b>			
<b>Median of Comparators</b>			<b>\$13,996</b>			
<b>% Madera Above/Below</b>			<b>-3.6%</b>			
<b>Number of Matches</b>			<b>9</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Director of Human Resources</b>							
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	
1	City of Fresno	Director of Personnel Services	\$17,028	8/25/2014	Unknown	Unknown	
2	City of Manteca	Human Resources/Risk Management Director	\$16,683	7/1/2014	Unknown	Unknown	
3	City of Clovis	Personnel/Risk Manager	\$13,798	7/1/2014	7/1/2015	3%	
4	City of Merced	Director of Support Services	\$13,463	12/15/2008	6/22/2015	2%	
5	City of Ceres	Director of Human Resources	\$12,954	1/1/2015	Unknown	Unknown	
6	City of Hanford	Human Resources Manager	\$12,013	7/7/2014	7/1/2015	2%	
<b>7</b>	<b>City of Madera</b>	<b>Director of Human Resources</b>	<b>\$11,380</b>	<b>7/1/2014</b>			
8	City of Porterville	Administrative Services Director	\$11,181	1/1/2015	Unknown	Unknown	
	City of Lodi	N/C					
	City of Tulare	N/C					
	City of Turlock	N/C					
<b>Average of Comparators</b>			<b>\$13,874</b>				
<b>% Madera Above/Below</b>			<b>-21.9%</b>				
<b>Median of Comparators</b>			<b>\$13,463</b>				
<b>% Madera Above/Below</b>			<b>-18.3%</b>				
<b>Number of Matches</b>			<b>7</b>				
NOTE: All calculations exclude Madera							

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Director of Parks and Community Services</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	Parks, After School, Recreation, & Community Services Director	\$17,028	8/25/2014	Unknown	Unknown
2	City of Manteca	Parks and Recreation Director	\$16,683	7/1/2014	Unknown	Unknown
3	City of Turlock	Parks, Recreation, & Public Facilities Director	\$15,843	7/1/2014	7/1/2015	1.89%
4	City of Merced	Director of Parks & Community Services	\$13,130	12/15/2008	6/22/2015	2%
5	City of Lodi	Parks, Recreation, & Cultural Services Director	\$12,980	1/1/2014	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>Director of Parks &amp; Community Services</b>	<b>\$11,730</b>	<b>7/1/2014</b>		
7	City of Hanford	Parks & Recreation Director	\$11,498	7/7/2014	7/1/2015	2%
8	City of Porterville	Director of Parks & Leisure Services	\$11,181	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$14,049</b>			
<b>% Madera Above/Below</b>			<b>-19.8%</b>			
<b>Median of Comparators</b>			<b>\$13,130</b>			
<b>% Madera Above/Below</b>			<b>-11.9%</b>			
<b>Number of Matches</b>			<b>7</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Electrical and Facilities Operations Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Public Facilities Maintenance Supervisor / Electrical/Mechanical Maintenance Supervisor	\$9,840	7/1/2014	7/1/2015	2.11%
2	City of Fresno	Facilities Manager / Chief of Wastewater Facilities Maintenance	\$9,134	8/25/2014	Unknown	Unknown
<b>3</b>	<b>City of Madera</b>	<b>Electrical and Facilities Operations Manager</b>	<b>\$8,642</b>	<b>7/1/2014</b>		
	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				
		<b>Average of Comparators % Madera Above/Below</b>	<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
		<b>Median of Comparators % Madera Above/Below</b>	<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
		<b>Number of Matches</b>	<b>2</b>			
<b>NOTE: All calculations exclude Madera</b>						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Electrician III</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Lodi	Electrician	\$9,919	5/1/2014	Unknown	Unknown
2	City of Turlock	Electrical Mechanical Technician, Senior	\$8,806	7/1/2014	7/1/2015	2.11%
3	City of Clovis	Electrician	\$8,642	7/1/2014	7/1/2015	3%
4	City of Merced	Maintenance Electrician	\$6,909	12/23/2013	7/1/2015	2%
<b>5</b>	<b>City of Madera</b>	<b>Electrician III</b>	<b>\$6,907</b>	<b>7/1/2014</b>		
6	City of Fresno	Electrician	\$6,462	6/16/2014	Unknown	Unknown
	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				
<b>Average of Comparators</b>			<b>\$8,147</b>			
<b>% Madera Above/Below</b>			<b>-18.0%</b>			
<b>Median of Comparators</b>			<b>\$8,642</b>			
<b>% Madera Above/Below</b>			<b>-25.1%</b>			
<b>Number of Matches</b>			<b>5</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Electronic Instrument Technician</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Electronic/Instrumentation Technician	\$8,133	7/1/2014	7/1/2015	2.11%
2	<b>City of Madera</b>	<b>Electronic Instrument Technician</b>	<b>\$7,755</b>	<b>7/1/2014</b>		
3	City of Merced	Instrumentation and Electrical Technician	\$7,561	12/23/2013	7/1/2015	2%
4	City of Manteca	Instrumentation Technician/Electrician	\$7,548	7/1/2014	Unknown	Unknown
5	City of Fresno	Instrumentation Specialist	\$6,195	7/1/2011	Unknown	Unknown
6	City of Porterville	Electrician/Instrument Technician	\$5,930	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				
<b>Average of Comparators</b>			<b>\$7,073</b>			
<b>% Madera Above/Below</b>			<b>8.8%</b>			
<b>Median of Comparators</b>			<b>\$7,548</b>			
<b>% Madera Above/Below</b>			<b>2.7%</b>			
<b>Number of Matches</b>			<b>5</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Engineering Project Manager</b>							
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	
1	City of Madera	Engineering Project Manager	\$9,663	7/1/2014			
2	City of Tulare	Project Manager	\$9,519	7/12/2014	Unknown	Unknown	
3	City of Lodi	Construction Project Manager	\$8,768	1/1/2014	Unknown	Unknown	
4	City of Porterville	Construction/Project Manager	\$7,962	1/1/2015	Unknown	Unknown	
5	City of Fresno	Capital Development Specialist	\$7,644	7/1/2009	Unknown	Unknown	
	City of Ceres	N/C					
	City of Clovis	N/C					
	City of Hanford	N/C					
	City of Manteca	N/C					
	City of Merced	N/C					
	City of Turlock	N/C					
<b>Average of Comparators</b>			<b>\$8,473</b>				
<b>% Madera Above/Below</b>			<b>12.3%</b>				
<b>Median of Comparators</b>			<b>\$8,365</b>				
<b>% Madera Above/Below</b>			<b>13.4%</b>				
<b>Number of Matches</b>			<b>4</b>				
NOTE: All calculations exclude Madera							

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Engineering Technician II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Senior Engineering Technician	\$7,617	7/1/2014	7/1/2015	3%
2	City of Lodi	Engineering Technician II	\$7,535	1/1/2014	Unknown	Unknown
3	City of Manteca	Engineering Technician II	\$7,468	7/1/2014	Unknown	Unknown
4	City of Turlock	Engineering Technician II	\$7,135	7/1/2014	7/1/2015	2.11%
5	City of Ceres	Engineering Technician II	\$6,988	1/1/2015	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>Engineering Technician II</b>	<b>\$6,622</b>	<b>7/1/2014</b>		
7	City of Tulare	Engineering Assistant	\$6,515	7/12/2014	Unknown	Unknown
8	City of Hanford	Senior Engineering Technician	\$6,368	7/7/2014	7/1/2015	2%
9	City of Merced	Engineering Technician II	\$6,279	12/15/2008	6/22/2015	2%
10	City of Porterville	Engineering Specialist III	\$6,197	1/1/2015	Unknown	Unknown
11	City of Fresno	Engineering Technician II	\$5,294	8/5/2013	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$6,740</b>			
<b>% Madera Above/Below</b>			<b>-1.8%</b>			
<b>Median of Comparators</b>			<b>\$6,751</b>			
<b>% Madera Above/Below</b>			<b>-2.0%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Facilities Maintenance Technician</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Building Maintenance Technician II	\$7,272	7/1/2014	Unknown	Unknown
2	City of Lodi	Senior Facilities Maintenance Worker	\$6,633	3/21/2012	Unknown	Unknown
3	City of Clovis	Building Maintenance Worker	\$6,481	7/1/2014	7/1/2015	3%
4	City of Fresno	Maintenance Carpenter II / Air Conditioning Mechanic	\$6,373	6/16/2014	Unknown	Unknown
5	City of Turlock	Maintenance Worker II	\$6,059	7/1/2014	7/1/2015	2.11%
6	City of Merced	Building Maintenance Worker II	\$6,047	12/23/2013	7/1/2015	2%
<b>7</b>	<b>City of Madera</b>	<b>Facilities Maintenance Technician</b>	<b>\$5,710</b>	<b>7/1/2014</b>		
8	City of Ceres	Facility Maintenance Worker II	\$5,686	1/1/2015	Unknown	Unknown
9	City of Tulare	Facilities Maintenance Technician	\$5,480	7/12/2014	Unknown	Unknown
10	City of Hanford	Facilities Maintenance Technician	\$5,448	7/7/2014	7/1/2015	2%
	City of Porterville	N/C				
<b>Average of Comparators</b>			<b>\$6,164</b>			
<b>% Madera Above/Below</b>			<b>-8.0%</b>			
<b>Median of Comparators</b>			<b>\$6,059</b>			
<b>% Madera Above/Below</b>			<b>-6.1%</b>			
<b>Number of Matches</b>			<b>9</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Facility Aide</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	Property Maintenance Worker	\$4,949	7/1/2011	Unknown	Unknown
2	<b>City of Madera</b>	<b>Facility Aide</b>	<b>\$4,573</b>	<b>7/1/2014</b>		
	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				
		<b>Average of Comparators % Madera Above/Below</b>	<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
		<b>Median of Comparators % Madera Above/Below</b>	<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
		<b>Number of Matches</b>	<b>1</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Field Representative</b>							
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	
1	City of Lodi	Field Services Representative	\$6,390	1/1/2014	Unknown	Unknown	
2	City of Ceres	Customer Service Technician	\$5,390	1/1/2015	Unknown	Unknown	
<b>3</b>	<b>City of Madera</b>	<b>Field Representative</b>	<b>\$5,310</b>	<b>7/1/2014</b>			
4	City of Fresno	Utility Services Representative II	\$4,444	8/5/2013	Unknown	Unknown	
	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					
<b>Average of Comparators</b>			<b>Insufficient Data to do Analysis</b>				
<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>				
<b>Median of Comparators</b>			<b>Insufficient Data to do Analysis</b>				
<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>				
<b>Number of Matches</b>			<b>3</b>				
NOTE: All calculations exclude Madera							

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Financial Services Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Deputy Finance Director	\$14,274	7/1/2014	7/1/2015	3%
2	City of Fresno	Assistant Controller	\$13,920	8/25/2014	Unknown	Unknown
3	City of Lodi	Financial Services Manager	\$11,603	1/1/2014	Unknown	Unknown
4	City of Manteca	Accounting Manager	\$10,940	7/1/2014	Unknown	Unknown
5	City of Hanford	Finance Manager	\$10,840	7/7/2014	7/1/2015	2%
6	City of Merced	Deputy Finance Officer	\$10,822	12/15/2008	6/22/2015	2%
<b>7</b>	<b>City of Madera</b>	<b>Financial Services Manager</b>	<b>\$9,976</b>	<b>7/1/2014</b>		
8	City of Ceres	Deputy Finance Director	\$9,845	1/1/2015	Unknown	Unknown
9	City of Tulare	Assistant Finance Director	\$9,519	7/12/2014	Unknown	Unknown
	City of Porterville	N/C				
	City of Turlock	N/C				
<b>Average of Comparators</b>			<b>\$11,471</b>			
<b>% Madera Above/Below</b>			<b>-15.0%</b>			
<b>Median of Comparators</b>			<b>\$10,890</b>			
<b>% Madera Above/Below</b>			<b>-9.2%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Fleet Operations Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Fleet Manager	\$11,598	7/1/2014	7/1/2015	3%
2	City of Manteca	Fleet Superintendent	\$10,940	7/1/2014	Unknown	Unknown
3	City of Fresno	Fleet Manager	\$9,987	8/25/2014	Unknown	Unknown
4	City of Merced	Public Works Supervisor - Fleet / Public Works Manager - Operations	\$8,845	12/15/2008	6/22/2015	2%
5	City of Hanford	Fleet Superintendent	\$7,806	7/7/2014	7/1/2015	2%
<b>6</b>	<b>City of Madera</b>	<b>Fleet Operations Manager</b>	<b>\$7,494</b>	<b>7/1/2014</b>		
7	City of Porterville	Field Services Shop Superintendent	\$7,406	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Lodi	N/C				
	City of Tulare	N/C				
	City of Turlock	N/C				
<b>Average of Comparators</b>			<b>\$9,430</b>			
<b>% Madera Above/Below</b>			<b>-25.8%</b>			
<b>Median of Comparators</b>			<b>\$9,416</b>			
<b>% Madera Above/Below</b>			<b>-25.6%</b>			
<b>Number of Matches</b>			<b>6</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Grant Administrator</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Madera	Grant Administrator	\$11,265	7/1/2014		
2	City of Fresno	Grants Writer	\$9,987	8/25/2014	Unknown	Unknown
	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				
<b>Average of Comparators</b>			<b>Insufficient Data to do Analysis</b>			
<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>			
<b>Median of Comparators</b>			<b>Insufficient Data to do Analysis</b>			
<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>			
<b>Number of Matches</b>			<b>1</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Grants Specialist</b>							
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	
1	<b>City of Madera</b>	<b>Grants Specialist</b>	<b>\$5,655</b>	<b>7/1/2014</b>			
	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					
		<b>Average of Comparators</b>			<b>Insufficient Data to do Analysis</b>		
		<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>		
		<b>Median of Comparators</b>			<b>Insufficient Data to do Analysis</b>		
		<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>		
		<b>Number of Matches</b>			<b>0</b>		
NOTE: All calculations exclude Madera							

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Human Resources Technician II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Personnel Technician	\$8,207	7/1/2014	7/1/2015	3%
2	City of Manteca	Administrative Technician	\$7,199	7/1/2014	Unknown	Unknown
3	City of Lodi	Human Resources Technician	\$6,498	1/1/2014	Unknown	Unknown
4	City of Turlock	Human Resources Technician	\$6,470	7/1/2014	7/1/2015	2.18%
<b>5</b>	<b>City of Madera</b>	<b>Human Resources Technician II</b>	<b>\$6,443</b>	<b>7/1/2014</b>		
6	City of Ceres	Human Resources Assistant	\$6,239	1/1/2015	Unknown	Unknown
7	City of Merced	Personnel Technician II	\$6,122	12/15/2008	6/22/2015	2%
8	City of Porterville	Human Resources Assistant / Human Resources Aide	\$5,155	1/1/2015	Unknown	Unknown
9	City of Fresno	Senior Human Resources Technician	\$4,857	7/1/2009	Unknown	Unknown
	City of Hanford	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$6,343</b>			
<b>% Madera Above/Below</b>			<b>1.5%</b>			
<b>Median of Comparators</b>			<b>\$6,355</b>			
<b>% Madera Above/Below</b>			<b>1.4%</b>			
<b>Number of Matches</b>			<b>8</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Information Services Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	Information Services Manager / Chief Information Officer	\$13,658	8/25/2014	Unknown	Unknown
2	City of Clovis	Information Technology Manager	\$13,338	7/1/2014	7/1/2015	3%
3	City of Merced	Director of Information Technology	\$13,113	12/15/2008	6/22/2015	2%
4	City of Manteca	Information Technology Manager	\$11,629	7/1/2014	Unknown	Unknown
5	City of Ceres	Information Technology Manager	\$11,361	1/1/2015	Unknown	Unknown
6	City of Lodi	Information Systems Manager	\$10,703	1/1/2014	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Information Services Manager</b>	<b>\$10,447</b>	<b>7/1/2014</b>		
8	City of Hanford	Information Technology Manager	\$10,062	7/7/2014	7/1/2015	2%
9	City of Tulare	Information Technology Manager	\$9,097	7/12/2014	Unknown	Unknown
10	City of Porterville	Management Information Services Manager	\$8,332	1/1/2015	Unknown	Unknown
11	City of Turlock	N/C				
<b>Average of Comparators</b>			<b>\$11,255</b>			
<b>% Madera Above/Below</b>			<b>-7.7%</b>			
<b>Median of Comparators</b>			<b>\$11,361</b>			
<b>% Madera Above/Below</b>			<b>-8.8%</b>			
<b>Number of Matches</b>			<b>9</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Maintenance Technician</b>			<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>				
1	City of Turlock	Maintenance Worker, Senior	\$6,519	7/1/2014	7/1/2015	2.11%
2	City of Fresno	Maintenance Carpenter II / Plumber / Combination Welder II	\$5,931	7/1/2011	Unknown	Unknown
<b>3</b>	<b>City of Madera</b>	<b>Maintenance Technician</b>	<b>\$5,902</b>	<b>7/1/2014</b>		
4	City of Porterville	Field Services Worker III	\$5,162	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 Manteca	N/C				
	City of Merced	N/C				
	City of Tulare	N/C				
		<b>Average of Comparators % Madera Above/Below</b>		<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>		
		<b>Median of Comparators % Madera Above/Below</b>		<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>		
		<b>Number of Matches</b>	<b>3</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Mechanic II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Equipment Mechanic	\$7,545	7/1/2014	7/1/2015	3%
2	City of Manteca	Equipment Mechanic II / Vehicle & Equipment Technician II	\$7,402	7/1/2014	Unknown	Unknown
3	City of Turlock	Fleet Mechanic II	\$6,949	7/1/2014	7/1/2015	2.11%
4	City of Lodi	Heavy Equipment Mechanic	\$6,598	3/21/2012	Unknown	Unknown
5	City of Merced	Mechanic II	\$6,402	12/23/2013	7/1/2015	2%
6	City of Ceres	Fleet Mechanic II	\$6,235	1/1/2015	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Mechanic II</b>	<b>\$6,106</b>	<b>7/1/2014</b>		
8	City of Fresno	Heavy Equipment Mechanic II / Light Equipment Mechanic II	\$5,642	7/1/2011	Unknown	Unknown
9	City of Hanford	Fleet Mechanic	\$5,596	7/7/2014	7/1/2015	2%
10	City of Tulare	Mechanic II	\$5,522	7/12/2014	Unknown	Unknown
11	City of Porterville	Mechanic II	\$5,343	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$6,323</b>			
<b>% Madera Above/Below</b>			<b>-3.6%</b>			
<b>Median of Comparators</b>			<b>\$6,319</b>			
<b>% Madera Above/Below</b>			<b>-3.5%</b>			
<b>Number of Matches</b>			<b>10</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Neighborhood Outreach Coordinator</b>							
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	
1	City of Fresno	Community Outreach Specialist / Community Coordinator	\$6,461	8/25/2014	Unknown	Unknown	
2	<b>City of Madera</b>	<b>Neighborhood Outreach Coordinator</b>	<b>\$6,355</b>	<b>7/1/2014</b>			
	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					
		<b>Average of Comparators % Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>	<b>Insufficient Data to do Analysis</b>	
		<b>Median of Comparators % Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>	<b>Insufficient Data to do Analysis</b>	
		<b>Number of Matches</b>			<b>1</b>		

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Neighborhood Preservation Specialist II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Code Enforcement Officer	\$7,760	7/1/2014	Unknown	Unknown
2	City of Lodi	Code Enforcement Officer	\$7,263	1/1/2014	Unknown	Unknown
<b>3</b>	<b>City of Madera</b>	<b>Neighborhood Preservation Specialist II</b>	<b>\$6,932</b>	<b>7/1/2014</b>		
4	City of Merced	Code Enforcement Officer	\$6,556	12/15/2008	6/22/2015	2%
5	City of Ceres	Code Enforcement Officer	\$6,474	1/1/2015	Unknown	Unknown
6	City of Tulare	Code Enforcement Officer	\$6,365	7/12/2014	Unknown	Unknown
7	City of Turlock	Neighborhood Preservation Officer	\$6,283	11/1/2012	Unknown	Unknown
8	City of Hanford	Code Compliance Officer	\$5,802	7/7/2014	7/1/2015	2%
9	City of Porterville	Code Enforcement Officer	\$5,419	1/1/2015	Unknown	Unknown
	City of Clovis	N/C				
	City of Fresno	N/C				
<b>Average of Comparators</b>			<b>\$6,490</b>			
<b>% Madera Above/Below</b>			<b>6.4%</b>			
<b>Median of Comparators</b>			<b>\$6,419</b>			
<b>% Madera Above/Below</b>			<b>7.4%</b>			
<b>Number of Matches</b>			<b>8</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Neighborhood Preservation Supervisor</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Code Enforcement Supervisor	\$10,104	7/1/2014	Unknown	Unknown
2	<b>City of Madera</b>	<b>Neighborhood Preservation Supervisor</b>	<b>\$8,305</b>	<b>7/1/2014</b>		
3	City of Turlock	Neighborhood Services Supervisor	\$7,800	8/1/2014	8/1/2015	1.98%
4	City of Ceres	Code Enforcement Supervisor	\$6,965	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				
<b>Average of Comparators</b>			<b>Insufficient Data to do Analysis</b>			
<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>			
<b>Median of Comparators</b>			<b>Insufficient Data to do Analysis</b>			
<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>			
<b>Number of Matches</b>			<b>3</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Network Administrator</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Lodi	Network Administrator	\$9,546	1/1/2014	Unknown	Unknown
2	City of Clovis	Senior Information Technology Analyst	\$9,427	7/1/2014	7/1/2015	3%
3	City of Merced	Systems Engineer III	\$9,262	12/15/2008	6/22/2015	2%
4	City of Turlock	Senior Information Technology Analyst	\$8,877	7/1/2014	7/1/2015	2.11%
5	City of Manteca	IT Systems Engineer	\$8,536	7/1/2014	Unknown	Unknown
6	City of Tulare	Computer Systems Analyst	\$8,314	7/12/2014	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Network Administrator</b>	<b>\$7,969</b>	<b>7/1/2014</b>		
8	City of Porterville	Information Technology Analyst II	\$7,610	1/1/2015	Unknown	Unknown
9	City of Fresno	Senior Network Systems Specialist	\$7,423	8/5/2013	Unknown	Unknown
	City of Ceres	N/C				
	City of Hanford	N/C				
<b>Average of Comparators</b>			<b>\$8,624</b>			
% Madera Above/Below			-8.2%			
<b>Median of Comparators</b>			<b>\$8,707</b>			
% Madera Above/Below			-9.3%			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Office Assistant II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Office Assistant II	\$5,396	7/1/2014	7/1/2015	2.11%
2	City of Clovis	Office Assistant	\$5,247	7/1/2014	7/1/2015	3%
3	City of Lodi	Administrative Clerk	\$5,184	1/1/2014	Unknown	Unknown
4	City of Ceres	Administrative Clerk II	\$5,024	1/1/2015	Unknown	Unknown
<b>5</b>	<b>City of Madera</b>	<b>Office Assistant II</b>	<b>\$4,961</b>	<b>7/1/2014</b>		
6	City of Tulare	Department Assistant II	\$4,629	7/12/2014	Unknown	Unknown
7	City of Porterville	Clerical Assistant II	\$4,287	1/1/2015	Unknown	Unknown
8	City of Fresno	Administrative Clerk II	\$3,769	8/5/2013	Unknown	Unknown
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
<b>Average of Comparators</b>			<b>\$4,791</b>			
<b>% Madera Above/Below</b>			<b>3.4%</b>			
<b>Median of Comparators</b>			<b>\$5,024</b>			
<b>% Madera Above/Below</b>			<b>-1.3%</b>			
<b>Number of Matches</b>			<b>7</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Paralegal Office Administrator</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Madera	Paralegal Office Administrator	\$8,058	7/1/2014		
2	City of Fresno	Law Office Manager / Legal Assistant	\$7,645	8/25/2014	Unknown	Unknown
3	City of Merced	Paralegal	\$6,691	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				
		<b>Average of Comparators % Madera Above/Below</b>	<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
		<b>Median of Comparators % Madera Above/Below</b>	<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
		<b>Number of Matches</b>	<b>2</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Park Planning Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Parks Manager	\$11,598	7/1/2014	7/1/2015	3%
2	City of Manteca	Parks Planning & Project Superintendent	\$10,940	7/1/2014	Unknown	Unknown
3	City of Fresno	Parks Manager	\$9,987	8/25/2014	Unknown	Unknown
<b>4</b>	<b>City of Madera</b>	<b>Park Planning Manager</b>	<b>\$9,663</b>	<b>7/1/2014</b>		
5	City of Lodi	Park Superintendent	\$9,464	3/21/2012	Unknown	Unknown
6	City of Tulare	Park Development & Maintenance Manager	\$7,308	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				
<b>Average of Comparators</b>			<b>\$9,859</b>			
<b>% Madera Above/Below</b>			<b>-2.0%</b>			
<b>Median of Comparators</b>			<b>\$9,987</b>			
<b>% Madera Above/Below</b>			<b>-3.4%</b>			
<b>Number of Matches</b>			<b>5</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Parks Supervisor</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Landscape Supervisor	\$9,529	7/1/2014	Unknown	Unknown
2	City of Turlock	Public Facilities Maintenance Supervisor	\$9,319	7/1/2014	7/1/2015	2.11%
3	City of Lodi	Park Supervisor	\$7,342	3/21/2012	Unknown	Unknown
4	City of Merced	Public Works Supervisor - Parks and Trees	\$7,104	12/15/2008	6/22/2015	2%
<b>5</b>	<b>City of Madera</b>	<b>Parks Supervisor</b>	<b>\$7,036</b>	<b>7/1/2014</b>		
6	City of Hanford	Parks Supervisor	\$6,966	7/7/2014	7/1/2015	2%
7	City of Ceres	Landscape Maintenance Supervisor	\$6,965	1/1/2015	Unknown	Unknown
8	City of Fresno	Parks Supervisor / Forestry Supervisor I	\$5,991	7/1/2009	Unknown	Unknown
9	City of Tulare	Parks Supervisor	\$5,815	7/12/2014	Unknown	Unknown
10	City of Porterville	Parks Supervisor	\$5,777	1/1/2015	Unknown	Unknown
	City of Clovis	N/C				
<b>Average of Comparators</b>			<b>\$7,201</b>			
<b>% Madera Above/Below</b>			<b>-2.4%</b>			
<b>Median of Comparators</b>			<b>\$6,966</b>			
<b>% Madera Above/Below</b>			<b>1.0%</b>			
<b>Number of Matches</b>			<b>9</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Parks Worker II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Parks Senior Maintenance Worker	\$6,943	7/1/2014	7/1/2015	3%
2	City of Manteca	Parks/Golf Maintenance Worker II	\$6,750	7/1/2014	Unknown	Unknown
3	City of Turlock	Maintenance Worker II	\$6,059	7/1/2014	7/1/2015	2.11%
4	City of Lodi	Park Maintenance Worker II	\$5,795	3/21/2012	Unknown	Unknown
5	City of Merced	Parks Worker II / Pesticide Applicator I	\$5,741	12/23/2013	7/1/2015	2%
6	City of Ceres	Parks Maintenance Worker II	\$5,686	1/1/2015	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Parks Worker II</b>	<b>\$5,181</b>	<b>7/1/2014</b>		
8	City of Hanford	Maintenance Worker II	\$4,947	7/7/2014	7/1/2015	2%
9	City of Tulare	Parks Maintenance Worker II	\$4,838	7/12/2014	Unknown	Unknown
10	City of Fresno	Parks Maintenance Worker II	\$4,752	7/1/2011	Unknown	Unknown
11	City of Porterville	Parks Maintenance Worker II	\$4,741	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$5,625</b>			
<b>% Madera Above/Below</b>			<b>-8.6%</b>			
<b>Median of Comparators</b>			<b>\$5,714</b>			
<b>% Madera Above/Below</b>			<b>-10.3%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Payroll Specialist</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Payroll Technician	\$7,468	7/1/2014	Unknown	Unknown
2	City of Merced	Payroll Technician II	\$7,142	12/15/2008	6/22/2015	2%
3	City of Turlock	Payroll Coordinator	\$6,972	7/1/2014	7/1/2015	2.18%
<b>4</b>	<b>City of Madera</b>	<b>Payroll Specialist</b>	<b>\$6,355</b>	<b>7/1/2014</b>		
5	City of Lodi	Finance Technician	\$6,293	1/1/2014	Unknown	Unknown
6	City of Tulare	Payroll Specialist	\$5,951	7/12/2014	Unknown	Unknown
7	City of Porterville	Administrative Aide - Payroll	\$5,727	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				
<b>Average of Comparators</b>			<b>\$6,592</b>			
<b>% Madera Above/Below</b>			<b>-3.7%</b>			
<b>Median of Comparators</b>			<b>\$6,633</b>			
<b>% Madera Above/Below</b>			<b>-4.4%</b>			
<b>Number of Matches</b>			<b>6</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Planning Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Planning Manager	\$12,625	7/1/2014	Unknown	Unknown
2	City of Turlock	Planning Manager	\$12,504	7/1/2014	7/1/2015	1.89%
<b>3</b>	<b>City of Madera</b>	<b>Planning Manager</b>	<b>\$11,590</b>	<b>7/1/2014</b>		
4	City of Merced	Planning Manager	\$10,873	12/15/2008	6/22/2015	2%
5	City of Porterville	City Planner	\$9,737	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				
<b>Average of Comparators</b>			<b>\$11,435</b>			
<b>% Madera Above/Below</b>			<b>1.3%</b>			
<b>Median of Comparators</b>			<b>\$11,688</b>			
<b>% Madera Above/Below</b>			<b>-0.8%</b>			
<b>Number of Matches</b>			<b>4</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Plans Examiner</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Plans Examiner II	\$8,670	7/1/2014	7/1/2015	2.11%
2	City of Clovis	Plans Examiner	\$8,118	7/1/2014	7/1/2015	3%
3	City of Merced	Plans Examiner II	\$7,812	12/15/2008	6/22/2015	2%
<b>4</b>	<b>City of Madera</b>	<b>Plans Examiner</b>	<b>\$7,060</b>	<b>7/1/2014</b>		
5	City of Tulare	Plans Examiner	\$6,544	7/12/2014	Unknown	Unknown
6	City of Fresno	Plans Examiner II	\$6,021	8/5/2013	Unknown	Unknown
	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				
<b>Average of Comparators</b>			<b>\$7,433</b>			
<b>% Madera Above/Below</b>			<b>-5.3%</b>			
<b>Median of Comparators</b>			<b>\$7,812</b>			
<b>% Madera Above/Below</b>			<b>-10.6%</b>			
<b>Number of Matches</b>			<b>5</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Police Chief</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Police Chief	\$20,761	7/1/2014	7/1/2015	1.89%
2	City of Fresno	Police Chief	\$20,651	8/25/2014	Unknown	Unknown
3	City of Lodi	Police Chief	\$19,226	1/1/2014	Unknown	Unknown
4	City of Clovis	Police Chief	\$18,551	7/1/2014	7/1/2015	3%
5	City of Manteca	Police Chief	\$18,499	7/1/2014	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>Police Chief</b>	<b>\$17,106</b>	<b>7/1/2014</b>		
7	City of Merced	Police Chief	\$16,082	12/15/2008	6/22/2015	2%
8	City of Hanford	Police Chief	\$14,876	7/7/2014	7/1/2015	2%
9	City of Tulare	Police Chief	\$14,570	7/12/2014	Unknown	Unknown
10	City of Porterville	Chief of Police	\$12,450	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
<b>Average of Comparators</b>			<b>\$17,296</b>			
<b>% Madera Above/Below</b>			<b>-1.1%</b>			
<b>Median of Comparators</b>			<b>\$18,499</b>			
<b>% Madera Above/Below</b>			<b>-8.1%</b>			
<b>Number of Matches</b>			<b>9</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Police Commander</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Police Captain	\$16,006	7/1/2014	7/1/2015	3%
2	City of Manteca	Police Captain	\$15,535	7/1/2014	Unknown	Unknown
3	City of Lodi	Police Captain	\$15,074	1/1/2014	Unknown	Unknown
4	City of Turlock	Police Captain	\$14,803	7/1/2014	7/1/2015	1.90%
<b>5</b>	<b>City of Madera</b>	<b>Police Commander</b>	<b>\$14,313</b>	<b>7/1/2014</b>		
6	City of Merced	Police Captain	\$13,623	12/15/2008	6/22/2015	2%
7	City of Fresno	Police Captain	\$13,104	7/1/2014	7/1/2015	2%
8	City of Ceres	Police Lieutenant	\$12,466	1/1/2015	Unknown	Unknown
9	City of Tulare	Police Captain	\$11,669	7/12/2014	Unknown	Unknown
10	City of Hanford	Police Captain	\$11,155	7/7/2014	7/1/2015	2%
11	City of Porterville	Police Captain	\$9,703	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$13,314</b>			
<b>% Madera Above/Below</b>			<b>7.0%</b>			
<b>Median of Comparators</b>			<b>\$13,364</b>			
<b>% Madera Above/Below</b>			<b>6.6%</b>			
<b>Number of Matches</b>			<b>10</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Police Office Supervisor</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Records Supervisor / Communications Supervisor	\$10,797	7/1/2014	7/1/2015	3%
2	City of Turlock	Public Safety Records Supervisor / Public Safety Communications Supervisor	\$8,655	8/1/2014	7/1/2015	2.11%
<b>3</b>	<b>City of Madera</b>	<b>Police Office Supervisor</b>	<b>\$7,473</b>	<b>7/1/2014</b>		
4	City of Merced	Police Records Supervisor / Supervising Police Dispatcher	\$7,458	12/15/2008	6/22/2015	2%
5	City of Hanford	Police Support Services Supervisor	\$7,397	7/7/2014	7/1/2015	2%
6	City of Ceres	Public Safety Support Services Supervisor	\$7,257	1/1/2015	Unknown	Unknown
7	City of Lodi	Police Records Clerk Supervisor / Dispatch Supervisor	\$7,212	1/1/2014	Unknown	Unknown
8	City of Porterville	Police Services Supervisor	\$6,535	1/1/2015	Unknown	Unknown
9	City of Fresno	Records Supervisor / Emergency Services Communications Supervisor	\$6,252	7/1/2009	Unknown	Unknown
	City of Manteca	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$7,695</b>			
<b>% Madera Above/Below</b>			<b>-3.0%</b>			
<b>Median of Comparators</b>			<b>\$7,327</b>			
<b>% Madera Above/Below</b>			<b>1.9%</b>			
<b>Number of Matches</b>			<b>8</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Police Officer II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Police Officer II	\$11,669	7/1/2014	Unknown	Unknown
2	City of Lodi	Police Officer	\$9,526	1/1/2014	Unknown	Unknown
3	City of Clovis	Police Officer	\$9,291	7/1/2014	7/1/2015	3%
4	City of Ceres	Police Officer	\$8,961	1/1/2015	Unknown	Unknown
<b>5</b>	<b>City of Madera</b>	<b>Police Officer II</b>	<b>\$8,451</b>	<b>7/1/2014</b>		
6	City of Merced	Police Officer	\$8,446	12/24/2012	Unknown	Unknown
7	City of Turlock	Police Officer II	\$8,327	8/1/2014	8/1/2015	1.98%
8	City of Fresno	Police Officer	\$8,006	7/1/2014	7/1/2015	2%
9	City of Hanford	Police Officer	\$7,409	7/7/2014	7/1/2015	2%
10	City of Tulare	Police Officer	\$7,365	7/12/2014	Unknown	Unknown
11	City of Porterville	Police Officer	\$5,993	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$8,499</b>			
<b>% Madera Above/Below</b>			<b>-0.6%</b>			
<b>Median of Comparators</b>			<b>\$8,386</b>			
<b>% Madera Above/Below</b>			<b>0.8%</b>			
<b>Number of Matches</b>			<b>10</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Police Sergeant</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Police Sergeant	\$13,842	7/1/2014	Unknown	Unknown
2	City of Clovis	Police Sergeant	\$11,450	7/1/2014	7/1/2015	3%
3	City of Lodi	Police Sergeant	\$11,051	1/1/2014	Unknown	Unknown
4	City of Merced	Police Sergeant	\$11,020	12/24/2012	Unknown	Unknown
5	City of Ceres	Police Sergeant	\$11,006	1/1/2015	Unknown	Unknown
<b>6</b>	<b>City of Madera</b>	<b>Police Sergeant</b>	<b>\$10,178</b>	<b>7/1/2014</b>		
7	City of Turlock	Police Sergeant	\$9,909	8/1/2014	8/1/2015	1.98%
8	City of Fresno	Police Sergeant	\$9,464	7/1/2014	7/1/2015	2%
9	City of Tulare	Police Sergeant	\$9,308	7/12/2014	Unknown	Unknown
10	City of Hanford	Police Sergeant	\$8,784	7/7/2014	7/1/2015	2%
11	City of Porterville	Police Sergeant	\$7,269	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$10,310</b>			
<b>% Madera Above/Below</b>			<b>-1.3%</b>			
<b>Median of Comparators</b>			<b>\$10,458</b>			
<b>% Madera Above/Below</b>			<b>-2.7%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Procurement Services Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Fresno	Purchasing Manager	\$9,987	8/25/2014	Unknown	Unknown
2	City of Merced	Purchasing Supervisor	\$7,435	12/15/2008	6/22/2015	2%
<b>3</b>	<b>City of Madera</b>	<b>Procurement Services Manager</b>	<b>\$7,010</b>	<b>7/1/2014</b>		
	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				
		<b>Average of Comparators % Madera Above/Below</b>	<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
		<b>Median of Comparators % Madera Above/Below</b>	<b>Insufficient Data to do Analysis Insufficient Data to do Analysis</b>			
		<b>Number of Matches</b>	<b>2</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Program Manager-Grants</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Housing Program Coordinator	\$9,640	7/1/2014	7/1/2015	3%
2	City of Turlock	Administrative Analyst	\$8,935	7/1/2014	7/1/2015	1.89%
3	City of Manteca	Senior Administrative Analyst	\$8,377	7/1/2014	Unknown	Unknown
4	City of Lodi	Management Analyst	\$8,083	1/1/2014	Unknown	Unknown
5	City of Merced	Management Analyst	\$7,907	12/15/2008	6/22/2015	2%
<b>6</b>	<b>City of Madera</b>	<b>Program Manager-Grants</b>	<b>\$7,821</b>	<b>7/1/2014</b>		
7	City of Porterville	Administrative Analyst II	\$7,610	1/1/2015	Unknown	Unknown
8	City of Ceres	Administrative Analyst	\$7,557	1/1/2015	Unknown	Unknown
9	City of Tulare	Senior Management Analyst	\$7,180	7/12/2014	Unknown	Unknown
10	City of Fresno City of Hanford	Management Analyst II N/C	\$5,788	7/1/2009	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$7,897</b>			
<b>% Madera Above/Below</b>			<b>-1.0%</b>			
<b>Median of Comparators</b>			<b>\$7,907</b>			
<b>% Madera Above/Below</b>			<b>-1.1%</b>			
<b>Number of Matches</b>			<b>9</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Property and Evidence Officer</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Property/Evidence Officer	\$7,917	7/1/2014	Unknown	Unknown
2	City of Merced	Community Services Officer	\$6,686	12/24/2012	Unknown	Unknown
3	City of Turlock	Evidence & Property Specialist	\$6,594	8/1/2014	8/1/2015	1.98%
4	City of Lodi	Property & Evidence Technician	\$6,575	1/1/2014	Unknown	Unknown
5	City of Clovis	Property & Evidence Technician	\$6,332	7/1/2014	7/1/2015	3%
6	City of Ceres	Community Services Officer	\$6,119	1/1/2015	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Property and Evidence Officer</b>	<b>\$6,078</b>	<b>7/1/2014</b>		
8	City of Tulare	Evidence Technician	\$5,707	7/12/2014	Unknown	Unknown
9	City of Hanford	Property & Evidence Technician	\$5,608	7/7/2014	7/1/2015	2%
10	City of Fresno	Property & Evidence Technician	\$4,858	8/5/2013	Unknown	Unknown
11	City of Porterville	Property & Evidence Technician	\$4,545	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$6,094</b>			
<b>% Madera Above/Below</b>			<b>-0.3%</b>			
<b>Median of Comparators</b>			<b>\$6,226</b>			
<b>% Madera Above/Below</b>			<b>-2.4%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Public Safety Dispatcher</b>							
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	
1	City of Manteca	Public Safety Dispatcher II	\$7,573	7/1/2014	Unknown	Unknown	
2	City of Lodi	Dispatcher Jailer	\$7,219	1/1/2014	Unknown	Unknown	
3	City of Clovis	Public Safety Dispatcher	\$6,953	7/1/2014	7/1/2015	3%	
4	City of Turlock	Emergency Services Dispatcher II	\$6,755	8/1/2014	8/1/2015	1.98%	
5	City of Merced	Dispatcher II	\$6,219	12/24/2012	Unknown	Unknown	
6	City of Ceres	Public Safety Dispatcher II	\$6,119	1/1/2015	Unknown	Unknown	
<b>7</b>	<b>City of Madera</b>	<b>Public Safety Dispatcher</b>	<b>\$6,078</b>	<b>7/1/2014</b>			
8	City of Tulare	Public Safety Dispatcher II	\$5,381	7/12/2014	Unknown	Unknown	
9	City of Hanford	Communications Dispatcher	\$5,188	7/7/2014	7/1/2015	2%	
10	City of Fresno	Emergency Services Dispatcher II	\$5,069	8/5/2013	Unknown	Unknown	
11	City of Porterville	Communications Dispatcher	\$4,857	1/1/2015	Unknown	Unknown	
<b>Average of Comparators</b>			<b>\$6,133</b>				
<b>% Madera Above/Below</b>			<b>-0.9%</b>				
<b>Median of Comparators</b>			<b>\$6,169</b>				
<b>% Madera Above/Below</b>			<b>-1.5%</b>				
<b>Number of Matches</b>			<b>10</b>				

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Public Works Maintenance Worker II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Senior Maintenance Worker	\$6,943	7/1/2014	7/1/2015	3%
2	City of Manteca	Street Maintenance/Equipment Operator II	\$6,750	7/1/2014	Unknown	Unknown
3	City of Lodi	Street Maintenance Worker II	\$6,088	3/21/2012	Unknown	Unknown
4	City of Turlock	Maintenance Worker II	\$6,059	7/1/2014	7/1/2015	2.11%
5	City of Merced	Maintenance Worker II / Collection System Worker II	\$5,990	12/23/2013	7/1/2015	2%
6	City of Ceres	Street Maintenance Operator II	\$5,686	1/1/2015	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Public Works Maintenance Worker II</b>	<b>\$5,181</b>	<b>7/1/2014</b>		
8	City of Tulare	Street Maintenance Worker II / Wastewater Collection System Maintenance Worker II / Water Utility Maintenance Worker II	\$5,015	7/12/2014	Unknown	Unknown
9	City of Hanford	Maintenance Worker II	\$4,947	7/7/2014	7/1/2015	2%
10	City of Fresno	Collection System Maintenance Operator II / Maintenance & Construction Worker	\$4,800	7/1/2011	Unknown	Unknown
11	City of Porterville	Field Services Worker II	\$4,741	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$5,702</b>			
<b>% Madera Above/Below</b>			<b>-10.1%</b>			
<b>Median of Comparators</b>			<b>\$5,838</b>			
<b>% Madera Above/Below</b>			<b>-12.7%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Public Works Maintenance Worker IV</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Equipment Operator	\$7,746	7/1/2014	7/1/2015	3%
2	City of Turlock	Maintenance Worker, Senior	\$6,519	7/1/2014	7/1/2015	2.11%
<b>3</b>	<b>City of Madera</b>	<b>Public Works Maintenance Worker IV</b>	<b>\$5,942</b>	<b>7/1/2014</b>		
4	City of Fresno	Heavy Equipment Operator	\$5,643	7/1/2011	Unknown	Unknown
5	City of Porterville	Field Services Worker III	\$5,162	1/1/2015	Unknown	Unknown
6	City of Hanford	Heavy Equipment Operator	\$5,129	7/7/2014	7/1/2015	2%
	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				
<b>Average of Comparators</b>			<b>\$6,040</b>			
<b>% Madera Above/Below</b>			<b>-1.7%</b>			
<b>Median of Comparators</b>			<b>\$5,643</b>			
<b>% Madera Above/Below</b>			<b>5.0%</b>			
<b>Number of Matches</b>			<b>5</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Public Works Operations Director</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Assistant Public Utilities Director	\$14,837	7/1/2014	7/1/2015	3%
2	City of Fresno	Assistant Director of Public Works / Assistant Director of Public Utilities	\$13,920	8/25/2014	Unknown	Unknown
3	City of Lodi	Deputy Public Works Director	\$13,696	1/1/2014	Unknown	Unknown
4	City of Manteca	Public Works Deputy Director - Utilities	\$13,436	7/1/2014	Unknown	Unknown
<b>5</b>	<b>City of Madera</b>	<b>Public Works Operations Director</b>	<b>\$12,161</b>	<b>7/1/2014</b>		
6	City of Porterville	Deputy Public Works Director/Field Services Manager	\$11,082	1/1/2015	Unknown	Unknown
7	City of Ceres	Deputy Public Works Director	\$10,406	1/1/2015	Unknown	Unknown
8	City of Tulare	Field Services Manager	\$9,519	7/12/2014	Unknown	Unknown
	City of Hanford	N/C				
	City of Merced	N/C				
	City of Turlock	N/C				
<b>Average of Comparators</b>			<b>\$12,414</b>			
<b>% Madera Above/Below</b>			<b>-2.1%</b>			
<b>Median of Comparators</b>			<b>\$13,436</b>			
<b>% Madera Above/Below</b>			<b>-10.5%</b>			
<b>Number of Matches</b>			<b>7</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Purchasing Assistant</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Lodi	Senior Storekeeper	\$6,310	3/21/2012	Unknown	Unknown
2	<b>City of Madera</b>	<b>Purchasing Assistant</b>	<b>\$5,655</b>	<b>7/1/2014</b>		
	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				
	City of Turlock	N/C				
		<b>Average of Comparators</b>	<b>Insufficient Data to do Analysis</b>			
		<b>% Madera Above/Below</b>	<b>Insufficient Data to do Analysis</b>			
		<b>Median of Comparators</b>	<b>Insufficient Data to do Analysis</b>			
		<b>% Madera Above/Below</b>	<b>Insufficient Data to do Analysis</b>			
		<b>Number of Matches</b>	<b>1</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Records Clerk</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Police Records Clerk II	\$6,898	7/1/2014	Unknown	Unknown
2	<b>City of Madera</b>	<b>Records Clerk</b>	<b>\$5,695</b>	<b>7/1/2014</b>		
3	City of Turlock	Police Records Technician	\$5,663	7/1/2014	7/1/2015	2.11%
4	City of Lodi	Police Records Clerk II	\$5,548	1/1/2014	Unknown	Unknown
5	City of Ceres	Public Safety Records Clerk II	\$5,486	1/1/2015	Unknown	Unknown
6	City of Merced	Records Clerk II	\$5,130	12/15/2008	6/22/2015	2%
7	City of Tulare	Police Records Specialist	\$4,812	7/12/2014	Unknown	Unknown
8	City of Hanford	Police Records Assistant	\$4,719	7/7/2014	7/1/2015	2%
9	City of Porterville	Records Clerk	\$4,462	1/1/2015	Unknown	Unknown
	City of Clovis	N/C				
	City of Fresno	N/C				
<b>Average of Comparators</b>			<b>\$5,340</b>			
<b>% Madera Above/Below</b>			<b>6.2%</b>			
<b>Median of Comparators</b>			<b>\$5,308</b>			
<b>% Madera Above/Below</b>			<b>6.8%</b>			
<b>Number of Matches</b>			<b>8</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Recreation/Community Programs Coordinator</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Recreation Coordinator	\$8,591	7/1/2014	7/1/2015	3%
2	City of Turlock	Recreation Supervisor	\$7,500	7/1/2014	7/1/2015	2.11%
3	City of Manteca	Recreation Coordinator	\$6,937	7/1/2014	Unknown	Unknown
4	City of Ceres	Recreation Supervisor	\$6,689	1/1/2015	Unknown	Unknown
5	City of Merced	Recreation Coordinator	\$6,418	12/15/2008	6/22/2015	2%
<b>6</b>	<b>City of Madera</b>	<b>Recreation/Community Programs Coordinator</b>	<b>\$6,355</b>	<b>7/1/2014</b>		
7	City of Fresno	Community Recreation Supervisor I	\$5,991	7/1/2009	Unknown	Unknown
8	City of Lodi	Program Coordinator	\$5,733	1/1/2014	Unknown	Unknown
9	City of Porterville	Leisure Services Supervisor	\$5,676	1/1/2015	Unknown	Unknown
	City of Hanford	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$6,692</b>			
<b>% Madera Above/Below</b>			<b>-5.3%</b>			
<b>Median of Comparators</b>			<b>\$6,553</b>			
<b>% Madera Above/Below</b>			<b>-3.1%</b>			
<b>Number of Matches</b>			<b>8</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Recreation/Community Programs Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Recreation Manager	\$12,504	7/1/2014	7/1/2015	1.89%
2	City of Fresno	Recreation Manager	\$9,987	8/25/2014	Unknown	Unknown
<b>3</b>	<b>City of Madera</b>	<b>Recreation/Community Programs Manager</b>	<b>\$8,629</b>	<b>7/1/2014</b>		
4	City of Tulare	Recreation & Community Services Manager	\$7,950	7/12/2014	Unknown	Unknown
5	City of Lodi	Recreation Manager	\$7,657	1/1/2014	Unknown	Unknown
6	City of Porterville	Leisure Services Superintendent	\$7,019	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
	City of Hanford	N/C				
	City of Manteca	N/C				
	City of Merced	N/C				
<b>Average of Comparators</b>			<b>\$9,024</b>			
<b>% Madera Above/Below</b>			<b>-4.6%</b>			
<b>Median of Comparators</b>			<b>\$7,950</b>			
<b>% Madera Above/Below</b>			<b>7.9%</b>			
<b>Number of Matches</b>			<b>5</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Senior Nutrition Program Monitor</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Senior Center Nutrition Services Worker	\$5,371	7/1/2014	7/1/2015	3%
2	<b>City of Madera</b>	<b>Senior Nutrition Program Monitor</b>	<b>\$4,991</b>	<b>7/1/2014</b>		
	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				
<b>Average of Comparators</b>			<b>Insufficient Data to do Analysis</b>			
<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>			
<b>Median of Comparators</b>			<b>Insufficient Data to do Analysis</b>			
<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>			
<b>Number of Matches</b>			<b>1</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Senior Planner</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Clovis	Senior Planner	\$11,698	7/1/2014	7/1/2015	3%
2	City of Manteca	Senior Planner	\$11,166	7/1/2014	Unknown	Unknown
<b>3</b>	<b>City of Madera</b>	<b>Senior Planner</b>	<b>\$10,056</b>	<b>7/1/2014</b>		
4	City of Lodi	Senior Planner	\$9,396	1/1/2014	Unknown	Unknown
5	City of Turlock	Senior Planner	\$9,281	7/1/2014	7/1/2015	2.11%
6	City of Merced	Senior Planner	\$9,214	12/15/2008	6/22/2015	2%
7	City of Hanford	Senior Planner	\$8,043	7/7/2014	7/1/2015	2%
8	City of Porterville	Senior Planner	\$7,962	1/1/2015	Unknown	Unknown
9	City of Fresno	Planner III	\$6,895	7/1/2009	Unknown	Unknown
	City of Ceres	N/C				
	City of Tulare	N/C				
<b>Average of Comparators</b>			<b>\$9,207</b>			
<b>% Madera Above/Below</b>			<b>8.4%</b>			
<b>Median of Comparators</b>			<b>\$9,247</b>			
<b>% Madera Above/Below</b>			<b>8.0%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Solid Waste Recycling Assistant</b>							
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	
1	<b>City of Madera</b>	<b>Solid Waste Recycling Assistant</b>	<b>\$5,640</b>	<b>7/1/2014</b>			
	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					
		<b>Average of Comparators</b>			<b>Insufficient Data to do Analysis</b>		
		<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>		
		<b>Median of Comparators</b>			<b>Insufficient Data to do Analysis</b>		
		<b>% Madera Above/Below</b>			<b>Insufficient Data to do Analysis</b>		
		<b>Number of Matches</b>			<b>0</b>		

NOTE: All calculations exclude Madera

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Streets and Storm Drainage Operations Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Public Facilities Maintenance Manager	\$12,504	7/1/2014	7/1/2015	1.89%
2	City of Clovis	Street Maintenance Manager	\$11,598	7/1/2014	7/1/2015	3%
3	City of Manteca	Facilities Maintenance Superintendent	\$10,940	7/1/2014	Unknown	Unknown
4	City of Merced	Public Works Manager - Internal Services	\$8,766	12/15/2008	6/22/2015	2%
5	City of Fresno	Street Maintenance Superintendent	\$8,589	7/1/2009	Unknown	Unknown
6	City of Hanford	Streets Superintendent	\$8,353	7/7/2014	7/1/2015	2%
7	City of Tulare	Street Manager	\$7,915	7/12/2014	Unknown	Unknown
<b>8</b>	<b>City of Madera</b>	<b>Streets and Storm Drainage Operations Manager</b>	<b>\$7,439</b>	<b>7/1/2014</b>		
9	City of Porterville	Field Services Superintendent	\$7,406	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Lodi	N/C				
<b>Average of Comparators</b>			<b>\$9,509</b>			
<b>% Madera Above/Below</b>			<b>-27.8%</b>			
<b>Median of Comparators</b>			<b>\$8,677</b>			
<b>% Madera Above/Below</b>			<b>-16.6%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Streets and Storm Drainage Operations Supervisor</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Public Facilities Maintenance Supervisor	\$9,319	7/1/2014	7/1/2015	2.11%
2	City of Fresno	Street Maintenance Supervisor	\$7,968	7/1/2009	Unknown	Unknown
3	City of Lodi	Streets Supervisor	\$7,625	3/21/2012	Unknown	Unknown
4	City of Merced	Public Works Supervisor - Streets	\$7,469	12/15/2008	6/22/2015	2%
<b>5</b>	<b>City of Madera</b>	<b>Streets &amp; Storm Drainage Operations Supervisor</b>	<b>\$7,048</b>	<b>7/1/2014</b>		
6	City of Ceres	Streets Maintenance Supervisor	\$6,965	1/1/2015	Unknown	Unknown
7	City of Hanford	Streets Supervisor	\$6,698	7/7/2014	7/1/2015	2%
8	City of Tulare	Streets Supervisor	\$5,815	7/12/2014	Unknown	Unknown
9	City of Porterville	Field Services Supervisor	\$5,777	1/1/2015	Unknown	Unknown
	City of Clovis	N/C				
	City of Manteca	N/C				
<b>Average of Comparators</b>			<b>\$7,205</b>			
<b>% Madera Above/Below</b>			<b>-2.2%</b>			
<b>Median of Comparators</b>			<b>\$7,217</b>			
<b>% Madera Above/Below</b>			<b>-2.4%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Utility Billing Supervisor</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Financial Customer Service Supervisor	\$10,139	7/1/2014	7/1/2015	1.89%
2	<b>City of Madera</b>	<b>Utility Billing Supervisor</b>	<b>\$7,010</b>	<b>7/1/2014</b>		
3	City of Ceres	Revenue & Customer Service Supervisor	\$6,965	1/1/2015	Unknown	Unknown
4	City of Lodi	Supervising Customer Service Representative	\$6,293	1/1/2014	Unknown	Unknown
5	City of Porterville	Utilities Billing Supervisor	\$5,252	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				
<b>Average of Comparators</b>			<b>\$7,162</b>			
<b>% Madera Above/Below</b>			<b>-2.2%</b>			
<b>Median of Comparators</b>			<b>\$6,629</b>			
<b>% Madera Above/Below</b>			<b>5.4%</b>			
<b>Number of Matches</b>			<b>4</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Wastewater Collection System Supervisor</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Wastewater Collection System Maintenance Supervisor	\$9,908	7/1/2014	Unknown	Unknown
2	City of Turlock	Utilities Supervisor	\$9,319	7/1/2014	7/1/2015	2.11%
3	City of Lodi	Water/Wastewater Supervisor	\$8,060	3/21/2012	Unknown	Unknown
4	City of Merced	Public Works Supervisor - Main Sewers/Storm Drains	\$7,555	12/15/2008	6/22/2015	2%
5	City of Tulare	Wastewater Collection Maintenance Supervisor	\$7,220	7/12/2014	Unknown	Unknown
6	City of Hanford	Utilities Supervisor	\$7,064	7/7/2014	7/1/2015	2%
<b>7</b>	<b>City of Madera</b>	<b>Wastewater Collection System Supervisor</b>	<b>\$7,048</b>	<b>7/1/2014</b>		
8	City of Fresno	Collection System Maintenance Supervisor	\$6,768	7/1/2009	Unknown	Unknown
9	City of Porterville	Field Services Supervisor	\$5,777	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
<b>Average of Comparators</b>			<b>\$7,709</b>			
<b>% Madera Above/Below</b>			<b>-9.4%</b>			
<b>Median of Comparators</b>			<b>\$7,387</b>			
<b>% Madera Above/Below</b>			<b>-4.8%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Wastewater Laboratory Analyst Environmental Compliance Inspector II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Laboratory Analyst II / Environmental Compliance Inspector	\$7,767	7/1/2014	7/1/2015	2.11%
2	City of Manteca	Laboratory Technician III	\$7,468	7/1/2014	Unknown	Unknown
3	City of Lodi	Lab Technician II / Environmental Compliance Inspector	\$6,915	3/21/2012	Unknown	Unknown
4	City of Merced	Laboratory Technician II / Environmental Control Officer II	\$6,903	12/23/2013	6/22/2015	2%
<b>5</b>	<b>City of Madera</b>	<b>Wastewater Laboratory Analyst Environmental Compliance Inspector II</b>	<b>\$6,834</b>	<b>7/1/2014</b>		
6	City of Porterville	Laboratory Technician III / Industrial Waste Inspector II	\$6,598	1/1/2015	Unknown	Unknown
7	City of Hanford	Lab Technician	\$5,996	7/7/2014	7/1/2015	2%
8	City of Fresno	Inorganic Chemist / Environmental Control Officer	\$5,838	8/5/2013	Unknown	Unknown
9	City of Tulare	Laboratory Technician / Industrial Waste Inspector	\$5,412	7/12/2014	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
<b>Average of Comparators</b>			<b>\$6,612</b>			
<b>% Madera Above/Below</b>			<b>3.2%</b>			
<b>Median of Comparators</b>			<b>\$6,750</b>			
<b>% Madera Above/Below</b>			<b>1.2%</b>			
<b>Number of Matches</b>			<b>8</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Waste Water Treatment Plant Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Water Quality Control Division Manager	\$12,504	7/1/2014	7/1/2015	1.89%
2	City of Manteca	Wastewater System Superintendent	\$12,115	7/1/2014	Unknown	Unknown
3	City of Merced	Wastewater Treatment Plant Superintendent / Public Works Manager - Wastewater	\$10,261	12/15/2008	6/22/2015	2%
4	City of Fresno	Wastewater Manager	\$9,987	8/25/2014	Unknown	Unknown
5	City of Lodi	Wastewater Plant Superintendent	\$9,846	1/1/2014	Unknown	Unknown
6	City of Hanford	Wastewater Superintendent	\$8,894	7/7/2014	7/1/2015	2%
<b>7</b>	<b>City of Madera</b>	<b>Waste Water Treatment Plant Manager</b>	<b>\$8,642</b>	<b>7/1/2014</b>		
8	City of Tulare	Operations Manager	\$8,314	7/12/2014	Unknown	Unknown
9	City of Porterville	Wastewater Utilities Superintendent	\$7,406	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
<b>Average of Comparators</b>			<b>\$9,916</b>			
<b>% Madera Above/Below</b>			<b>-14.7%</b>			
<b>Median of Comparators</b>			<b>\$9,917</b>			
<b>% Madera Above/Below</b>			<b>-14.8%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Wastewater Treatment Plant Mechanic</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Electrical Mechanical Technician II	\$8,133	7/1/2014	7/1/2015	2.11%
2	City of Manteca	Utilities Mechanic	\$7,548	7/1/2014	Unknown	Unknown
3	City of Merced	Wastewater Treatment Plant Mechanic II	\$7,399	12/23/2013	7/1/2015	2%
<b>4</b>	<b>City of Madera</b>	<b>Wastewater Treatment Plant Mechanic</b>	<b>\$7,056</b>	<b>7/1/2014</b>		
5	City of Lodi	Plant & Equipment Mechanic	\$6,758	3/21/2012	Unknown	Unknown
6	City of Fresno	Wastewater Mechanical Specialist	\$5,698	7/1/2011	Unknown	Unknown
7	City of Tulare	Wastewater Maintenance Technician II	\$5,480	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				
<b>Average of Comparators</b>			<b>\$6,836</b>			
<b>% Madera Above/Below</b>			<b>3.1%</b>			
<b>Median of Comparators</b>			<b>\$7,079</b>			
<b>% Madera Above/Below</b>			<b>-0.3%</b>			
<b>Number of Matches</b>			<b>6</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Wastewater Treatment Plant Operator II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Wastewater Plant Operator II	\$8,142	7/1/2014	Unknown	Unknown
2	City of Merced	Wastewater Treatment Plant Operator II	\$7,664	12/23/2013	7/1/2015	2%
3	City of Turlock	Wastewater Plant Operator II	\$7,218	7/1/2014	7/1/2015	2.11%
4	City of Lodi	Wastewater Plant Operator II	\$7,002	3/21/2012	Unknown	Unknown
<b>5</b>	<b>City of Madera</b>	<b>Wastewater Treatment Plant Operator II</b>	<b>\$6,354</b>	<b>7/1/2014</b>		
6	City of Fresno	Wastewater Treatment Plant Operator II	\$5,561	7/1/2011	Unknown	Unknown
7	City of Tulare	Wastewater Treatment Plant Operator II	\$5,480	7/12/2014	Unknown	Unknown
8	City of Hanford	Wastewater Treatment Plant Operator II	\$5,448	7/7/2014	7/1/2015	2%
9	City of Porterville	Wastewater Treatment Facility Operator II	\$5,119	1/1/2015	Unknown	Unknown
	City of Ceres	N/C				
	City of Clovis	N/C				
<b>Average of Comparators</b>			<b>\$6,454</b>			
<b>% Madera Above/Below</b>			<b>-1.6%</b>			
<b>Median of Comparators</b>			<b>\$6,282</b>			
<b>% Madera Above/Below</b>			<b>1.1%</b>			
<b>Number of Matches</b>			<b>8</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator



**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Water and Sewer Operations Manager</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Turlock	Utilities Manager	\$12,504	7/1/2014	7/1/2015	1.89%
2	City of Manteca	Water Systems Superintendent	\$11,629	7/1/2014	Unknown	Unknown
3	City of Clovis	Utilities Manager	\$11,598	7/1/2014	7/1/2015	3%
4	City of Lodi	Utility Superintendent - Public Works	\$10,338	1/1/2014	Unknown	Unknown
5	City of Merced	Public Works Manager - Water	\$10,045	12/15/2008	6/22/2015	2%
6	City of Fresno	Water System Manager / Sewer Maintenance Manager	\$9,987	8/25/2014	Unknown	Unknown
7	City of Hanford	Utilities Superintendent	\$8,826	7/7/2014	7/1/2015	2%
<b>8</b>	<b>City of Madera</b>	<b>Water and Sewer Operations Manager</b>	<b>\$8,642</b>	<b>7/1/2014</b>		
9	City of Porterville	Water Utility Superintendent	\$7,406	1/1/2015	Unknown	Unknown
10	City of Tulare	Water Utility Manager	\$7,308	7/12/2014	Unknown	Unknown
	City of Ceres	N/C				
<b>Average of Comparators</b>			<b>\$9,960</b>			
% Madera Above/Below			<b>-15.3%</b>			
<b>Median of Comparators</b>			<b>\$10,045</b>			
% Madera Above/Below			<b>-16.2%</b>			
<b>Number of Matches</b>			<b>9</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Water Quality Specialist II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Water Regulatory Compliance Specialist II	\$7,272	7/1/2014	Unknown	Unknown
2	City of Merced	Water Meter/Backflow Technician	\$6,586	12/23/2013	7/1/2015	2%
<b>3</b>	<b>City of Madera</b>	<b>Water Quality Specialist II</b>	<b>\$6,354</b>	<b>7/1/2014</b>		
4	City of Tulare	Water Treatment Technician	\$5,815	7/12/2014	Unknown	Unknown
5	City of Porterville	Water Systems Specialist	\$5,777	1/1/2015	Unknown	Unknown
6	City of Fresno	Cross Connection Control Technician	\$5,596	7/1/2011	Unknown	Unknown
	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				
<b>Average of Comparators</b>			<b>\$6,209</b>			
<b>% Madera Above/Below</b>			<b>2.3%</b>			
<b>Median of Comparators</b>			<b>\$5,815</b>			
<b>% Madera Above/Below</b>			<b>8.5%</b>			
<b>Number of Matches</b>			<b>5</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Water System Supervisor</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Water Distribution Supervisor	\$10,309	7/1/2014	Unknown	Unknown
2	City of Turlock	Utilities Supervisor	\$9,319	7/1/2014	7/1/2015	2.11%
3	City of Lodi	Water/Wastewater Supervisor	\$8,576	3/21/2012	Unknown	Unknown
4	City of Merced	Public Works Supervisor - Water	\$8,128	12/15/2008	6/22/2015	2%
5	City of Fresno	Water System Supervisor	\$7,753	7/1/2009	Unknown	Unknown
6	City of Ceres	Water Distribution Supervisor	\$7,567	1/1/2015	Unknown	Unknown
<b>7</b>	<b>City of Madera</b>	<b>Water System Supervisor</b>	<b>\$7,439</b>	<b>7/1/2014</b>		
8	City of Hanford	Utilities Supervisor	\$7,064	7/7/2014	7/1/2015	2%
9	City of Tulare	Water Quality Supervisor	\$6,335	7/12/2014	Unknown	Unknown
	City of Clovis	N/C				
	City of Porterville	N/C				
<b>Average of Comparators</b>			<b>\$8,131</b>			
<b>% Madera Above/Below</b>			<b>-9.3%</b>			
<b>Median of Comparators</b>			<b>\$7,940</b>			
<b>% Madera Above/Below</b>			<b>-6.7%</b>			
<b>Number of Matches</b>			<b>8</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Water System Technician</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Well Mechanic/Operator II	\$8,466	7/1/2014	Unknown	Unknown
2	City of Clovis	Water System Technician	\$8,311	7/1/2014	7/1/2015	3%
3	City of Merced	Pump Operator	\$7,424	12/23/2013	7/1/2015	2%
4	City of Fresno	Water system Operator III	\$6,643	7/1/2011	Unknown	Unknown
<b>5</b>	<b>City of Madera</b>	<b>Water System Technician</b>	<b>\$6,531</b>	<b>7/1/2014</b>		
6	City of Porterville	Water Utility Worker III	\$5,390	1/1/2015	Unknown	Unknown
	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				
<b>Average of Comparators</b>			<b>\$7,247</b>			
<b>% Madera Above/Below</b>			<b>-11.0%</b>			
<b>Median of Comparators</b>			<b>\$7,424</b>			
<b>% Madera Above/Below</b>			<b>-13.7%</b>			
<b>Number of Matches</b>			<b>5</b>			
NOTE: All calculations exclude Madera						

N/C - Non Comparator

**Appendix II  
City of Madera  
Total Monthly Compensation Data  
February 2015**

<b>Water System Worker II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Manteca	Water Distribution Operator II / Water System Maintenance Worker II	\$7,446	7/1/2014	Unknown	Unknown
2	City of Clovis	Senior Maintenance Worker	\$6,943	7/1/2014	7/1/2015	3%
3	City of Merced	Water Systems Technician II	\$6,586	12/23/2013	7/1/2015	2%
4	City of Turlock	Utilities Maintenance Worker II	\$6,568	7/1/2014	7/1/2015	2.11%
<b>5</b>	<b>City of Madera</b>	<b>Water System Worker II</b>	<b>\$6,486</b>	<b>7/1/2014</b>		
6	City of Lodi	Water/Wastewater Maintenance Worker II	\$6,171	3/21/2012	Unknown	Unknown
7	City of Ceres	Water Distribution Operator II	\$5,791	1/1/2015	Unknown	Unknown
8	City of Fresno	Water System Operator II	\$5,452	7/1/2011	Unknown	Unknown
9	City of Hanford	Utilities Maintenance Worker II	\$5,138	7/7/2014	7/1/2015	2%
10	City of Tulare	Water Utility Maintenance Worker II	\$5,126	7/12/2014	Unknown	Unknown
11	City of Porterville	Water Utilities Worker II	\$4,946	1/1/2015	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$6,017</b>			
<b>% Madera Above/Below</b>			<b>7.2%</b>			
<b>Median of Comparators</b>			<b>\$5,981</b>			
<b>% Madera Above/Below</b>			<b>7.8%</b>			
<b>Number of Matches</b>			<b>10</b>			

NOTE: All calculations exclude Madera

N/C - Non Comparator