



League City, TX

2017 COMPENSATION STUDY

Final Report

November 6, 2017

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League City, TX

2017 Compensation Study Final Report - Draft

November 6, 2017

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Executive Summary

Background

This report contains the results of the League City, TX Compensation Study, which includes information on pay ranges and pay practices. Comparative data is effective as of **June 1, 2017**.

The primary objective of the study was to determine the City's market position for pay ranges covering 66 benchmark jobs in the following 25 departments:

- Accounting (5 jobs)
- Animal Control (2 jobs)
- Building (1 job)
- Civic Center Operations (1 job)
- Communications Office (1 job)
- EMS (3 jobs)
- Engineering (2 jobs)
- Fire Marshal (1 job)
- Fleet Maintenance (1 job)
- Human Resources (1 job)
- Information Technology (1 job)
- Library (3 jobs)
- Line Repair (5 jobs)
- Multiple (4 jobs)
- Municipal Court (2 jobs)
- Neighborhood Services (1 job)
- Parks Operations (3 jobs)
- Parks Recreation (2 jobs)
- Planning (2 jobs)
- Police (9 jobs)
- Purchasing (1 job)
- Streets & Stormwater (6 jobs)
- Utility Billing (2 jobs)
- Wastewater (2 jobs)
- Water (5 jobs)

Appendix A details the benchmark job summaries included in the custom market survey to support job matching.

Sixteen (16) peer employers were selected as benchmark employers. Of those sixteen, Segal collected information on pay and pay practices from the following thirteen (13) public sector peer employers.

- Allen, TX
- Bryan, TX
- Dickinson, TX
- Friendswood, TX
- Galveston, TX
- Lewisville, TX
- Longview, TX
- Missouri City, TX
- Pearland, TX
- Richardson, TX
- Round Rock, TX (did not provide responses to pay practices questions)
- Sugar Land, TX
- Webster, TX

The City also collected Police pay ranges only from Baytown, TX.

Summary of Findings

Pay Ranges Summary

Overall, we found League City's pay ranges are at market at the pay range minimum, midpoint and maximum. General Pay ranges are below market at the range minimum, but competitive at range midpoint and maximum. Sworn Police ranges are above market at pay range minimum, midpoint and maximum.

**TABLE 1
LEAGUE CITY
OVERALL MARKET POSITION
BASE PAY RANGE ONLY**

Pay Ranges	City Pay Ranges as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
General Benchmark Positions	93%	95%	96%
Sworn Police Benchmark Positions	108%	108%	106%
Overall	95%	96%	97%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

League City's overall market position also varies by department, as shown in **Table 2**.

TABLE 2
LEAGUE CITY'S OVERALL MARKET POSITION BY DEPARTMENT
BASE PAY RANGE ONLY

Department	Count of Job Titles	City Pay Ranges as a Percent of the Market Average		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Accounting	5	89%	90%	92%
Animal Control	2	90%	93%	96%
Building	1	81%	83%	84%
Civic Center Operations	1	89%	94%	95%
Communications Office	1	88%	88%	90%
EMS	3	Insufficient Data for Analysis		
Engineering	2	96%	96%	96%
Fire Marshal	1	77%	81%	83%
Fleet Maintenance	1	99%	100%	101%
Human Resources	1	83%	84%	86%
Information Technology	1	88%	89%	88%
Library	3	91%	93%	95%
Line Repair	5	93%	96%	98%
Multiple	4	97%	99%	100%
Municipal Court	2	104%	106%	108%
Neighborhood Services	1	87%	88%	89%
Parks Operations	3	104%	107%	108%
Parks Recreation	2	86%	91%	95%
Planning	2	89%	91%	92%
Police	9	107%	107%	106%
Purchasing	1	93%	92%	91%
Streets & Stormwater	6	100%	102%	103%
Utility Billing	2	91%	93%	94%
Wastewater	2	94%	96%	98%
Water	5	91%	94%	95%
Overall Market Average		95%	96%	97%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

Further details regarding the competitiveness of base pay are provided in **Appendix B**, which contains detailed data associated with each benchmark job and peer employer.

Methodology

Data Sources

This report includes data collected from thirteen (13) of sixteen (16) peer employers. **Table 3** below shows all peer employers and indicates the thirteen (13) cities who participated in the survey. The City collected sworn Police ranges only from Baytown, TX.

TABLE 3
PEER EMPLOYER MARKET DATA SOURCES

Peer Employers	Responded to Survey
Allen, TX	√
Baytown, TX	
Bryan, TX	√
Dickinson, TX	√
Friendswood, TX	√
Galveston, TX	√
Lewisville, TX	√
Longview, TX	√
Missouri City, TX	√
Pearland, TX	√
Richardson, TX	√
Round Rock, TX	√
Sugar Land, TX	√
Texas City, TX	
Tyler, TX	
Webster, TX	√

As shown in **Table 4**, nine (9) of the participating peer employers are larger than League City and four (4) are smaller.

TABLE 4
PEER EMPLOYER INFORMATION

Peer Employer	FY 2017 Annual Operating Budget	Number of Full-Time Employees	Effective Date of Current Pay Plan(s)
Bryan, TX	\$394,794,815	895	10/1/16
Round Rock, TX	\$325,534,951	748	10/1/16
Pearland, TX	\$297,372,868	628	10/1/16
Allen, TX	\$293,792,080	798	10/1/16
Sugar Land, TX	\$259,203,788	714	10/1/16
Richardson, TX	\$243,980,762	992	10/1/16
Lewisville, TX	\$168,246,737	773	10/1/16
Longview, TX	\$160,800,000	865	4/1/09
Galveston, TX	\$139,300,000	829	10/1/15
League City	\$102,430,729	493	10/1/16
Friendswood, TX	\$52,800,800	200	2/1/16
Missouri City, TX	\$43,766,630	334	6/6/16
Webster, TX	\$39,690,410	164	10/1/16
Dickinson, TX	\$18,934,754	118	10/1/16

Data Adjustments

Geographic Adjustments

To adjust for geographic differences in the cost-of-labor between the peer locations and League City, we used the cost-of-labor differentials reported by the Economic Research Institute (ERI) as of June 2017 for the 25-mile radius around each city.

It is important to note that the cost-of-labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in League City may differ from the cost of housing in another city by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the cost-of-labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area.

The geographic adjustments we applied are shown in **Table 5**. The City elected to not adjust market data for the nine (9) peer employers in bold text, whose geographic adjustments were less than +/-1.0%.

For comparators with an adjustment greater than +/-1%, a **negative** adjustment means that the cost-of-labor in a comparator city is higher than in League City. For example, the cost-of-labor in Sugar Land is 1.2% higher than in League City. Conversely, a **positive** adjustment would mean that the cost-of-labor in a comparator city is lower than in League City. For example, the cost-of-labor in Bryan, TX is 12.9% lower than in League City.

TABLE 5
GEOGRAPHIC ADJUSTMENTS

Peer Employer (25 mile radius)	Geographic Adjustment
Allen, TX	-0.6%
Bryan, TX	12.9%
Dickinson, TX	0.2%
Friendswood, TX	0.1%
Galveston, TX	-0.4%
Lewisville, TX	0.8%
Longview, TX	12.1%
Missouri City, TX	0.5%
Pearland, TX	0.9%
Richardson, TX	0.6%
Round Rock, TX	5.5%
Sugar Land, TX	-1.2%
Webster, TX	0.1%

Work Week Adjustments

All peer employers reported forty-hour workweeks for general and sworn Police positions so no workweek adjustments were required for benchmark jobs.

Study Findings

Pay Ranges

Overall, we found the League City's pay ranges are at market at the pay range minimum, midpoint, and maximum. However, the City's market position varies by benchmark job, as shown in **Table 6**.

TABLE 6
OVERALL MARKET POSITION BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	League City Pay Range as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Accounting			
Accountant	90%	91%	92%
Accounts Payable Specialist	94%	97%	100%
Accounts Receivable Specialist	83%	85%	89%
Financial Analyst	96%	95%	96%
Senior Financial Analyst	84%	84%	85%
Animal Control			
Animal Control Officer	100%	102%	104%
Kennel Worker	79%	83%	86%
Building			
Building Inspector I	81%	83%	84%
Civic Center Operations			
Custodian	89%	94%	95%
Communications Office			
Communications Specialist	88%	88%	90%
EMS			
Emergency Medical Technician	Insufficient Data for Analysis		
Medical Supervisor	Insufficient Data for Analysis		
Paramedic	Insufficient Data for Analysis		

TABLE 6
OVERALL MARKET POSITION BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	League City Pay Range as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Engineering			
Construction Inspector	87%	87%	87%
Project Manager	102%	102%	102%
Fire Marshal			
Deputy Fire Marshal	77%	81%	83%
Fleet Maintenance			
Senior Mechanic	99%	100%	101%
Human Resources			
Human Resources Generalist	83%	84%	86%
Information Technology			
IT Specialist	88%	89%	88%
Library			
Circulation Clerk	86%	88%	89%
Librarian	92%	95%	97%
Technical Services Clerk	92%	94%	96%
Line Repair			
Senior Utility Maintenance Worker	95%	97%	99%
Utility Maintenance Supervisor	89%	92%	93%
Utility Maintenance Worker	93%	96%	98%
Utility Maintenance Worker I	97%	102%	105%
Utility Maintenance Worker II	92%	96%	99%
Multiple			
Administrative Assistant	97%	98%	99%
Executive Assistant	95%	96%	95%
Office Support Assistant	99%	103%	105%

TABLE 6
OVERALL MARKET POSITION BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	League City Pay Ranges as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Multiple <i>Continued</i>			
Office Support Specialist	98%	101%	103%
Municipal Court			
Deputy Court Clerk	104%	106%	108%
Warrant Coordinator	Insufficient Data for Analysis		
Neighborhood Services			
Code Compliance Officer	87%	88%	89%
Parks Operations			
Parks Maintenance Crew Leader	106%	109%	111%
Park Maintenance Worker	96%	98%	98%
Senior Park Maintenance Worker	109%	111%	113%
Parks Recreation			
Recreation Aide	93%	103%	110%
Recreation Specialist	82%	85%	88%
Planning			
GIS Technician	91%	92%	93%
Planner	88%	90%	92%
Police			
Detention Officer	108%	112%	113%
Police Captain	117%	111%	106%
Police Lieutenant	103%	104%	100%
Police Officer	113%	107%	103%
Police Officer – Certified Probationary	105%	107%	109%
Police Officer – Certified Non-Probationary	109%	119%	127%
Police Sergeant	102%	102%	102%

TABLE 6
OVERALL MARKET POSITION BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	League City Pay Ranges as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Police <i>Continued</i>			
Records Specialist	88%	90%	91%
Telecommunicator	105%	107%	109%
Purchasing			
Buyer	93%	92%	91%
Streets & Stormwater			
Equipment Operator	97%	99%	101%
Heavy Equipment Operator	94%	94%	93%
Maintenance Worker	98%	99%	101%
Public Service Technician	103%	107%	110%
Public Works Supervisor	89%	90%	91%
Traffic Technician III	120%	123%	125%
Utility Billing			
Customer Service Technician	81%	82%	83%
Utility Billing Representative	100%	102%	103%
Wastewater			
Chief Plant Operator	93%	94%	95%
Senior Plant Operator	96%	99%	102%
Water			
Maintenance Supervisor	90%	94%	95%
Utility Maintenance Technician	97%	101%	104%
Utility Operator	76%	78%	79%
Water Production Supervisor	87%	88%	89%
Water Quality Technician	110%	109%	109%
City as a % of Overall Market	95%	96%	97%

Figures shown in **red** are below market (less than 95% of the market average)
 Figures shown in **black** within the market range (95% to 105% of the market average)
 Figures shown in **blue** are above market (more than 105% of the market average)

Table 7 shows the percentage adjustment needed for the City's pay ranges to match market average pay rates.

TABLE 7
OVERALL ADJUSTMENT TO MATCH MARKET AVERAGE BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	Percent Adjustment to Match Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Accounting			
Accountant	11%	10%	9%
Accounts Payable Specialist	6%	3%	0%
Accounts Receivable Specialist	20%	18%	13%
Financial Analyst	5%	5%	4%
Senior Financial Analyst	20%	19%	17%
Animal Control			
Animal Control Officer	0%	-2%	-3%
Kennel Worker	27%	20%	16%
Building			
Building Inspector I	23%	21%	19%
Civic Center Operations			
Custodian	12%	6%	5%
Communications Office			
Communications Specialist	14%	13%	12%
EMS			
Emergency Medical Technician	Insufficient Data for Analysis		
Medical Supervisor	Insufficient Data for Analysis		
Paramedic	Insufficient Data for Analysis		
Engineering			
Construction Inspector	15%	14%	14%

TABLE 7
OVERALL ADJUSTMENT TO MATCH MARKET AVERAGE BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	Percent Adjustment to Match Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Engineering <i>Continued</i>			
Project Manager	-2%	-2%	-2%
Fire Marshal			
Deputy Fire Marshal	30%	24%	19%
Fleet Maintenance			
Senior Mechanic	1%	0%	-1%
Human Resources			
Human Resources Generalist	20%	19%	16%
Information Technology			
IT Specialist	13%	13%	13%
Library			
Circulation Clerk	16%	13%	12%
Librarian	9%	5%	3%
Technical Services Clerk	9%	6%	4%
Line Repair			
Senior Utility Maintenance Worker	5%	3%	1%
Utility Maintenance Supervisor	12%	9%	8%
Utility Maintenance Worker	8%	4%	2%
Utility Maintenance Worker I	4%	-2%	-5%
Utility Maintenance Worker II	9%	4%	1%
Multiple			
Administrative Assistant	3%	2%	1%
Executive Assistant	6%	4%	5%
Office Support Assistant	1%	-3%	-4%
Office Support Specialist	2%	-1%	-3%

TABLE 7
OVERALL ADJUSTMENT TO MATCH MARKET AVERAGE BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	Percent Adjustment to Match Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Municipal Court			
Deputy Court Clerk	-4%	-6%	-7%
Warrant Coordinator	Insufficient Data for Analysis		
Neighborhood Services			
Code Compliance Officer	15%	13%	12%
Parks Operations			
Parks Maintenance Crew Leader	-6%	-8%	-10%
Park Maintenance Worker	4%	2%	2%
Senior Park Maintenance Worker	-8%	-10%	-11%
Parks Recreation			
Recreation Aide	7%	-3%	-9%
Recreation Specialist	21%	17%	14%
Planning			
GIS Technician	10%	8%	7%
Planner	14%	11%	9%
Police			
Detention Officer	-7%	-11%	-11%
Police Captain	-14%	-10%	-6%
Police Lieutenant	-3%	-4%	0%
Police Officer	-11%	-7%	-3%
Police Officer – Certified Probationary	-5%	-6%	-8%
Police Officer – Certified Non-Probationary	-8%	-16%	-21%
Police Sergeant	-2%	-2%	-2%
Records Specialist	13%	11%	10%
Telecommunicator	-5%	-7%	-8%

TABLE 7
OVERALL ADJUSTMENT TO MATCH MARKET AVERAGE BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	Percent Adjustment Required to Match Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Purchasing			
Buyer	7%	9%	10%
Streets & Stormwater			
Equipment Operator	4%	1%	-1%
Heavy Equipment Operator	7%	7%	7%
Maintenance Worker	2%	1%	-1%
Public Service Technician	-3%	-7%	-9%
Public Works Supervisor	12%	11%	10%
Traffic Technician III	-17%	-19%	-20%
Utility Billing			
Customer Service Technician	24%	22%	20%
Utility Billing Representative	0%	-2%	-3%
Wastewater			
Chief Plant Operator	7%	6%	5%
Senior Plant Operator	4%	1%	-2%
Water			
Maintenance Supervisor	11%	7%	6%
Utility Maintenance Technician	3%	-1%	-4%
Utility Operator	32%	29%	26%
Water Production Supervisor	15%	13%	12%
Water Quality Technician	-9%	-9%	-8%
City as a % of Overall Market	5%	4%	3%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

As shown in **Table 8**, the City's range midpoints on average are below market for three (3) peer employers, above market of one (1) peer employer and at market for nine (9) peer employers.

TABLE 8
MARKET POSITION BY PEER - ALL BENCHMARKS BASE PAY RANGE ONLY

Peer Employer	# of Job Matches	League City Pay Ranges as a Percent Peer Pay Ranges		
		Range Minimum	Range Midpoint	Range Maximum
Allen, TX	38	95%	97%	99%
Baytown, TX (Sworn Police only)	4	91%	93%	95%
Bryan, TX	48	91%	92%	92%
Dickinson, TX	20	121%	112%	110%
Friendswood, TX	29	98%	98%	98%
Galveston, TX	48	105%	104%	104%
Lewisville, TX	43	91%	97%	101%
Longview, TX	48	97%	102%	106%
Missouri City, TX	37	103%	103%	102%
Pearland, TX	45	94%	94%	94%
Richardson, TX	44	94%	93%	92%
Round Rock, TX	51	92%	100%	106%
Sugar Land, TX	55	99%	96%	95%
Webster, TX	29	96%	95%	94%

Figures shown in **red** are below market (less than 95% of the market average).

Figures shown in **black** are within the market range (95% to 105% of the market average).

Figures shown in **blue** are above market (more than 105% of the market average)

Pay Practices

The survey document included questions relating to the following pay practices for both Civilian and Public Safety Employees:

- Pay Schedule Adjustments and Pay Increases
- Pay Progression and Increase Policies
- Pay Supplements
- Longevity Pay
- Performance-Based Rewards
- Hiring Salaries

See **Tables 9-26** for more detail regarding these practices.

TABLE 9-A
PAY PLAN TYPES FOR CIVILIAN JOBS

Peer Employer	Range Plan	Step Plan	Other
Allen, TX	Yes	No	No
Bryan, TX	Yes	No	No
Dickinson, TX	Yes	No	No
Friendswood, TX	NR	NR	NR
Galveston, TX	Yes	No	No
Lewisville, TX	Yes	No	Yes ¹
Longview, TX	Yes	No	No
Missouri City, TX	Yes	No	No
Pearland, TX	Yes	No	No
Richardson, TX	Yes	Yes	No
Round Rock, TX	Yes	No	No
Sugar Land, TX	Yes	No	No
Webster, TX	Yes	Yes	No
League City, TX	Yes	No	No

¹ Skilled-based plan for certain positions

NR- No Response

TABLE 9-B
PAY PLAN TYPES FOR PUBLIC SAFETY JOBS

Peer Employer	Range Plan	Step Plan	Flat Rate	Other
Allen, TX	No	Yes	No	No
Bryan, TX	No	Yes	No	No
Dickinson, TX	Yes	No	No	No
Friendswood, TX	NR	NR	NR	NR
Galveston, TX	No	No	Yes	No
Lewisville, TX	No	Yes	No	No
Longview, TX	No	Yes	No	No
Missouri City, TX	Yes	Yes	No	No
Pearland, TX	No	Yes	No	No
Richardson, TX	No	Yes	No	No
Round Rock, TX	No	Yes	No	No
Sugar Land, TX	Yes	No	No	No
Webster, TX	Yes	Yes	No	No
League City, TX	No	Yes	No	No

NR- No Response

TABLE 10-A
PAY PROGRESSION - CIVILIAN EMPLOYEES

Peer Employer	Longevity	Individual Performance	Other
Allen, TX	No	Yes	No
Bryan, TX	No	Yes	No
Dickinson, TX	No	No	Yes ¹
Friendswood, TX	No	Yes	No
Galveston, TX	Yes	No	Yes ²
Lewisville, TX	Yes	Yes	Yes ³
Longview, TX	Yes	No	No
Missouri City, TX	Yes	No	No
Pearland, TX	NR	NR	NR
Richardson, TX	NR	NR	NR
Round Rock, TX	NR	NR	NR
Sugar Land, TX	No	Yes	No
Webster, TX	No	Yes	No
League City, TX	No	Yes	No

¹ Council approved COLAs

² May hire above range minimum depending on experience, education, professional certifications, etc.

³ If structure moves based on annual market study, employees who fall below the new minimum receive adjustments to the new minimum

NR-No Response

TABLE 10-B
PAY PROGRESSION - PUBLIC SAFETY EMPLOYEES

Peer Employer	Longevity	Individual Performance	Other
Allen, TX	No	Yes	No
Bryan, TX	Yes ¹	No	No
Dickinson, TX	No	No	Yes ²
Friendswood, TX	No	Yes	No
Galveston, TX	Yes	No	Yes ³
Lewisville, TX	Yes ⁴	No	No
Longview, TX	Yes	No	No
Missouri City, TX	Yes	Yes	Yes
Pearland, TX	Yes	No	No
Richardson, TX	NR	NR	NR
Round Rock, TX	NR	NR	NR
Sugar Land, TX	No	Yes	No
Webster, TX	Yes	Yes	No
League City, TX	Yes	No	Yes³

¹ Police employees move based on longevity and certification. To get to the next rank, employee must be eligible and pass the appropriate test.

² Council approved COLAs

³ Through Civil Service examination as provided by Chapter 143 of the Texas Local Government Code and Collective Bargaining.

⁴ Annual step movement on anniversary date.

NR-No Response

TABLE 11-A
PAY PROGRESSION AND PAY INCREASE POLICIES – CIVILIAN EMPLOYEES

Peer Employer	Pay schedule adjustments automatically result in increases to employees' base pay.	Minimum guaranteed pay increase for promotions	Minimum guaranteed pay increase for classification to higher grade
Allen, TX	No	Yes ¹	Yes ¹
Bryan, TX	No	No	No
Dickinson, TX	No	No	No
Friendswood, TX	NR	NR	NR
Galveston, TX	No	Yes ²	Yes ²
Lewisville, TX	No	Yes ³	Yes ³
Longview, TX	No	Yes ⁴	No
Missouri City, TX	Yes	No	Yes
Pearland, TX	NR	NR	NR
Richardson, TX	Yes	NR	NR
Round Rock, TX	NR	NR	NR
Sugar Land, TX	No	Yes ⁵	Yes ⁵
Webster, TX	No	Yes ⁶	Yes ⁶
League City, TX	No	Yes⁷	Yes⁷

¹ 5% or minimum of new pay grade, whichever is greater, for one grade promotion; 10% or minimum of new pay grade, whichever is greater, for two or more grade promotion.

² Salary increase occurs if the higher grade minimum is above the employee's current salary.

³ To new band minimum or 5%, whichever is greater. The City typically normally hires at band minimum.

⁴ To new grade minimum or 5%, whichever is greater.

⁵ 5% or minimum of new pay grade, whichever is greater, for one grade promotion; 10% or minimum of new pay grade, whichever is greater, for two or more grade promotion. Incumbents in positions that are reclassified upward due to market conditions resulting in the position moving to a higher salary range shall be placed in the new salary range with no added adjustment unless the incumbent's salary is below the minimum of the new salary range taking into consideration other incumbents in the department in similar positions.

⁶ To new grade minimum or 5%, whichever is greater.

⁷ 10% or to minimum of new grade range.

NR- No Response

TABLE 11-B
PAY PROGRESSION AND PAY INCREASE POLICIES – PUBLIC SAFETY EMPLOYEES

Peer Employer	Pay schedule adjustments automatically result in increases to employees' base pay	Minimum guaranteed pay increase for promotions	Minimum guaranteed pay increase for classification to higher grade
Allen, TX	No	Yes ¹	Yes ¹
Bryan, TX	No	No	No
Dickinson, TX	No	No	No
Friendswood, TX	NR	NR	NR
Galveston, TX	Yes ²	Yes ²	Yes ²
Lewisville, TX	Yes	Yes ³	N/A
Longview, TX	No	Yes	No
Missouri City, TX	No	Yes	No
Pearland, TX	NR	NR	NR
Richardson, TX	Yes	NR	NR
Round Rock, TX	NR	NR	NR
Sugar Land, TX	No	Yes ⁴	Yes ⁴
Webster, TX	No	Yes ⁵	Yes ⁵
League City, TX	Yes⁶	Yes⁶	Yes⁶

¹ 5% or minimum of new pay grade, whichever is greater, for one grade promotion; 10% or minimum of new pay grade, whichever is greater, for two or more grade promotion.

² Per Collective Bargaining Agreement

³ Promotions are to the first step in the next rank. There are no reclassifications, just promotions.

⁴ 5% or minimum of new pay grade, whichever is greater, for one grade promotion; 10% or minimum of new pay grade, whichever is greater, for two or more grade promotion.

⁵ To new grade minimum or 5%, whichever is greater.

⁶ Per Texas Local Government Code 143/Civil Service.

NR- No Response

TABLE 12-A
CIVILIAN PAY STRUCTURE AND BASE PAY ADJUSTMENTS

Peer Employer	Pay Scale Adjustment to Range Minimum and Maximum		Actual Average Base Pay Increase		Average Bonus Amount	
	2016	2017	2016	2017	2016	2017
Allen, TX	0.0%	0.0%	4.0%	4.0%	N/A	N/A
Bryan, TX	0.0%	3.0% ¹	3.0%	3.0%	N/A	N/A
Dickinson, TX	0.0%	0.0%	3.0%	3.0%	N/A	N/A
Friendswood, TX	3.0%	3.0%	3.0%	3.0%	N/A	N/A
Galveston, TX	0.0%	0.0%	0.0%	0.0%	N/A	N/A
Lewisville, TX	2.0%	2.0%	3.0%	5.0%	N/A	N/A
Longview, TX	0.0%	0.0%	0.0%	0.0%	N/A	N/A
Missouri City, TX ²	8.8%	0.0%	4.7%	0.0%	N/A	N/A
Pearland, TX	0.0%	0.0%	3.0%	3.0%	N/A	N/A
Richardson, TX	2.0%	2.0%	5.0%	5.0%	N/A	N/A
Round Rock, TX	NR	NR	NR	NR	N/A	N/A
Sugar Land, TX	0.0%	0.0%	NR	NR	N/A	N/A
Webster, TX	0.0%	0.0%	2.5%	2.5%	N/A	N/A
<i>Market Average</i>	<i>1.3%</i>	<i>0.6%</i>	<i>2.8%</i>	<i>2.6%</i>	-	-
League City, TX	0.0%	0.0%	2.0%	2.0%	N/A	N/A

¹ 3% to Range Maximum

² Avg. of 6.5% adjustment to Exempt Structure; 11.0% adjustment to Non-Exempt Structure

N/A – Not applicable

NR – No Response

TABLE 12-B
PUBLIC SAFETY PAY STRUCTURE AND BASE PAY ADJUSTMENTS

Peer Employer	Pay Scale Adjustment to Range Minimum and Maximum		Actual Average Base Pay Increase		Average Bonus Amount	
	2016	2017	2016	2017	2016	2017
Allen, TX	0.0%	0.0%	4.0%	4.0%	0.0%	0.0%
Bryan, TX	0.0%	3.0%	3.3%	3.0%	N/A	N/A
Dickinson, TX	0.0%	0.0%	3.0%	3.0%	N/A	N/A
Friendswood, TX	3.0%	3.0%	3.0%	3.0%	N/A	N/A
Galveston, TX	0.0%	0.0%	*	*	N/A	N/A
Lewisville, TX ¹	2.3%	2.3%	3.9%	3.9%	N/A	N/A
Longview, TX	0.0%	0.0%	0.0%	0.0%	N/A	N/A
Missouri City, TX ²	1.7%	0.0%	6.1%	0.0%	N/A	N/A
Pearland, TX	0.0%	0.0%	3.0%	3.0%	N/A	N/A
Richardson, TX	2.0%	2.0%	5.0%	5.0%	N/A	N/A
Round Rock, TX	NR	NR	NR	NR	N/A	N/A
Sugar Land, TX	0.0%	0.0%	NR	NR	N/A	N/A
Webster, TX	2.5%	2.5%	2.5%	2.5%	N/A	N/A
<i>Market Average</i>	<i>1.0%</i>	<i>1.1%</i>	<i>3.4%</i>	<i>2.7%</i>	-	-
League City, TX	3.0%	2.0%	3.0%	2.0%	N/A	N/A

¹ Average - percentages vary by Rank

² Adjustment to Police Structure

* Flat dollar increases - \$1,198.31 in 2016, \$ 1,198.29 in 2017

N/A – Not applicable

NR – No Response

TABLE 13-A
TYPES OF BASE PAY INCREASES IN 2017 – CIVILIAN EMPLOYEES

Peer Employer	COLA	Merit/ Performance	Other
Allen, TX	No	Yes	No
Bryan, TX	No	Yes	No
Dickinson, TX	Yes	No	No
Friendswood, TX	No	Yes	No
Galveston, TX	No	No	No
Lewisville, TX	No	Yes	No
Longview, TX	No	No	No
Missouri City, TX	No	Yes	No
Pearland, TX	NR	NR	NR
Richardson, TX	No	Yes	No
Round Rock, TX	NR	NR	NR
Sugar Land, TX	No	Yes	No
Webster, TX	No	Yes	No
League City, TX	No	Yes¹	No

¹ While merit/performance is indicated, many employees view this more as COLA

NR- No Response

TABLE 13-B
TYPES OF BASE PAY INCREASES IN 2017 – PUBLIC SAFETY EMPLOYEES

Peer Employer	COLA	Merit/ Performance	Other
Allen, TX	No	Yes	No
Bryan, TX	No	Yes	No
Dickinson, TX	Yes	No	No
Friendswood, TX	No	Yes	No
Galveston, TX	No	No	Yes ¹
Lewisville, TX	No	No	Yes ²
Longview, TX	No	No	No
Missouri City, TX	No	Yes	No
Pearland, TX	NR	NR	NR
Richardson, TX	No	Yes	No
Round Rock, TX	NR	NR	NR
Sugar Land, TX	No	Yes	No
Webster, TX	No	Yes	No
League City, TX	Yes	Yes	Yes³

¹ Per Collective Bargaining Agreements

² Step increases based on annual market adjustments to structure, and step increase.

³ Certification Pay

NR – No Response

TABLE 14-A
PAY SUPPLEMENTS – EVENING SHIFT DIFFERENTIAL – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	Yes	Communications Operators	\$1.00/hour
Friendswood, TX	No	-	-
Galveston, TX	No	-	-
Lewisville, TX	No	-	-
Longview, TX	No	-	-
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	No	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	No	-	-
League City, TX	No	-	-

NR- No Response

TABLE 14-B
PAY SUPPLEMENTS – EVENING SHIFT DIFFERENTIAL – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	Yes	Police	\$90/month
Lewisville, TX	No	-	-
Longview, TX	Yes	Police Regular Full-Time Non-Exempt	\$50/month
Missouri City, TX	No	-	-
Pearland, TX	Yes	Police	8-hour shift - \$173/month 12-hour shift - \$186/month
Richardson, TX	No	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	No	-	-
League City, TX	No	-	-

NR- No Response

TABLE 15-A
PAY SUPPLEMENTS – OVERNIGHT SHIFT DIFFERENTIAL – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	No	-	-
Lewisville, TX	No	-	-
Longview, TX	No	-	-
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	No	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	No	-	-
League City, TX	No	-	-

NR- No Response

TABLE 15-B
PAY SUPPLEMENTS – OVERNIGHT SHIFT DIFFERENTIAL – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	Yes	Police	\$167/month
Lewisville, TX	No	-	-
Longview, TX	Yes	Police Regular Full-Time Non-Exempt	\$75/month
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	No	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	No	-	-
League City, TX	No	-	-

NR- No Response

TABLE 16-A
PAY SUPPLEMENTS – WEEKEND SHIFT DIFFERENTIAL – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	No	-	-
Lewisville, TX	No	-	-
Longview, TX	No	-	-
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	No	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	No	-	-
League City, TX	No	-	-

NR- No Response

TABLE 16-B
PAY SUPPLEMENTS – WEEKEND SHIFT DIFFERENTIAL – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	No	-	-
Lewisville, TX	No	-	-
Longview, TX	No	-	-
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	No	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	No	-	-
League City, TX	No	-	-

NR- No Response

TABLE 17-A
PAY SUPPLEMENTS – ON-CALL OR STANDBY PAY – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	Yes	NR	Paid for 2 hours or actual time worked
Bryan, TX	Yes	Various Positions	1-1/2 times regular pay rate for each 24-hour period required to be on standby
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	Yes	Non-Exempt	Varies
Lewisville, TX	Yes	Various Positions	Paid for 2 hours or actual time worked
Longview, TX	No	-	-
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	Yes	Non-Exempt	\$.39 per hour
Webster, TX	No	-	-
League City, TX	Yes	Non-Exempt	Minimum 2 hours

NR- No Response

TABLE 17-B
PAY SUPPLEMENTS – ON-CALL OR STANDBY PAY – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	Yes	Criminal Investigative Division	Comp Time Straight
Friendswood, TX	No	-	-
Galveston, TX	Yes	Police	Varies
Lewisville, TX	Yes	Fire and Police	Paid for 2 hours or actual time worked
Longview, TX	No	-	-
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	Yes	Shift Firefighters	\$.45 per hour
Webster, TX	No	-	-
League City, TX	No	-	-

NR- No Response

TABLE 18-A
PAY SUPPLEMENTS – CALL-BACK PAY – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	Yes	Various Positions	Paid for actual time worked at regular rate of pay
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	No	-	-
Lewisville, TX	Yes	Various Positions	Paid for actual time worked at 1.5 times actual pay rate
Longview, TX	Yes	Regular Full-Time Non-Exempt	2 hours minimum at 1.5 times regular pay rate
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	Yes	All Employees	1 hour minimum at 1.5 times regular pay rate
Webster, TX	No	-	-
League City, TX	Yes	Non-Exempt	Minimum 2 hours at regular pay rate

NR- No Response

TABLE 18-B
PAY SUPPLEMENTS – CALL-BACK PAY – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	Yes	Police	Varies
Lewisville, TX	Yes	Fire and Police	Paid for actual time worked at 1.5 times regular pay rate
Longview, TX	Yes	Police and Fire Regular Full-Time Non-Exempt	2 hours minimum at 1.5 times regular pay rate
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	Yes	All Employees	1 hour minimum at 1.5 times regular pay rate
Webster, TX	No	-	-
League City, TX	No	-	-

NR- No Response

TABLE 19-A
PAY SUPPLEMENTS – HOLIDAY PAY – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	Yes	All Employees	1.5 times base rate up to 8 hours
Friendswood, TX	No	-	-
Galveston, TX	Yes	All Employees	8 hours at base rate
Lewisville, TX	Yes	All Employees	regular hours at base rate
Longview, TX	Yes	All Employees	regular hours at base rate
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	Yes	All Employees	NR
League City, TX	Yes	All Employees	Holiday pay plus normal hours

NR- No Response

TABLE 19-B
PAY SUPPLEMENTS – HOLIDAY PAY – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	Yes	All Sworn positions	1.5 times base rate
Bryan, TX	No	-	-
Dickinson, TX	Yes	All Employees	1.5 base rate up to 8 hours
Friendswood, TX	No	-	-
Galveston, TX	Yes	Fire and Police	base rate for time worked or time accrues
Lewisville, TX	Yes	All Employees	regular hours at base rate
Longview, TX	Yes	Fire and Police	regular hours at base rate
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	Yes	All Employees	NR
League City, TX	No	-	-

NR- No Response

TABLE 20-A
PAY SUPPLEMENTS – BILINGUAL PAY – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	Yes	All Employees	\$30 per month
Friendswood, TX	No	-	-
Galveston, TX	Yes	Employees who meet certain criteria	\$75 per month
Lewisville, TX	Yes	All Employees	\$50 per month
Longview, TX	Yes	All Employees	\$100 per month Full-Time \$50 per month Part-Time
Missouri City, TX	Yes	All Employees	\$30 per month
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	Yes	All Employees	\$75 per month \$100 per month
League City, TX	Yes¹	-	-

NR- No Response

¹ In August 2015, Certification and Bilingual pay was "rolled in" to salaries per Employee Policy Manual; however, no plans to recognize employees obtaining certifications was established after that day.

TABLE 20-B
PAY SUPPLEMENTS – BILINGUAL PAY – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	Yes	All Employees	\$30 per month
Friendswood, TX	No	-	-
Galveston, TX	Yes	Employees who meet certain criteria	\$75 per month
Lewisville, TX	Yes	All Employees	\$50 per pay check
Longview, TX	Yes	Regular Full-Time Non-Exempt	\$100 per month
Missouri City, TX	Yes	All Employees	\$30 per month
Pearland, TX	No	-	-
Richardson, TX	NR	NR	-
Round Rock, TX	NR	NR	-
Sugar Land, TX	No	-	-
Webster, TX	Yes	All Employees	\$75 per month - language \$100 per month – language and interpretation
League City, TX	Yes	All Employees	\$100 per month

NR- No Response

TABLE 21-A
PAY SUPPLEMENTS – CERTIFICATION PAY – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	Yes	Police/Fire Dispatcher	TCOLE Intermediate - \$50/month TCOLE Advanced - \$100/month TCOLE Masters - \$115/month
Bryan, TX	Yes	Various Positions	NR
Dickinson, TX	Yes	All Employees	Varies by Department
Friendswood, TX	No	-	-
Galveston, TX	No	-	-
Lewisville, TX	Yes	Lifeguards	\$160 ¹
Longview, TX	Yes	Regular Full-time Non-Exempt	Waste Water \$200/month Bldg. Insp. 1 - \$50/month Bldg. Insp. 2 - \$100/month Bldg. Insp. 3 - \$150/month Bldg. Insp. 4 - \$200/month Bldg. Insp. 5 - \$250/month Bldg. Insp. 6 - \$300/month Dispatch Training Officer - \$150/month
Missouri City, TX	Yes	Telecom Officers Telecom Officers/Supv. Telecom Officers/Supv. Telecom Officers/Supv.	TCOLE Intermediate - \$30/month TCOLE Advanced - \$30/month TCOLE Masters - \$30/month TCOLE Training Officer - \$50/month
Pearland, TX	Yes	Animal Control	DHS Administration - \$25/month NAFC Level 1-3 – \$10/month NEC Levels 1-2 - \$10/month Animal Control - \$25/month Euthanasia Tech - \$25/month
		Public Works	WWTP Operator A - \$75/month WWTP Operator B - \$50/month WWTP Operator C - \$25/month Backflow Inspector - \$25/month Groundwater B - \$50/month Groundwater C - \$25/month Surface Water B - \$50/month Surface Water C - \$25/month Water Distribution A - \$75/month Water Distribution B - \$50/month Water Distribution C - \$25/month WW Collection B - \$50/month WW Collection C - \$25/month WW Collection III - \$50/month WW Collection II - \$25/month Water Production A - \$75/month Water Production B - \$50/month Water Production C - \$25/month

TABLE 21-A
PAY SUPPLEMENTS – CERTIFICATION PAY – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Richardson, TX	NR	NR	-
Round Rock, TX	NR	NR	-
Sugar Land, TX	Yes	Municipal Court	Court Clerk I - \$25/month Court Clerk II - \$50/month Court Clerk III - \$75/month Court Manager - \$100/month ICM Fellow - \$125/month
		Water/Wastewater	Class C - \$50/month Class B - \$75/month Class A - \$100/month
		Dispatch	TCOLE Intermediate - \$50/month TCOLE Advanced - \$100/month TCOLE Masters - \$150/month Field Training Officer - \$215/month
Webster, TX	Yes	NR	NR
League City, TX	No²	-	-

¹ For every fifteen work shifts, lifeguards earn \$40 of certification reimbursement, up to a maximum of \$160.

² In August 2015, Certification and Bilingual pay was "rolled in" to salaries per Employee Policy Manual; however, no plans to recognize employees obtaining certifications was established after that day.

NR- No Response

TABLE 21-B
PAY SUPPLEMENTS – CERTIFICATION PAY – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	Yes	Fire and Police Sworn	Intermediate - \$50/month Advanced - \$100/month Masters - \$150/month
Bryan, TX	Yes	Fire and Police Sworn	NR
Dickinson, TX	Yes	All Employees	Varies by Department
Friendswood, TX	No	-	-
Galveston, TX	Yes	Fire and Police Sworn	Varies
Lewisville, TX	Yes	Fire and Police Sworn	Intermediate - \$50/month Advanced - \$100/month Masters - \$150/month Field Training Officer - \$100/month Diver Certification - \$50/month
Longview, TX	Yes	Regular Full-Time Non-Exempt	Basic - \$75/month Intermediate - \$100/month Advanced - \$125/month Masters - \$150/month Paramedic \$200/month
Missouri City, TX	Yes	Fire Sworn	Intermediate - \$30/month Advanced - \$30/month Instructor - \$30/month Inspector - \$20/month Arson Investigator - \$100/month EMT Intermediate - \$120/month EMT Paramedic - \$280/month
		Certified Police Officers ¹	Intermediate - \$50/month Advanced - \$100/month Masters - \$150/month Instructor - \$50/month Field Training Officer - \$50/month SWAT - \$100/month Special Crimes Unit - \$150/month
Pearland, TX	Yes	Fire	TCFP Intermediate - \$50/month TCFP Advanced - \$100/month TCFP Master - \$150/month Hazardous Materials - \$50/month Fire Instructor I - \$25/month Fire Instructor II - \$50/month Fire Instructor III - \$75/month Fire Instructor Master - \$100/month Fire Officer I - \$25/month Fire Officer II - \$50/month Driver/Operator - \$25/month Investigator Basic - \$25/month

TABLE 21-B
PAY SUPPLEMENTS – CERTIFICATION PAY – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
			Investigator Intermediate - 50/month Investigator Advanced - \$50/month Investigator Master - \$100/month Inspector Intermediate - \$50/month Inspector Advanced – \$75/month Inspector Master - \$100/month Master Police Officer - \$100/month EMT Paramedic - \$450/month
		Police	TCOLE Intermediate - \$50/month TCOLE Advanced – 100/month TCOLE Master - \$150/month
Richardson, TX	NR	NR	-
Round Rock, TX	NR	NR	-
Sugar Land, TX	Yes	Fire	TCFP Intermediate - \$50/month TCFP Advanced - \$100/month TCFP Masters - \$150/month EMT Coordinator - \$250/month EMT Intermediate - \$125/month Paramedic - \$125/month Hazmat - \$50/month Hazmat Coordinator - \$250/month SCBA Coordinator - \$250/month
		Police	TCOLE Intermediate - \$50/month TCOLE Advanced - \$100/month TCOLE Masters - \$150/month Field Training Officer - \$215/month SWAT/Negotiator Coordinator - \$250/month
Webster, TX	Yes	NR	NR
League City, TX	Yes	Police	Varies

¹ Officers only receive certification pay for the highest certificate earned.

NR- No Response

TABLE 22-A
PAY SUPPLEMENTS – OTHER PAY SUPPLEMENTS – CIVILIAN EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	Yes	All Employees	\$2,500 per year residency stipend ¹
Lewisville, TX	No	-	-
Longview, TX	No	-	-
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	No	-	-
Webster, TX	No	-	-
League City, TX	No	-	-

¹ Paid bi-weekly and prorated, if applicable. Employee must be a permanent resident of the City.

NR- No Response

TABLE 22-B
PAY SUPPLEMENTS – OTHER PAY SUPPLEMENTS – PUBLIC SAFETY EMPLOYEES

Peer Employer	Provided	Employee Groups Eligible	Amount (\$ or %)
Allen, TX	No	-	-
Bryan, TX	No	-	-
Dickinson, TX	No	-	-
Friendswood, TX	No	-	-
Galveston, TX	Yes	Fire and Police Sworn	Various assignment pays \$2,500 residency stipend ¹
Lewisville, TX	Yes	Fire Sworn	Arson Investigator Special Assignment Pay - \$50/month Paramedic Pay \$150-\$250/month ²
Longview, TX	No	-	-
Missouri City, TX	No	-	-
Pearland, TX	No	-	-
Richardson, TX	NR	-	-
Round Rock, TX	NR	-	-
Sugar Land, TX	Yes	Fire Sworn	Assignment Pay: Hazmat - \$125/month SCBA Technician - \$125/month SWAT/Negotiator - \$125/month
Webster, TX	No	-	-
League City, TX	No	-	-

¹ Paid bi-weekly and prorated, if applicable. Employee must be a permanent resident of the City.50

² \$150 for 0-2 years of experience, \$200 for 2-8 years, and \$250 for 8+ years.

NR- No Response

**TABLE 23
LONGEVITY PAY**

Peer Employer	Offered to Employees (Yes or No)	Employee Groups Receiving Longevity Pay	Maximum Amount of Longevity Pay That Can Be Received	Year Employees Earn the Maximum Amount of Longevity Pay	Longevity Pay Included as Covered Compensation for Pensions
Allen, TX	Yes	All	No Maximum	-	Yes
Bryan, TX	Yes	Sworn Police & Fire	\$1,200	25	NR
Dickinson, TX	Yes	All Employees	No Maximum	-	Yes
Friendswood, TX	Yes	Full-time Employees	No Maximum	-	NR
Galveston, TX	Yes ¹	All Employees	No Maximum	-	Yes
Lewisville, TX	Yes	All Employees	\$1,200	25	Yes
Longview, TX	Yes	Full-Time Regular Employees	No Maximum	-	Yes
Missouri City, TX	Yes	All Employees	\$555	25	No
Pearland, TX	Yes	All Employees except Executive Management	No Maximum	-	NR
Richardson, TX	NR	-	-	-	-
Round Rock, TX	Yes	All Employees	\$1,200	25	NR
Sugar Land, TX	Yes	Full-Time Employees	\$1,200	25	NR
Webster, TX	Yes	All Employees	No Maximum	-	No
League City, TX	Yes	All Regular Full-Time Employees after 1 year of employment	No Maximum	-	Yes

¹ Payment commences on the anniversary date of the original appointment and does not accrue while an employee is on unpaid leave.

NR- No Response

TABLE 24-A
ANNUAL LONGEVITY PAY BY YEAR OF SERVICE – CIVILIAN EMPLOYEES

Benchmark Peer	Longevity Pay Offered	Amount (\$) for each specified year of service.																					
		1 Year	2 years	3 Years	4 years	5 Years	6 years	7 years	8 years	9 years	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years	20 years	21 years	Over 21 Years
Allen, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	YOS x \$48
Bryan, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	\$1,200
Dickinson, TX	Yes	\$60	\$120	\$180	\$240	\$300	\$360	\$420	\$480	\$540	\$600	\$720	\$780	\$840	\$900	\$960	\$1,020	\$1,080	\$1,140	\$1,200	\$1,260	\$1,320	YOS x \$60
Friendswood, TX	Yes	\$60	\$120	\$180	\$240	\$300	\$360	\$420	\$480	\$540	\$600	\$720	\$780	\$840	\$900	\$960	\$1,020	\$1,080	\$1,140	\$1,200	\$1,260	\$1,320	YOS x \$60
Galveston, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	YOS x \$48
Lewisville, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	\$1,200
Longview, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	YOS x \$48
Missouri City, TX	Yes	\$22	\$44	\$66	\$89	\$111	\$133	\$155	\$177	\$199	\$222	\$244	\$266	\$288	\$310	\$332	\$354	\$377	\$399	\$421	\$443	\$465	\$554
Pearland, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	YOS x \$48
Richardson, TX	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Round Rock, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	\$1,200
Sugar Land, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	\$1,200
Webster, TX	Yes	\$102	\$204	\$306	\$408	\$510	\$612	\$714	\$816	\$918	\$1,020	\$1,122	\$1,224	\$1,326	\$1,428	\$1,530	\$1,632	\$1,734	\$1,836	\$1,938	\$2,040	\$2,142	YOS x \$102
Market Average		\$52	\$105	\$157	\$209	\$262	\$314	\$366	\$419	\$471	\$523	\$586	\$638	\$691	\$743	\$795	\$848	\$900	\$952	\$1,005	\$1,057	\$1,109	\$1,071
League City, TX	Yes	\$96	\$192	\$288	\$384	\$480	\$576	\$672	\$788	\$864	\$960	\$1,056	\$1,152	\$1,248	\$1,344	\$1,400	\$1,536	\$1,632	\$1,728	\$1,824	\$1,920	\$2,016	YOS x \$96

TABLE 24-B
ANNUAL LONGEVITY PAY BY YEAR OF SERVICE – PUBLIC SAFETY EMPLOYEES

Benchmark Peer	Longevity Pay Offered	Amount (\$) for each specified year of service.																					
		1 Year	2 years	3 Years	4 years	5 Years	6 years	7 years	8 years	9 years	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years	20 years	21 years	Over 21 Years
Allen, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	YOS x \$48
Bryan, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	\$1,200
Dickinson, TX	Yes	\$60	\$120	\$180	\$240	\$300	\$360	\$420	\$480	\$540	\$600	\$720	\$780	\$840	\$900	\$960	\$1,020	\$1,080	\$1,140	\$1,200	\$1,260	\$1,320	YOS x \$60
Friendswood, TX	Yes	\$60	\$120	\$180	\$240	\$300	\$360	\$420	\$480	\$540	\$600	\$720	\$780	\$840	\$900	\$960	\$1,020	\$1,080	\$1,140	\$1,200	\$1,260	\$1,320	YOS x \$60
Galveston, TX	Yes	\$54	\$108	\$162	\$216	\$270	\$324	\$378	\$432	\$486	\$540	\$594	\$648	\$702	\$756	\$810	\$864	\$918	\$972	\$1,026	\$1,080	\$1,134	YOS x \$54
Lewisville, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	\$1,200
Longview, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	YOS x \$48
Missouri City, TX	Yes	\$22	\$44	\$66	\$89	\$111	\$133	\$155	\$177	\$199	\$222	\$244	\$266	\$288	\$310	\$332	\$354	\$377	\$399	\$421	\$443	\$465	\$554
Pearland, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	YOS x \$48
Richardson, TX	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Round Rock, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	\$1,200
Sugar Land, TX	Yes	\$48	\$96	\$144	\$192	\$240	\$288	\$336	\$384	\$432	\$480	\$528	\$576	\$624	\$672	\$720	\$768	\$816	\$864	\$912	\$960	\$1,008	\$1,200
Webster, TX	Yes	\$102	\$204	\$306	\$408	\$510	\$612	\$714	\$816	\$918	\$1,020	\$1,122	\$1,224	\$1,326	\$1,428	\$1,530	\$1,632	\$1,734	\$1,836	\$1,938	\$2,040	\$2,142	YOS x \$102
Market Average		\$53	\$106	\$159	\$211	\$264	\$317	\$370	\$423	\$476	\$528	\$591	\$644	\$697	\$750	\$803	\$856	\$908	\$961	\$1,014	\$1,067	\$1,120	\$1,071
League City, TX	Yes	\$96	\$192	\$288	\$384	\$480	\$576	\$672	\$788	\$864	\$960	\$1,056	\$1,152	\$1,248	\$1,344	\$1,400	\$1,536	\$1,632	\$1,728	\$1,824	\$1,920	\$2,016	YOS x \$96

TABLE 25-A
PERFORMANCE BASED REWARDS OFFERED TO CIVILIAN EMPLOYEES

Peer Employer	Organization Wide Pay Increases	Organization Wide Lump Sum Bonuses	Department/ Team Pay Increases	Department/ Team Lump Sum Bonuses	Individual Pay Increases	Individual Lump Sum Bonuses	Eligible Employee Groups
Allen, TX	No	No	No	No	Yes	Yes	All except temporary
Bryan, TX	No	No	No	No	No	No	-
Dickinson, TX	No	No	No	No	No	No	-
Friendswood, TX	No	No	No	No	No	No	-
Galveston, TX	No	No	No	No	No ¹	No	-
Lewisville, TX	No	No	No	No	Yes	No	-
Longview, TX	No	No	No	No	Yes	No	-
Missouri City, TX	Yes	Yes	No	No	Yes	No	All full-time employees
Pearland, TX	No	No	No	No	Yes	No	Executive Management, based on Council recommendation
Richardson, TX	NR	NR	NR	NR	NR	NR	-
Round Rock, TX	NR	NR	NR	NR	NR	NR	-
Sugar Land, TX	No	No	No	No	Yes	No	-
Webster, TX	No	No	No	No	Yes	Yes	-
League City, TX	No	No	No	No	No	No	-

¹ The City is looking to implement a merit-based pay system in the future as part of a separate phase for the current Civilian Pay Plan.

NR- No Response

TABLE 25-B
PERFORMANCE BASED REWARDS OFFERED TO PUBLIC SAFETY EMPLOYEES

Peer Employer	Organization Wide Pay Increases	Organization Wide Lump Sum Bonuses	Department/ Team Pay Increases	Department/ Team Lump Sum Bonuses	Individual Pay Increases	Individual Lump Sum Bonuses	Eligible Employee Groups
Allen, TX	No	No	No	No	Yes	Yes	All except temporary
Bryan, TX	No	No	No	No	No	No	-
Dickinson, TX	No	No	No	No	No	No	-
Friendswood, TX	No	No	No	No	No	No	-
Galveston, TX	No	No	No	No	No	No	-
Lewisville, TX	No	No	No	No	No	No	-
Longview, TX	No	No	No	No	Yes	No	-
Missouri City, TX	Yes	Yes	No	No	Yes	No	All full-time employees
Pearland, TX	No	No	No	No	Yes	No	-
Richardson, TX	NR	NR	NR	NR	NR	NR	-
Round Rock, TX	NR	NR	NR	NR	NR	NR	-
Sugar Land, TX	No	No	No	No	Yes	No	-
Webster, TX	No	No	No	No	Yes	Yes	-
League City, TX	No	No	No	No	No	No	-

NR- No Response

TABLE 26-A
POLICY REGARDING HIRING SALARIES - CIVILIAN EMPLOYEES

Peer Employer	Hiring Compensation Policy
Allen, TX	Hired at minimum if minimum requirements for position are met. May be brought in at higher than minimum based on education and experience of the incumbent.
Bryan, TX	N/A
Dickinson, TX	The City will normally compensate a new employee at the minimum step of the approved salary range. In exceptional circumstances, the City Administrator may authorize hiring above the minimum step. If such authorization is based on general recruitment difficulties rather than on unique qualifications of the new employee, the City Administrator may, with City Council approval, increase the pay for other employees with the same job description to assure that the City does not compensate them less than the new employee
Friendswood, TX	NR
Galveston, TX	Hiring above the minimum pay rate may be made depending on experience, education, professional certifications, etc.
Lewisville, TX	Hired at minimum; Department Director can go in 3% into range, HR Director can approve 5% and City Manager can approve 10% into range.
Longview, TX	Generally newly hired employees base salaries start at the minimum of the salary range for the position.
Missouri City, TX	Market based
Pearland, TX	NR
Richardson, TX	NR
Round Rock, TX	NR
Sugar Land, TX	<p>Salary offers above the minimum of the assigned range should be based on years of directly related and documented work experience and/or on education attainment in excess of the requirements of the position. The recommended formula for calculating a salary offer over the minimum of the range is related work experience credited at 3% of each year of relevant experience up to 5 years or up to 15% of the minimum of the assigned pay range.</p> <p>Requests to hire a new employee above the minimum rate of a pay grade must be approved in accordance with the Operational Authority Limits policy and with the written concurrence of the Director of Human Resources. Offers over 15% and up to the mid-point of the pay range must be supported by the Director of Human Resources and be authorized by the Executive Team Member. Offers above the mid-point of the pay range must be supported by the Director of Human Resources and be authorized by the City Manager.</p>

TABLE 26-A
POLICY REGARDING HIRING SALARIES - CIVILIAN EMPLOYEES

Peer Employer	Hiring Compensation Policy
Webster, TX	A starting salary up to 10% above the minimum of the salary range can be authorized by the Department Director. A request for a starting salary more than 10% above the minimum of the salary range must be coordinated with the City Manager. Justification for starting salaries above the midpoint should be verified with salary survey data provided by the Human Resources Director.
League City, TX	<p>The starting salary will be at the minimum of the pay grade, with the following three exceptions:</p> <ol style="list-style-type: none"> 1. Recruitment experience has proven that the position is in a critical or shortage skills category. Department heads experiencing such a situation will consult with the Human Resource Manager and submit appropriate recommendations to the Chief Administrative Officer. Consideration can be given to a starting salary rate of one percent (1%) up to and including twenty percent (20%) over the minimum starting salary rate. 2. An available applicant meets the minimum qualifications, but has some job related experience or education beyond the minimum requirements. Consideration can be given to a starting salary rate of one percent (1%) up to and including five percent (5%) over the minimum starting salary rate. 3. An available applicant meets the minimum qualifications, plus substantial job related experience or education over and above the minimum qualifications. Consideration can be given to a starting salary rate of six percent (6%) up to and including ten percent (10%) over the minimum starting salary rate.

TABLE 26-A
POLICY REGARDING HIRING SALARIES - PUBLIC SAFETY EMPLOYEES

Peer Employer	Hiring Compensation Policy
Allen, TX	Hired at first step. If certified, practice is to bring in higher than first step based on education and experience.
Bryan, TX	Per pay scale
Dickinson, TX	The City will normally compensate a new employee at the minimum step of the approved salary range. In exceptional circumstances, the City Administrator may authorize hiring above the minimum step. If such authorization is based on general recruitment difficulties rather than on unique qualifications of the new employee, the City Administrator may, with City Council approval, increase the pay for other employees with the same job description to assure that the City does not compensate them less than the new employee
Friendswood, TX	NR
Galveston, TX	Base salaries are set through Collective Bargaining Agreements.
Lewisville, TX	<p>A Lateral Police Officer is eligible for a starting salary based on his or her whole years of police officer experience. Service time, for determining the starting salary, can include multiple agencies if breaks in service are less than thirty days and all agencies meet the required criteria.</p> <ol style="list-style-type: none"> 1. Certified Police Officer applicants are eligible for the lateral police officer hire program if they have no more than a three-year break in service from the time they left a comparable law enforcement agency and the time they make application with the Lewisville Police Department. 2. Experienced officers must successfully complete each step in the hiring process in the same manner as any other applicant. 3. A lateral entry applicant must have one year continuous service as a paid, full-time certified peace officer with a municipal law enforcement agency with a population over 50,000 or work for a law enforcement entity/agency that employs over 100 sworn police officers who perform comparable law enforcement duties. 4. Lateral applicants must have been in a position where they had the authority to enforce laws, investigate crimes, make arrests, respond to calls for service, carry a firearm, and use discretion as part of their assigned duties.
Longview, TX	Generally newly hired employees base salaries start at the minimum of the salary range for the position.
Missouri City, TX	Generally at minimum for rank
Pearland, TX	NR
Richardson, TX	NR
Round Rock, TX	NR

TABLE 26-A
POLICY REGARDING HIRING SALARIES - PUBLIC SAFETY EMPLOYEES

Peer Employer	Hiring Compensation Policy
Sugar Land, TX	New hires in public safety positions will be hired at the minimum of the range. However, with the concurrence of the Director of Human Resources and the Executive Team member and following the appropriate guidelines provided for non-public safety positions, new hires may be brought in above the minimum of the range.
Webster, TX	A starting salary up to 10% above the minimum of the salary range can be authorized by the Department Director. A request for a starting salary more than 10% above the minimum of the salary range must be coordinated with the City Manager. Justification for starting salaries above the midpoint should be verified with salary survey data provided by the Human Resources Director.
League City, TX	<p>The starting salary will be at the minimum of the pay grade, with the following three exceptions:</p> <ol style="list-style-type: none"> 1. Recruitment experience has proven that the position is in a critical or shortage skills category. Department heads experiencing such a situation will consult with the Human Resource Manager and submit appropriate recommendations to the Chief Administrative Officer. Consideration can be given to a starting salary rate of one percent (1%) up to and including twenty percent (20%) over the minimum starting salary rate. 2. An available applicant meets the minimum qualifications, but has some job related experience or education beyond the minimum requirements. Consideration can be given to a starting salary rate of one percent (1%) up to and including five percent (5%) over the minimum starting salary rate. 3. An available applicant meets the minimum qualifications, plus substantial job related experience or education over and above the minimum qualifications. Consideration can be given to a starting salary rate of six percent (6%) up to and including ten percent (10%) over the minimum starting salary rate.

Conclusions

Base Pay Ranges

Overall, we found League City's pay range midpoints are market competitive.

However, twenty-seven (27) benchmark jobs covering seventy-seven (77) employees have range midpoints that are below market and twelve (12) benchmark jobs covering one hundred twenty-six (126) employees have range midpoints that are above market.

Pay Practices

Overall, we found League City's pay practices are market competitive, except for the following:

Types of Base Pay Increases in 2017 for Public Safety Employees (Table 12-B) – League City provided a COLA increase and most (10 of 11) respondents did not.

Minimum guaranteed pay increase for promotions for Public Safety employee (Table 13-B) – League City does not provide a minimum guaranteed pay increase for promotions and most (7 of 9) respondents do.

Call-Back Pay for Civilian Employees (Table 18-A) – League City provides call-back pay for non-exempt civilian employees and most (7 of 11) respondents do not.

Certification Pay for Civilian Employees (Table 21-A) – League City does not provide Certification Pay for civilian employees and most (9 of 11) respondents do.

Longevity Pay by Year of Service (Tables 24-A and 24-B) – League City's Longevity Pay for both civilian and Public Safety employees is higher than market average.

Recommendations

- Implement the recommended new market-competitive pay structure for general employees
- Modify the Police pay structure by increasing the frequency of steps and removing up to three steps
- Continue to review pay structure competitiveness every two years

Appendix A- Job Summaries

Accounting

Accountant
Processes biweekly payroll and reports; assists in the maintenance of accounting and payroll records in regards to posting transactions to the general ledger and accounts receivable.
Minimum Qualifications: Bachelor's degree in Accounting, finance or a related field and three (3) years of experience in Accounting, Payroll or a related field.
Accounts Payable Specialist
Processes invoices and check requests for payments to vendors. Organizes and assists in the maintenance of Accounts Payable files and reports.
Minimum Qualifications: High school diploma or GED and one (1) to three (3) years of Accounting experience. Associate's degree in Accounting, Business or Finance preferred.
Accounts Receivable Specialist
Collects monies, performs data entry, and issues receipts for all types of payments to the City. Handles customer inquiries, including calls regarding account balances.
Minimum Qualifications: High school diploma or GED and one (1) to three (3) years of office/clerical or cashier experience
Financial Analyst
Performs independent analysis for the organization in support of the annual budget, long-range financial forecasts, and quarterly budget reports.
Minimum Qualifications: Bachelor's degree in Accounting, Finance or a related field and three (3) to five (5) years of experience in budget, management analysis or accounting.
Senior Financial Analyst
Analyzes and monitors the City's annual budget. Performs independent financial analysis for the organization to ensure effective oversight and financial management. Prepares reports for management, including statistical forecasting, trend analysis, cost of services and cost allocation plans.
Minimum Qualifications: Bachelor's degree in Accounting, Finance or a related field and five (5) years of experience in Accounting, Finance or a related field.

Animal Control

Animal Control Officer

Under supervision of the Animal Control Supervisor and Animal Services Manager, enforces animal control laws and ordinances for the City through investigation and the patrolling of the City of League City. Performs work in the League City Animal Shelter to include care and maintenance of animals and grounds while humanely following City policy and State of Texas laws.

Minimum Qualifications: High school diploma or GED, some previous experience, and TSDHS Humane Euthanasia certificate

Kennel Worker

Performs work in the City animal shelter to include care and maintenance of animals and grounds while humanely following City policy and State of Texas laws.

Minimum Qualifications: High school diploma or GED and no experience. Six (6) months to one (1) year of experience as an animal handler, veterinarian technician, or a related field preferred.

Building

Building Inspector I

Conducts residential and light commercial building, mechanical, electrical and plumbing inspections and monitors the status of construction projects to ensure compliance to City ordinances, building codes, and inspection processes. May assist the Plans Examiner with plan review of drawings submitted for permits and will assist with filing of documents for record while remaining knowledgeable of City ordinances, building codes, and the International Code.

Minimum Qualifications: High school diploma or GED and two (2) years of Building Inspection experience

Civic Center Operations

Custodian

Under limited supervision, performs essential custodial tasks involving housekeeping and grounds keeping. Also performs event set-ups, advanced floor care, light building maintenance and does related work as required.

Minimum Qualifications: High school diploma or GED and no experience. One (1) year of custodial/janitorial experience preferred.

Communications Office

Communications Specialist

Under direction of the Director of Communications, serves as a key member of the City's communication team to promote City programs, activities and initiatives. Assists with the planning, development and implementation of marketing and public information campaigns and programs for the City of League City. Provides a comprehensive range of content for website, cable, and social media platforms. Assists with the management and programming of the City's government access channel. Works with City departments and other agencies that require graphic design and communication assistance.

Minimum Qualifications: Bachelor's degree in graphic design, media relations, mass communication, marketing, public relations, social media, journalism, or related field and four (4) or more years of work experience in graphics, communications, media, public relations or a related field.

EMS

Emergency Medical Technician

Provides basic and advanced life support including medical evaluation, treatment and stabilization of both non-critical and critically ill or injured patients; responds to emergency rescue situations involving potential loss of life or severe bodily injury; maintains control in difficult situations; manages and directs patient care at the scene of a pre-hospital emergency; provides training and instruction to lesser trained personnel; and operates and maintains assigned Mobile Intensive Care Units as well as EMS stations.

Minimum Qualifications: High school diploma or GED and current/active Texas Department of State Health Services issued certification of either an Emergency Medical Technician (EMT), Emergency Medical Technician – Intermediate (EMT-I), Emergency Medical Technician – Paramedic (EMT-P), or Licensed Paramedic (LP).

Medical Supervisor

Performs the duties of a paramedic and provides direct supervision of paramedic staff and volunteers. Each Supervisor is also assigned additional duty assignments (IT, Training and Community Outreach.)

Minimum Qualifications: Associate's degree or technical school degree in Applied Science or a related field and two (2) years of related experience.

Paramedic

Provides immediate response to 911 calls and as the first healthcare provider at the scene of emergency situations; collaborates with firefighters and police in evaluating the situation. Attends emergencies from minor injuries to severe casualties arising from accidents, fires, natural disasters, criminal violence, and other incidents as defined by the Texas Department of State Health Services

Minimum Qualifications: High school diploma or GED, one (1) year of Emergency Medical Service experience, and completion of TDHS EMT-P or LP.

Engineering

Construction Inspector
Conducts inspections of roads, sanitary sewer transmission and collection systems, water transmission and distribution systems, storm water collection systems and other types of municipal construction to ensure compliance with City construction standards and site specific construction requirements.
Minimum Qualifications: High school diploma or GED and five (5) years of related experience in engineering, heavy construction, material testing, and surveying OR five (5) years of experience as a heavy construction inspector.
Project Manager
Manages a variety of professional engineering functions for the City's Engineering and Capital Improvement Programs. Exhibits sound, professional engineering principals and judgment necessary to successfully manage the coordination of capital improvement projects while working with internal and external customers and other stakeholders by reviewing engineering activities and contract administration. Additional duties may include occasional supervision of department employees, coordination of financial planning and budgeting components, serving in a liaison role for projects that include governmental agencies, franchise utilities and other entities. Provides recommendations for updates to standard details and specifications, prepares and monitors schedules, cost estimates and correspondence and private development reviews.
Minimum Qualifications: Bachelor's degree in Engineering or a related field, three (3) to five (5) years of overall experience in municipal engineering, project management or a related field, and EIT license.

Fire Marshal

Deputy Fire Marshal
Responsible for fire prevention, fire and arson investigations, fire safety inspections, and participates in community outreach work to educate citizens of the City and surrounding areas in fire prevention and safety. Examines and reviews processes to ensure all structures are in compliance with adopted fire codes and city ordinances; conducts fire scene investigations to determine origin and cause of all fires; serves as expert on highly sensitive matters; and provides testimony in the pursuit of filing criminal charges and working with the County District Attorney's Office.
Minimum Qualifications: High school diploma or GED, Basic Fire Inspector Certification by the Texas Commission on Fire Protection, Basic Fire and Arson Investigator Certification by the Texas Commission on Fire Protection, Basic Peace Officer Certification by the Texas Commission on Law Enforcement , and two (2) years of experience in fire investigation and fire inspections

Fleet Maintenance

Senior Mechanic

Diagnoses and performs all necessary repairs to gas and diesel-powered engines, front end, hydraulic and air brake systems, electrical systems and related systems on all types of equipment. Carries out preventive maintenance tasks for all city owned vehicles and mechanical equipment. Performs acetylene and electric welding. Makes emergency road service trips as directed, both during and after hours. Performs work safety in accordance with city and departmental safety procedures.

Minimum Qualifications: High school diploma or GED and three (3) years of related experience

Human Resources

Human Resources Generalist

Serves as source of information regarding City personnel matters including, but not limited to, answering inquiries relating to recruitment and human resources policies and benefits. Serves as the primary onboarding representative, constructs new hire offer letters, conducts exit interviews, interprets City personnel policies and rules, assists in identifying training needs, and assists in conducting new employee orientation.

Minimum Qualifications: Bachelor's degree in Human Resources or a related field and five (5) years of Human Resources experience. PHR Certification preferred.

Information Technology

IT Specialist

Under general supervision, identifies, troubleshoots and resolves problems encountered by City-wide users of various servers, IBM iSeries (AS/400), desktop systems, City network, internet and other computer technology. Identifies, troubleshoots and resolves hardware, software and network related problems encountered by end-users of the City network, the Internet, the minicomputer, PCs and Macintoshes and new computer technology. Configures and installs Windows workstation and Macintosh operating systems. Trains end-users.

Minimum Qualifications: Associate's degree with at least two (2) years of coursework in computer science; current experience providing Level Two technical desktop and network support in a large multi-platform and multi-operating systems environment; demonstrated experience implementing local area networks using multi-operating systems and platforms.

Library

Circulation Clerk
Provides library services by assisting the circulation desk, information desk, and performing general administrative tasks. Inputs, deletes and retrieves information from the Integrated Library System (ILS); locates and checks out library materials; searches and maintains on-shelf hold items; collects fines and fees for past due, damages or lost items; provides customer service at the circulation and information desks; and answers multi-line phone.
Minimum Qualifications: High school diploma or GED and no experience
Librarian
Provide world class services to library patrons through materials selection, program planning and implementation, reference instruction and searches, readers' advisory, and grant preparation. Increases public awareness about library services through extensive career level volunteer opportunities. Participates in administrative decision-making in public services and strategic planning for the library as a whole. Assists with the preparation, administration, and monitoring of the Department budget.
Minimum Qualifications: Masters of Library/Information Science from an accredited American Library Association university and three (3) to five (5) years of library experience.
Technical Service Clerk
Performs bibliographic control and acquisitions activities in the library. Loads data files from a variety of sources; posts library materials, cancellations and expired orders; updates databases; maintains records; creates and maintains bibliographic records, sorts and processes donated materials, reconciles receipts and records payments, processes library materials, and supervises pages.
Minimum Qualifications: High school diploma or GED and one (1) year of library experience

Line Repair

Senior Utility Maintenance Worker
Operates and maintains heavy equipment. Receives work orders and delegates work assignments to other members of the work crew. Assists in the supervision of Departmental personnel as required.
Minimum Qualifications: High school diploma or GED, one (1) to three (30 years of related experience, and Class A Commercial Driver's License (CDL) with Tanker Endorsement
Utility Maintenance Supervisor
Supervises the repair and maintenance of water and sewer lines for the City. Supervises and monitors department inventory; orders parts and materials related to repairs; and conducts employee performance evaluations.
Minimum Qualifications: High school diploma or GED, three (3) to five (5) years of related experience, Class C Water Distribution license, and Class III Wastewater Collections license, Valid Class "A" Commercial Driver's License (CDL) with Tanker Endorsement preferred

Line Repair *Continued*

Utility Maintenance Worker
Performs a variety of general repair and maintenance duties for the Line Repair Department. Installs, repairs and maintains City water and sewer lines and maintains equipment and tools
Minimum Qualifications: High school diploma or equivalent and no experience
Utility Maintenance Worker I
Performs a variety of general repair and maintenance duties for the Line Repair Department. Installs, repairs and maintains City water and sewer lines and maintains equipment and tools.
Minimum Qualifications: High school diploma or GED, Class D Water Utility Operator license, Class I Wastewater Operator license, and valid Class "B" Commercial Driver's License (CDL) with Tanker Endorsement
Utility Maintenance Worker II
Performs a variety of general repair and maintenance duties for the Line Repair Department. Operates and maintains Vacuum-Rodder truck, performs utility line location, inspects water and sewer infrastructure, completes work orders, and performs tests to check for infiltration.
Minimum Qualifications: High school diploma or GED, one (1) year of related experience, experience with Vacuum/Rodder truck, Class D Water License and Collection II Wastewater License, and Class "B" Commercial Driver's License (CDL) with Tanker Endorsement

Multiple

Administrative Assistant
Provides clerical and administrative support to assigned Department. Prepares, maintains and creates reports, records, files, and correspondence of both a routine and non-routine administrative nature. Maintains office services by organizing office operations and procedures; controlling correspondence; designing filing systems; reviewing and approving supply requisitions. Maintains office efficiency by planning and implementing office systems, layouts, and equipment procurement. Assists Director in preparation and monitoring of budget. Handles inquiries and telephone calls and/or directs to appropriate personnel. May supervise clerical personnel in operation of office.
Minimum Qualifications: High school diploma or GED plus additional specialized training and three (3) to five (5) years of related experience. Associate's degree in Business or a related field and local government experience preferred.
Executive Assistant
Provides executive level secretarial support to Administration; Mayor and City Manager. Performs clerical duties, greets and directs visitors, answers phones, schedules meetings and sets up meeting rooms, schedules appointments and maintains calendars for Mayor and City Manager, makes travel arrangements, requisitions office supplies, prepares timekeeping and payroll, and assists with special projects and events.
Minimum Qualifications: High school diploma or GED, additional specialized training in a related field, and five (5) to seven (7) years of secretarial administration experience.

Multiple *Continued*

Office Support Assistant
Performs day to day secretarial, scheduling, and typing functions in an efficient and timely manner. Answers phones; takes messages; prepares and maintains various reports; assists in preparation and processing of various accounting documents; maintains inventory of supplies; processing incoming mail; and greets and directs visitors.
Minimum Qualifications: High school diploma or GED, six (6) months to one (1) year of office/clerical experience, and 35 wpm typing speed.
Office Support Specialist
Performs a variety of clerical, secretarial and administrative work in keeping official records, providing administrative support to the Department staff, and assisting in the administration of the standard operating policies and procedures of the department.
Minimum Qualifications: High school diploma or GED, six (6) months to one (1) year of related experience, and 35 wpm typing speed.

Municipal Court

Deputy Court Clerk
Provides administrative support to the City's court system by providing assistance to the Judges, processing documents, reviewing and responding to correspondence, preparing and finalizing court dockets, assisting defendants in the resolution of court cases, providing customer service, and attending court proceedings
Minimum Qualifications: High school diploma or GED, typing speed of 30 wpm, and no experience. Successful completion of the Texas Municipal Court Training or Municipal Court experience preferred
Warrant Coordinator
Supervises the Warrant Division and provides administrative support to the City's Court system by reviewing delinquent cases for warrant process. Maintains state warrant system, report detailing outstanding warrants, service and convictions of warrants and returned warrants.
Minimum Qualifications: High school diploma or GED and knowledge of the Penal Code, Code of Criminal Procedures, Texas Motor Vehicle Laws, Texas Alcohol Beverage Code, Texas Education Code, and Texas Parks and Wildlife laws.

Neighborhood Services

Code Compliance Officer

Enforces the codes and ordinances of the City. Responsible for the enforcement of nuisance, zoning, property maintenance codes and ordinances including all Texas Department of State Health requirements. Attends court to represent the city in matters of ordinance violations and issued citations.

Minimum Qualifications: High school diploma or GED and one (1) year of experience in code enforcement or training in residential and commercial codes, public health, environmental regulations, criminal justice system or a related field. Associate's degree preferred.

Parks Operations

Park Maintenance Crew Leader

Oversees a crew of two to six full-time employees and participates in the maintenance of park grounds including mowing, weed eating, edging, blowing, painting, carpentry, minor electrical plumbing, masonry and irrigation repairs. Operates trucks, tractors, mowers and a variety of power tools including saws, drills, weed eaters, edgers and blowers; performs maintenance of park grounds; performs scheduled equipment maintenance; and requisitions parts and supplies; cleans and restocks park restrooms; and collects trash, debris and recyclables.

Minimum Qualifications: High school diploma or GED and one (1) to three (3) years of experience in parks maintenance.

Park Maintenance Worker

Perform a variety of duties involving the maintenance of park grounds and facilities. Operates trucks, tractors, mowers and a variety of power tools to include weed eaters, edgers, blowers; performs maintenance; requisitions parts and supplies; performs scheduled maintenance and repair; cleans and restocks park restrooms; and collects trash, debris and recyclables.

Minimum Qualifications: High school diploma or GED and one (1) year of experience in landscape maintenance or a related field.

Senior Park Maintenance Worker

Works with the Park Maintenance Supervisor in the planning, organization and phases of the Sportsplex facility and assists in all aspects of park maintenance and operations. Performs maintenance of parks grounds, operates equipment and power tools, applies pesticides, herbicides and fertilizer, takes inventory and coordinates purchases, assists in preparation and monitoring of Sportsplex maintenance budget, and coordinates the planning, scheduling and organization of Sportsplex staff.

Minimum Qualifications: High school diploma or GED and five (5) years of parks maintenance experience

Parks Recreation

Recreation Aide
Provides Parks Recreation Department with additional office assistance. Operates Parks Recreation Department facilities during weeknights and weekends. Assists with recreation programs and special events.
Minimum Qualifications: Must have some work experience.
Recreation Specialist
Organizes, teaches, and provides special services for participants in an assigned recreational activity. Plans, implements, and monitors activities for recreation programs. Supervises and takes part in diversified recreation programs and special events.
Minimum Qualifications: Associate's degree and one (1) year of experience in a related field.

Planning

GIS Technician
Assists the general public, outside contractors, developers and intra city departments with land base information such as ownership, property location of city infrastructure, construction documentation and land base/infrastructure maintenance through a mapping (GIS) system.
Minimum Qualifications: High school diploma or GED and one (1) to three (3) years of related experience.
Planner
Acts as a project manager for development projects submitted to the City; ensures compliance with City requirements, in particular the Zoning Ordinance, Subdivision and Development Ordinance and Comprehensive Plans.
Minimum Qualifications: Associate's degree in urban planning, architecture, public policy or related field of study and two (2) years of experience in plans review, zoning administration and permitting. A Bachelor's degree is preferred and may substitute for one year of experience. Bachelor's degree in Criminal Justice or related field or completion of the LEMI Leadership and Command College is preferred.

Police

Detention Officer
Books prisoners into jail facility, maintains facility security and prisoner checks, fingerprints citizens, writes offense reports, feeds prisoners, and wash linens.
Minimum Qualifications: High school diploma or GED and one (1) year of law enforcement, corrections, detention, or military law enforcement experience.

Police Continued

Police Captain
<p>Plans, organizes, directs, supervises and manages the operations and activities of an assigned Bureau. Coordinates activities with the Chief of Police, Assistant Chief of Police, and with other Bureaus and personnel within the Department, outside agencies, and with the general public. Provides reports to the Assistant Chief of Police and Chief of Police as required. Assists the Office of Professional Standards as required. Ultimate responsibility is to approve or disapprove all plans within the Bureau, or work in a team environment to approve or disapprove plans with other Bureau Commanders, the Assistant Chief of Police, and/or the Chief of Police.</p>
<p>Minimum Qualifications: High school diploma, Texas Peace Officer Certification, and two (2) consecutive year of experience in the immediately preceding lower grade.</p>
Police Lieutenant
<p>Supervises and monitors uniform services, criminal investigative and administrative functions. Schedules, trains, and evaluates assigned personnel; assists in the formation and implementation of policies, practices and regulations.</p>
<p>Minimum Qualifications: High school diploma, Texas Peace Officer Certification, and two (2) consecutive years of experience in the immediately preceding lower grade. Bachelor's degree in Criminal Justice or related field or completion of the LRMI Leadership and Command College is preferred.</p>
Police Officer
<p>Enforces laws to protect and serve the public. Provides aid to citizens while rendering police services to the public. Patrols a specified area of the City to preserve law and order, to prevent, discover, and investigate the commission of crime, and to enforce motor vehicle operations and parking regulations. Assists in personnel related issues, crime prevention tasks, training programs and other specialized assignments.</p>
<p>Minimum Qualifications: High school diploma or GED and twelve (12) or more hours from an accredited college.</p>
Police Officer - Certified Probationary
<p>Enforces laws to protect and serve the public. Provides aid to citizens while rendering police services to the public. Patrols a specified area of the City to preserve law and order, to prevent, discover, and investigate the commission of crime, and to enforce motor vehicle operations and parking regulations. Assists in personnel related issues, crime prevention tasks, training programs and other specialized assignments.</p>
<p>Minimum Qualifications: High school diploma or GED and twelve (12) or more hours from an accredited college.</p>

Police *Continued*

Police Officer - Non-certified Probationary
<p>Enforces laws to protect and serve the public. Provides aid to citizens while rendering police services to the public. Patrols a specified area of the City to preserve law and order, to prevent, discover, and investigate the commission of crime, and to enforce motor vehicle operations and parking regulations. Assists in personnel related issues, crime prevention tasks, training programs and other specialized assignments.</p> <p>Minimum Qualifications: High school diploma or GED and twelve (12) or more hours from an accredited college.</p>
Police Sergeant
<p>Leads, directs and controls the work activities of Police Officers and Civilian Personnel assigned to his/her shift in order to achieve departmental goals and objectives.</p> <p>Minimum Qualifications: High school diploma and two (2) consecutive years of experience in the immediately preceding lower grade. Associate's degree in Criminal Justice or related field or completion of the LEMI Leadership and Command College is preferred.</p>
Records Specialist
<p>Prepares, maintains and distributes manual/computerized Law Enforcement and Public Records. Provides assistance for all divisions in the Police Department; handles and maintains confidential information; provides customer service to citizens in person and via telephone; processes and maintains a variety of reports; collects and prepares statistics; and processes requests for information.</p> <p>Minimum Qualifications: High school diploma or GED, more than one (1) year of experience handling large volumes of computer data entry and general office duties, and typing speed of 35 wpm.</p>
Telecommunicator
<p>Monitors and dispatches Public Safety Units. Answers incoming emergency and non-emergency phone lines. Processes and retrieves data from the TCIC/NCIC system; monitors incoming teletypes and other information as required by departmental and state guidelines; maintains records in the warrant system; and trains new and existing employees as a normal course of their responsibilities..</p> <p>Minimum Qualifications: High school diploma or GED, ability to pass computerized testing, ability to obtain TCOLE (TCLEOSE) Basic Telecommunications Certification and License with the ability to receive access from the National Crime Information Center, and ability to obtain Emergency Medical Dispatch Certification within one year of hire date. One (1) year of related experience preferred</p>

Purchasing

Buyer
Prepares bid and quote requests, tabulates results, and recommends awards for contract and non-contract buying in accordance with state statutes, purchasing policies, and procedures. Reviews and resolves discrepancies in purchase orders and procurement cards; verifies accuracy and validity of documentation.
Minimum Qualifications: Associate's Degree in Accounting, Finance or a related field and three (3) years of experience in preparing specifications related to municipal contracts. Professional Public Buyer certification preferred.

Streets & Stormwater

Equipment Operator
Operates all machinery and hand tools, other than heavy equipment. Grades ditches; performs general maintenance duties including shoveling, working with concrete, cleaning culverts, and checking storm sewers; maintains vehicles and equipment. replaces and checks street and traffic control signs, and trims trees and brush.
Minimum Qualifications: One (1) year of experience in equipment operation and maintenance and a Commercial Driver's License (CDL)
Heavy Equipment Operator
Operates heavy equipment in the construction and maintenance of new/all roadways & drainage structures. Assists in leading street & drainage crews.
Minimum Qualifications: High school diploma or GED, three (3) years of experience in heavy equipment operation, and Texas Class A Commercial Driver's License (CDL).
Maintenance Worker
Perform a variety of general repair and maintenance duties for the Department of Streets and Stormwater. Installs traffic control devices; paints and stripes roadways; repairs sidewalks, inlets, gutters curbs and some parts of concrete streets; assists heavy equipment operators in digging ditches; performs other general labor work.
Minimum Qualifications: High school diploma or GED and no experience.
Public Service Technician
Operates light to medium construction equipment. Routinely mows ditches and patches pot holes.
Minimum Qualifications: High school diploma or GED and, additional specialized training in a related field, and one (1) year of experience in equipment operation.

Streets & Stormwater *Continued*

Public Works Supervisor
<p>Supervise the maintenance of the City's street division. Plans, organizes, coordinates and supervises daily operations; schedules material and equipment for major projects; coordinate purchase of material for inventory and projects; and assigns equipment to personnel.</p> <p>Minimum Qualifications: High school diploma or GED and three (3) years of experience in street maintenance operations or a related field.</p>
Traffic Technician III
<p>Assists in the deployment, operation, and maintenance of the traffic signal systems and related communications network and oversees the construction, operations and/or maintenance of traffic signal systems in accordance with the drawings, contract specifications, and operation/maintenance procedures prepared by City staff and/or consulting engineer.</p> <p>Minimum Qualifications: High school diploma or GED, four (4) years of operations and maintenance experience in the areas of fiber optic and traffic signal networking equipment, and International Municipal Signal Association (IMSA) Certified Level III Traffic Technical</p>

Utility Billing

Customer Service Technician
<p>Reads and maintains water meters and associated parts for City water service. Installs/pulls/locks off water meters for new connects and disconnects; repairs or replaces damaged meters, meter boxes, and meter parts – both electronic and manual; and meets with customers in the field to answer questions/check for meter leaks.</p> <p>Minimum Qualifications: High school diploma or GED and one (1) year of customer service experience. One (1) to three (3) years of directly related experience preferred.</p>
Utility Billing Representative
<p>Provides water utility services to include billing, maintenance, accounting, and assisting with public inquiries and concerns. Maintains water utility billing system with connection accuracy verifications, final application reports, appropriate billing amounts, penalties, and cut-off dates; oversees water utility services by verifying payments for reconnection, monitoring connections and disconnections of water service, providing daily meter readings and meter service work assignments; and assist customers with billing inquiries and other water utility issues.</p> <p>Minimum Qualifications: High school diploma or GED and three (3) years of customer service experience. One (1) year of utility billing experience preferred</p>

Wastewater

Chief Plant Operator
Oversees, directs, coordinates and supervises the daily operation and maintenance of the wastewater collection system and treatment facilities.
Minimum Qualifications: High school diploma or GED, three (3) to five (5) years of related experience, and Class A Wastewater Treatment Plant Operator License issued by the Texas Commission on Environmental Quality (TCEQ) or the ability to obtain within three (3) years of employment to maintain regulatory compliance.
Senior Plant Operator
Assists Chief Plant Operators in operation of the City's Wastewater Treatment Plants to comply with State Permit requirements, assigns job duties to crewman daily, and supervises their activities.
Minimum Qualifications: High school diploma or GED, one (1) to three (3) years of experience in wastewater treatment and minor maintenance of motor and pumps, Class "C" Wastewater Treatment Operator License issued by the Texas Commission on Environmental Quality (TCEQ), and the ability to obtain a Class "B" Wastewater Treatment Operator License within three (3) years of employment to maintain regulatory compliance.

Water

Maintenance Supervisor
Under general guidance of the Wastewater Superintendent, supervises multiple employees and performs preventive, corrective maintenance, and emergency equipment repairs on wastewater treatment and collection facilities. Troubleshoots issues on a myriad of pump, mechanical, and electrical controls. Compiles, analyzes and maintains reports from data base records for efficient operations.
Minimum Qualifications: High school diploma or GED, three (3) to five (5) years of related experience, Class B Wastewater Treatment Operator License or Class III Wastewater Collection Operator License issued by the Texas Commission on Environmental Quality (TCEQ) or the ability to obtain within three (3) years of employment to maintain regulatory compliance.
Utility Maintenance Technician
Performs corrective and preventive maintenance on the City's pumps, motors, valves, electrical control panels and components and chemical feed equipment at wastewater plants and lift stations. Troubleshoots mechanical and electrical equipment at wastewater plants and lift stations to determine solutions.
Minimum Qualifications: High school diploma or GED, one (1) year of wastewater and/or collections experience, and Class II Wastewater Collections License or greater issued by the Texas Commission on Environmental Quality (TCEQ) or the ability to obtain within three years of employment.

Water Continued

Utility Operator
Assists Senior Plant Operators and Utility Maintenance Technicians in the operation of the Wastewater Treatment Plants and lift stations. Checks condition of pumps and motors; charts and records KWH readings; cleans tanks and basins; maintains grounds; conducts rounds on all wastewater treatment plants and lift stations; records data related to equipment; and assists with routine maintenance and lubrication of equipment.
Minimum Qualifications: High school diploma or GED, one (1) to three (3) years of experience in wastewater treatment and minor maintenance of motors and pumps
Water Production Supervisor
Oversees the daily operations of multiple booster pump stations, elevated storage tanks, groundwater storage Tanks, and other distribution system features. Assists Water Quality and Maintenance Supervisor; assists in Water Conservation Outreach Program; oversees operations personnel including Plant Operators Utility Operator Trainees.
Minimum Qualifications: High school diploma or GED, three (3) to five (5) years of experience in water distribution system operations, and Class C Groundwater license through Texas Commission on Environmental Quality (TCEQ)
Water Quality Technician
Responsible for the collection, testing, documentation, and delivery of bacteriological and new construction water samples.
Minimum Qualifications: High school diploma or GED, two (2) years of water production experience, and Class "C" Groundwater or Distribution Certificate

Appendix B- Detailed Market Data

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Accountant Accounting					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Accountant	\$44,112	\$54,039	\$63,965	\$63,965
Bryan, TX	General Accountant	\$50,579	\$63,789	\$76,998	\$64,579
Dickinson, TX	Accountant	\$44,424	\$55,531	\$66,637	\$60,000
Friendswood, TX	Accountant	\$53,955	\$66,463	\$78,971	\$54,300
Galveston, TX	Accountant	\$46,319	\$57,899	\$69,478	\$52,646
Lewisville, TX	Accountant	\$51,129	\$61,200	\$71,271	\$61,780
Longview, TX	Accountant	\$43,289	\$50,928	\$58,567	\$46,844
Missouri City, TX	Accountant/Payroll Specialist	\$40,330	\$50,413	\$60,495	\$47,128
Pearland, TX	Staff Accountant	\$52,084	\$65,106	\$78,127	\$59,246
Richardson, TX	Accountant II	\$49,152	\$61,812	\$74,472	\$68,700
Round Rock, TX	Accountant	\$44,589	\$50,165	\$55,742	NA
Sugar Land, TX	Accountant II (vacant)	\$42,848	\$55,692	\$68,536	NA
Webster, TX	No Match - Lower Requirements	NA	NA	NA	NA
League City, TX		\$42,035	\$52,544	\$63,053	\$44,637
<i>I - Public Sector Market Average</i>		\$46,901	\$57,753	\$68,605	\$57,919
<i>League City, TX as a % of I - Public Sector Market Average</i>		90%	91%	92%	77%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Accountant - 3 yrs. exp.	\$44,448	\$52,720	\$63,567	\$50,598
Kenexa Survey, Houston-League City	Accountant II (2-4 yrs. exp.)	\$48,600	\$61,200	\$74,000	\$53,200
Towers Watson - Houston-Baytown	Accountant - P2 Intermediate	\$45,004	\$60,493	\$69,704	\$57,571
League City, TX		\$42,035	\$52,544	\$63,053	\$44,637
<i>II - Private Sector Market Average</i>		\$46,017	\$58,138	\$69,090	\$53,790
<i>League City, TX as a % of II - Private Sector Market Average</i>		91%	90%	91%	83%
League City, TX		\$42,035	\$52,544	\$63,053	\$44,637
<i>Overall Comparator Market Average</i>		\$46,459	\$57,945	\$68,848	\$55,854
<i>League City, TX as a % of Overall Market Average</i>		90%	91%	92%	80%
<i>Adjustment To Reach Market Average</i>		11%	10%	9%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Processes biweekly payroll and reports; assists in the maintenance of accounting and payroll records in regards to posting transactions to the general ledger and accounts receivable.

Minimum Qualifications: Bachelor's degree in Accounting, finance or a related field and three (3) years of experience in Accounting, Payroll or a related field.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Accounts Payable Specialist Accounting					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Accounts Payable Technician	\$31,349	\$38,404	\$45,459	\$35,111
Bryan, TX	Finance Specialist - A/P	\$29,824	\$36,458	\$43,092	\$36,082
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Accountant Assistant	\$35,754	\$44,041	\$52,328	\$36,400
Galveston, TX	Accounting Specialist, A/P	\$31,350	\$39,188	\$47,025	\$36,175
Lewisville, TX	Accounts Payable Clerk	\$31,793	\$36,625	\$41,456	\$33,386
Longview, TX	Accounting Specialist (A/P)	\$30,637	\$36,043	\$41,449	\$36,036
Missouri City, TX	Accounting Technician - A/P	\$30,424	\$38,030	\$45,635	\$37,727
Pearland, TX	Accounts Payable Clerk	\$31,786	\$39,732	\$47,678	\$37,149
Richardson, TX	Accounts Payable Rep	\$29,784	\$38,616	\$47,448	\$37,188
Round Rock, TX	Accounting Technician	\$32,701	\$36,777	\$40,854	NA
Sugar Land, TX	Accounts Payable Specialist	\$34,463	\$44,461	\$54,459	\$43,443
Webster, TX	Accounting Tech II, A/P	\$36,159	\$44,265	\$52,372	\$38,940
League City, TX		\$29,750	\$37,187	\$44,624	\$43,767
<i>I - Public Sector Market Average</i>		\$32,169	\$39,387	\$46,605	\$37,058
<i>League City, TX as a % of I - Public Sector Market Average</i>		92%	94%	96%	118%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Accounts Payable Clerk - 2 yrs. exp.	\$31,287	\$36,110	\$40,935	\$33,399
Kenexa Survey, Houston-League City	Accounting Clerk I (2 yrs. exp.)	\$29,200	\$36,300	\$43,600	\$32,100
Towers Watson - Houston-Baytown	Accounts Payable - U2 Intermediate	\$32,131	\$39,038	\$44,376	\$37,154
League City, TX		\$29,750	\$37,187	\$44,624	\$43,767
<i>II - Private Sector Market Average</i>		\$30,873	\$37,149	\$42,970	\$34,218
<i>League City, TX as a % of II - Private Sector Market Average</i>		96%	100%	104%	128%
League City, TX		\$29,750	\$37,187	\$44,624	\$43,767
<i>Overall Comparator Market Average</i>		\$31,521	\$38,268	\$44,787	\$35,638
<i>League City, TX as a % of Overall Market Average</i>		94%	97%	100%	123%
<i>Adjustment To Reach Market Average</i>		6%	3%	0%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Processes invoices and check requests for payments to vendors. Organizes and assists in the maintenance of Accounts Payable files and reports.

Minimum Qualifications: High school diploma or GED and one (1) to three (3) years of Accounting experience. Associate's degree in Accounting, Business or Finance preferred.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Accounts Receivable Specialist Accounting					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Finance Specialist - A/R	\$29,824	\$36,458	\$43,092	\$36,082
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Accounting Specialist, A/R	\$31,350	\$39,188	\$47,025	\$36,175
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Accounting Specialist (A/R)	\$30,637	\$36,043	\$41,449	\$33,816
Missouri City, TX	Accounting Technician - A/R	\$30,424	\$38,030	\$45,635	\$34,000
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Accounting Technician	\$32,701	\$36,777	\$40,854	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$25,653	\$32,066	\$38,479	\$31,541
<i>I - Public Sector Market Average</i>		\$30,987	\$37,299	\$43,611	\$35,018
<i>League City, TX as a % of I - Public Sector Market Average</i>		83%	86%	88%	90%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Accounts Receivable Clerk-2 yrs. exp.	\$30,439	\$36,252	\$38,914	\$34,717
Kenexa Survey, Houston-League City	Accounting Clerk I (2 yrs. exp.)	\$29,200	\$36,300	\$43,600	\$32,100
Towers Watson - Houston-Baytown	Accounts Receivable - U2 Intermediate	\$32,026	\$41,655	\$47,097	\$40,085
League City, TX		\$25,653	\$32,066	\$38,479	\$31,541
<i>II - Private Sector Market Average</i>		\$30,555	\$38,069	\$43,204	\$35,634
<i>League City, TX as a % of II - Private Sector Market Average</i>		84%	84%	89%	89%
League City, TX		\$25,653	\$32,066	\$38,479	\$31,541
<i>Overall Comparator Market Average</i>		\$30,771	\$37,684	\$43,407	\$35,326
<i>League City, TX as a % of Overall Market Average</i>		83%	85%	89%	89%
<i>Adjustment To Reach Market Average</i>		20%	18%	13%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Collects monies, performs data entry, and issues receipts for all types of payments to the City. Handles customer inquiries, including calls regarding account balances.

Minimum Qualifications: High school diploma or GED and one (1) to three (3) years of office/clerical or cashier experience

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Administrative Assistant Multiple					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Sr. Administrative Assistant	\$34,563	\$42,341	\$50,118	\$42,167
Bryan, TX	Administrative Assistant (B04)	\$29,824	\$36,458	\$43,092	\$37,257
Dickinson, TX	Administrative Assistant	\$31,295	\$39,119	\$46,943	\$43,992
Friendswood, TX	Administrative Assistant	\$35,754	\$44,041	\$52,328	\$43,455
Galveston, TX	Administrative Assistant	\$31,350	\$39,188	\$47,025	\$32,586
Lewisville, TX	Administrative Secretary	\$37,275	\$43,437	\$49,598	\$46,274
Longview, TX	Administrative Assistant	\$33,817	\$39,785	\$45,752	\$36,035
Missouri City, TX	Administrative Assistant II	\$33,862	\$42,327	\$50,792	\$39,986
Pearland, TX	Administrative Assistant	\$36,862	\$46,077	\$55,292	\$40,826
Richardson, TX	Administrative Secretary	\$33,444	\$43,332	\$53,220	\$41,075
Round Rock, TX	Administrative Assistant	\$36,385	\$40,949	\$45,513	NA
Sugar Land, TX	Sr Secretary	\$30,662	\$39,251	\$47,841	\$40,930
Webster, TX	Administrative Assistant	\$36,158	\$44,265	\$52,372	\$48,849
League City, TX		\$33,659	\$42,074	\$50,488	\$45,028
<i>I - Public Sector Market Average</i>		\$33,942	\$41,582	\$49,222	\$41,119
<i>League City, TX as a % of I - Public Sector Market Average</i>		99%	101%	103%	110%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Administrative Assistant - 3 yrs. exp.	\$33,831	\$42,056	\$50,280	\$41,102
Kenexa Survey, Houston-League City	Administrative Assistant II	\$35,200	\$44,400	\$53,600	\$40,000
Towers Watson - Houston-Baytown	Admin. Asst. - U2 Intermediate	\$37,154	\$45,318	\$54,005	\$42,911
League City, TX		\$33,659	\$42,074	\$50,488	\$45,028
<i>II - Private Sector Market Average</i>		\$35,395	\$43,925	\$52,628	\$41,338
<i>League City, TX as a % of II - Private Sector Market Average</i>		95%	96%	96%	109%
League City, TX		\$33,659	\$42,074	\$50,488	\$45,028
<i>Overall Comparator Market Average</i>		\$34,669	\$42,753	\$50,925	\$41,228
<i>League City, TX as a % of Overall Market Average</i>		97%	98%	99%	109%
<i>Adjustment To Reach Market Average</i>		3%	2%	1%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides clerical and administrative support to assigned Department; prepares and maintains reports, records, files, and correspondence; reviews/approves supply requisitions; assists in preparation and monitoring of budget.

Minimum Qualifications: High school diploma or GED plus additional specialized training and three (3) to five (5) years of related experience. Associate's degree in Business or a related field and local government experience preferred.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Animal Control Officer Animal Control					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	Animal Control Officer	\$32,917	\$40,325	\$47,732	\$35,988
Bryan, TX	Animal Control Officer	\$33,229	\$39,921	\$46,614	\$33,693
Dickinson, TX	Animal Control Officer	\$32,127	\$40,159	\$48,191	\$32,648
Friendswood, TX	Animal Control Officer	\$32,570	\$40,133	\$47,695	\$35,630
Galveston, TX	Animal Control Officer	\$29,857	\$37,322	\$44,786	\$30,891
Lewisville, TX	Animal Control Officer	\$35,734	\$41,646	\$47,558	\$37,107
Longview, TX	Animal Control Officer	\$29,161	\$34,307	\$39,452	\$31,097
Missouri City, TX	Animal Control Officer	\$28,972	\$36,217	\$43,462	\$38,256
Pearland, TX	Humane Officer	\$37,783	\$47,229	\$56,675	\$40,323
Richardson, TX	Animal Services Officer	\$33,720	\$41,922	\$50,124	\$41,532
Round Rock, TX	Animal Control Officer	\$29,650	\$33,359	\$37,068	NA
Sugar Land, TX	Animal Control Officer	\$30,662	\$39,251	\$47,841	\$35,398
Webster, TX	Animal Control Officer	\$31,997	\$39,169	\$46,340	\$38,960
League City, TX		\$32,037	\$40,046	\$48,056	\$37,437
I - Public Sector Market Average		\$32,183	\$39,304	\$46,426	\$35,960
League City, TX as a % of I - Public Sector Market Average		100%	102%	104%	104%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$37,437
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$37,437
Overall Comparator Market Average		\$32,183	\$39,304	\$46,426	\$35,960
League City, TX as a % of Overall Market Average		100%	102%	104%	104%
Adjustment To Reach Market Average		0%	-2%	-3%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Enforces animal control laws and ordinances for the City through investigation and the patrol. Performs work in the City Animal Shelter to include care and maintenance of animals and grounds.

Minimum Qualifications: High school diploma or GED, some previous experience, and TSDHS Humane Euthanasia certificate

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Building Inspector I Building					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Building Inspector	\$40,010	\$49,014	\$58,018	\$45,896
Bryan, TX	Building Inspector	\$37,925	\$45,968	\$54,011	\$45,605
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Building Inspector	\$39,297	\$48,419	\$57,540	\$48,664
Galveston, TX	Building Inspector	\$38,106	\$47,633	\$57,160	\$44,205
Lewisville, TX	Building Inspector	\$43,746	\$51,590	\$59,434	\$45,874
Longview, TX	Building Inspector	\$35,529	\$41,799	\$48,068	\$46,656
Missouri City, TX	Building Inspector	\$35,893	\$44,867	\$53,841	\$53,363
Pearland, TX	No Match - higher requirements	NA	NA	NA	NA
Richardson, TX	Building Inspector	\$43,128	\$54,342	\$65,556	\$53,940
Round Rock, TX	Building Inspector	\$38,575	\$43,392	\$48,209	NA
Sugar Land, TX	Building Inspector	\$42,848	\$55,692	\$68,536	\$48,067
Webster, TX	No Match - higher requirements	NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$43,787
<i>I - Public Sector Market Average</i>		\$39,506	\$48,272	\$57,037	\$48,030
<i>League City, TX as a % of I - Public Sector Market Average</i>		81%	83%	84%	91%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$43,787
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$43,787
<i>Overall Comparator Market Average</i>		\$39,506	\$48,272	\$57,037	\$48,030
<i>League City, TX as a % of Overall Market Average</i>		81%	83%	84%	91%
<i>Adjustment To Reach Market Average</i>		23%	21%	19%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Conducts residential and light commercial building, mechanical, electrical and plumbing inspections and monitors the status of construction projects to ensure compliance to City ordinances, building codes, and inspection processes.

Minimum Qualifications: High school diploma or GED and two (2) years of Building Inspection experience

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Buyer Purchasing					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Buyer	\$36,291	\$44,458	\$52,624	\$42,000
Bryan, TX	Buyer	\$38,747	\$47,553	\$56,360	\$48,939
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match - higher requirements	NA	NA	NA	NA
Galveston, TX	Buyer	\$46,319	\$57,899	\$69,478	\$51,554
Lewisville, TX	Buyer	\$42,081	\$49,862	\$57,642	\$44,185
Longview, TX	No Match - higher requirements	NA	NA	NA	NA
Missouri City, TX	Buyer	\$28,972	\$36,267	\$43,562	\$35,796
Pearland, TX	Buyer	\$42,278	\$53,700	\$65,122	\$50,030
Richardson, TX	Buyer	\$36,228	\$45,576	\$54,924	\$54,924
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	Buyer	\$37,073	\$47,821	\$58,569	\$44,492
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$49,739
<i>I - Public Sector Market Average</i>		\$38,499	\$47,892	\$57,285	\$46,490
<i>League City, TX as a % of I - Public Sector Market Average</i>		94%	95%	95%	107%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Buyer - 3 yrs. exp.	\$43,303	\$53,632	\$63,960	\$52,181
Kenexa Survey, Houston-League City	Buyer II 3 yrs. exp.	\$43,100	\$55,000	\$66,400	\$52,800
Towers Watson - Houston-Baytown	Purchasing - U2 Intermediate	\$31,607	\$43,382	\$55,156	\$39,666
League City, TX		\$36,247	\$45,309	\$54,370	\$49,739
<i>II - Private Sector Market Average</i>		\$39,337	\$50,671	\$61,839	\$48,216
<i>League City, TX as a % of II - Private Sector Market Average</i>		92%	89%	88%	103%
League City, TX		\$36,247	\$45,309	\$54,370	\$49,739
<i>Overall Comparator Market Average</i>		\$38,918	\$49,282	\$59,562	\$47,353
<i>League City, TX as a % of Overall Market Average</i>		93%	92%	91%	105%
<i>Adjustment To Reach Market Average</i>		7%	9%	10%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Prepares bid and quote requests, tabulates results, and recommends awards for contract and non-contract buying. Reviews and resolves discrepancies in purchase orders and procurement cards; verifies accuracy and validity of documentation.

Minimum Qualifications: Associate's Degree in Accounting, Finance or a related field and three (3) years of experience in preparing specifications related to municipal contracts. Professional Public Buyer certification preferred.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Chief Plant Operator Wastewater					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Main WWTP Chief Operator	\$40,012	\$50,015	\$60,018	\$45,207
Lewisville, TX	Chief Plant Operator	\$42,363	\$49,653	\$56,942	\$46,332
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	Chief Operator	\$56,575	\$71,844	\$87,113	\$68,700
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$61,726
<i>I - Public Sector Market Average</i>		\$46,317	\$57,170	\$68,024	\$53,413
<i>League City, TX as a % of I - Public Sector Market Average</i>		93%	94%	95%	116%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$61,726
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$61,726
<i>Overall Comparator Market Average</i>		\$46,317	\$57,170	\$68,024	\$53,413
<i>League City, TX as a % of Overall Market Average</i>		93%	94%	95%	116%
<i>Adjustment To Reach Market Average</i>		7%	6%	5%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Oversees, directs, coordinates and supervises the daily operation and maintenance of the wastewater collection system and treatment facilities.

Minimum Qualifications: High school diploma or GED, three (3) to five (5) years of related experience, and Class A Wastewater Treatment Plant Operator License issued by the Texas Commission on Environmental Quality (TCEQ)

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Circulation Clerk Library					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	Library Clerk	\$27,081	\$33,175	\$39,269	\$33,877
Bryan, TX	Library Clerk	\$24,070	\$30,822	\$37,573	\$29,295
Dickinson, TX	Library Assistant	\$24,209	\$30,261	\$36,314	\$30,780
Friendswood, TX	Reference/ Circulation Clerk	\$29,762	\$36,679	\$43,596	\$29,762
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	Library Assistant	\$27,103	\$30,841	\$34,578	\$30,096
Longview, TX	Circulation Assistant	\$22,908	\$29,788	\$36,668	\$22,908
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Library Clerk - Circulation	\$26,364	\$33,582	\$40,800	\$36,516
Round Rock, TX	Library Associate	\$28,232	\$31,783	\$35,334	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$22,673	\$28,342	\$34,010	\$29,466
I - Public Sector Market Average		\$26,216	\$32,116	\$38,016	\$30,462
League City, TX as a % of I - Public Sector Market Average		86%	88%	89%	97%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
League City, TX		\$22,673	\$28,342	\$34,010	\$29,466
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$22,673	\$28,342	\$34,010	\$29,466
Overall Comparator Market Average		\$26,216	\$32,116	\$38,016	\$30,462
League City, TX as a % of Overall Market Average		86%	88%	89%	97%
Adjustment To Reach Market Average		16%	13%	12%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides library services by assisting the circulation desk, information desk, and performing general administrative tasks like maintaining data in the Integrated Library System (ILS) and locating and checking out library materials.

Minimum Qualifications: High school diploma or GED and no experience

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Code Compliance Officer Neighborhood Services					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Code Enforcement Officer	\$38,105	\$46,681	\$55,256	\$48,125
Bryan, TX	Code Compliance Officer	\$42,974	\$52,778	\$62,583	\$52,004
Dickinson, TX	Code Compliance Officer	\$31,563	\$39,454	\$47,345	\$36,602
Friendswood, TX	Code Enforcement Officer	\$39,297	\$48,419	\$57,540	\$39,297
Galveston, TX	Code Enforcement Officer	\$32,918	\$41,148	\$49,377	\$39,830
Lewisville, TX	Code Enforcement Officer	\$43,746	\$51,590	\$59,434	\$50,243
Longview, TX	Code Compliance Inspector	\$30,637	\$36,043	\$41,449	\$35,066
Missouri City, TX	Code Enforcement Officer I	\$33,862	\$42,327	\$50,792	\$40,634
Pearland, TX	Code Enforcement Officer	\$37,783	\$47,229	\$56,675	\$40,354
Richardson, TX	Code Enforcement Officer	\$39,096	\$51,390	\$63,684	\$53,664
Round Rock, TX	Code Enforcement Officer	\$36,385	\$40,949	\$45,513	NA
Sugar Land, TX	Code Enforcement Inspector	\$37,073	\$47,821	\$58,569	\$42,745
Webster, TX	Code Enforcement Officer	\$36,158	\$44,265	\$52,372	\$52,372
League City, TX		\$32,037	\$40,046	\$48,056	\$38,448
<i>I - Public Sector Market Average</i>		\$36,892	\$45,392	\$53,891	\$44,245
<i>League City, TX as a % of I - Public Sector Market Average</i>		87%	88%	89%	87%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$38,448
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$38,448
<i>Overall Comparator Market Average</i>		\$36,892	\$45,392	\$53,891	\$44,245
<i>League City, TX as a % of Overall Market Average</i>		87%	88%	89%	87%
<i>Adjustment To Reach Market Average</i>		15%	13%	12%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Enforces City nuisance, zoning and property maintenance codes and ordinances including all Texas Department of State Health requirements. Represents the city in court regarding ordinance violations and issued citations.

Minimum Qualifications: High school diploma or GED and one (1) year of experience in code enforcement or training in residential and commercial codes, public health, environmental regulations, criminal justice system or a related field.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Communications Specialist Communications Office					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Marketing Specialist	\$42,011	\$51,465	\$60,919	\$48,215
Bryan, TX	No Match(County position)	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Communications Specialist	\$34,564	\$43,205	\$51,845	\$44,100
Lewisville, TX	Publications Specialist	\$43,746	\$51,590	\$59,434	\$49,228
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	Community Relations Coordinator	\$38,047	\$47,559	\$57,071	\$41,816
Pearland, TX	Communications Specialist	\$44,912	\$56,140	\$67,368	\$44,912
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Public Information Specialist	\$55,299	\$62,211	\$69,124	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$38,044	\$47,583	\$57,123	\$42,000
<i>I - Public Sector Market Average</i>		\$43,096	\$52,028	\$60,960	\$45,654
<i>League City, TX as a % of I - Public Sector Market Average</i>		88%	91%	94%	92%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Public Relations Rep - 4 yrs. exp.	\$42,793	\$53,498	\$64,202	\$52,022
Kenexa Survey, Houston-League City	Public Relations Specialist II	\$41,800	\$53,100	\$64,800	\$51,200
Towers Watson - Houston-Baytown	Communications - P2 Intermediate	\$45,422	\$60,284	\$70,541	\$62,482
League City, TX		\$38,044	\$47,583	\$57,123	\$42,000
<i>II - Private Sector Market Average</i>		\$43,338	\$55,627	\$66,514	\$55,235
<i>League City, TX as a % of II - Private Sector Market Average</i>		88%	86%	86%	76%
League City, TX		\$38,044	\$47,583	\$57,123	\$42,000
<i>Overall Comparator Market Average</i>		\$43,217	\$53,828	\$63,737	\$50,444
<i>League City, TX as a % of Overall Market Average</i>		88%	88%	90%	83%
<i>Adjustment To Reach Market Average</i>		14%	13%	12%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Assists with planning, development and implementation of marketing and public information campaigns and programs for the City . Provides a comprehensive range of content for website, cable, and social media platforms.

Minimum Qualifications: Bachelor's degree in graphic design, media relations, mass communication, marketing, public relations, social media, journalism, or related field and four (4) or more years of related work experience.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Construction Inspector Engineering					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Construction Inspector	\$40,010	\$49,014	\$58,018	\$41,583
Bryan, TX	Engineering Inspector	\$42,974	\$53,018	\$63,063	\$52,902
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Construction Inspector	\$48,635	\$60,794	\$72,952	\$55,456
Lewisville, TX	Construction Inspector	\$40,382	\$47,335	\$54,287	\$46,560
Longview, TX	Construction Engineering Inspector	\$40,198	\$47,292	\$54,385	\$54,385
Missouri City, TX	Construction Inspector	\$35,893	\$44,867	\$53,841	\$50,418
Pearland, TX	Construction Inspector	\$44,912	\$56,140	\$67,368	\$49,569
Richardson, TX	Construction Inspector	\$34,200	\$43,770	\$53,340	\$37,704
Round Rock, TX	Construction Inspector	\$41,272	\$46,431	\$51,590	NA
Sugar Land, TX	Construction Inspector	\$42,848	\$55,692	\$68,536	\$51,463
Webster, TX	Construction Inspector	\$46,473	\$56,893	\$67,312	\$56,628
League City, TX		\$37,503	\$46,616	\$55,730	\$49,058
<i>I - Public Sector Market Average</i>		\$41,618	\$51,022	\$60,426	\$49,667
<i>League City, TX as a % of I - Public Sector Market Average</i>		90%	91%	92%	99%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Construction Inspector - 5 yrs. exp.	\$44,420	\$55,724	\$67,027	\$54,259
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$49,058
<i>II - Private Sector Market Average</i>		\$44,420	\$55,724	\$67,027	\$54,259
<i>League City, TX as a % of II - Private Sector Market Average</i>		84%	84%	83%	90%
League City, TX		\$37,503	\$46,616	\$55,730	\$49,058
<i>Overall Comparator Market Average</i>		\$43,019	\$53,373	\$63,727	\$51,963
<i>League City, TX as a % of Overall Market Average</i>		87%	87%	87%	94%
<i>Adjustment To Reach Market Average</i>		15%	14%	14%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Conducts inspections of roads, sanitary sewer transmission/collection systems, water transmission/distribution systems, storm water collection systems and other types of construction to ensure compliance with City construction standards.

Minimum Qualifications: High school diploma or GED and five (5) years of related experience in engineering, heavy construction, material testing, and surveying OR five (5) years of experience as a heavy construction inspector.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Custodian Civic Center Operations					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Custodian	\$22,279	\$27,293	\$32,307	\$28,578
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Custodian	\$22,280	\$27,850	\$33,420	\$23,026
Lewisville, TX	Facilities Worker	\$26,253	\$29,717	\$33,180	NA
Longview, TX	No Match	NA	NA	NA	NA
Longview, TX	Custodian	\$27,755	\$32,653	\$37,551	\$31,017
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Custodian	\$24,225	\$30,282	\$36,338	\$27,778
Richardson, TX	Custodian	\$23,448	\$29,838	\$36,228	\$24,888
Round Rock, TX	Custodian	\$27,168	\$30,574	\$33,979	NA
Sugar Land, TX	Custodian	\$24,989	\$31,740	\$38,491	\$30,435
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$20,541	\$25,676	\$30,812	\$27,601
<i>I - Public Sector Market Average</i>		\$24,800	\$29,993	\$35,187	\$27,620
<i>League City, TX as a % of I - Public Sector Market Average</i>		83%	86%	88%	100%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Custodian - 1 yr. exp.	\$19,729	\$22,731	\$25,733	\$22,092
Kenexa Survey, Houston-League City	Janitor (0-2 yrs. exp.)	\$22,500	\$26,540	\$33,500	\$27,900
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$20,541	\$25,676	\$30,812	\$27,601
<i>II - Private Sector Market Average</i>		\$21,115	\$24,636	\$29,617	\$24,996
<i>League City, TX as a % of II - Private Sector Market Average</i>		97%	104%	104%	110%
League City, TX		\$20,541	\$25,676	\$30,812	\$27,601
<i>Overall Comparator Market Average</i>		\$22,957	\$27,314	\$32,402	\$26,308
<i>League City, TX as a % of Overall Market Average</i>		89%	94%	95%	105%
<i>Adjustment To Reach Market Average</i>		12%	6%	5%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Under limited supervision, performs essential custodial tasks involving housekeeping and grounds keeping. Also performs event set-ups, advanced floor care, light building maintenance and does related work as required.

Minimum Qualifications: High school diploma or GED and no experience. One (1) year of custodial/janitorial experience preferred.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Customer Service Technician Utility Billing					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Meter Services Technician	\$31,349	\$38,404	\$45,459	\$37,400
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Meter Reader Technician	\$32,570	\$40,133	\$47,695	\$36,287
Galveston, TX	Meter Service Technician	\$28,436	\$35,545	\$42,653	\$28,843
Lewisville, TX	Meter Operations Worker	\$33,344	\$38,408	\$43,471	\$37,508
Longview, TX	Meter Reader	\$26,417	\$31,080	\$35,742	\$26,417
Missouri City, TX	Customer Relations Specialist II	\$30,424	\$38,030	\$45,635	\$33,862
Pearland, TX	Utility Field Service Technician	\$29,516	\$36,895	\$44,274	\$33,575
Richardson, TX	Field Services Rep	\$29,196	\$38,322	\$47,448	\$32,640
Round Rock, TX	Meter Services Rep	\$31,144	\$35,037	\$38,930	NA
Sugar Land, TX	General Maint Worker II (Meters)	\$30,662	\$39,251	\$47,841	\$33,047
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$24,417	\$30,521	\$36,625	\$27,870
<i>I - Public Sector Market Average</i>		\$30,306	\$37,110	\$43,915	\$33,287
<i>League City, TX as a % of I - Public Sector Market Average</i>		81%	82%	83%	84%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$24,417	\$30,521	\$36,625	\$27,870
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$24,417	\$30,521	\$36,625	\$27,870
<i>Overall Comparator Market Average</i>		\$30,306	\$37,110	\$43,915	\$33,287
<i>League City, TX as a % of Overall Market Average</i>		81%	82%	83%	84%
<i>Adjustment To Reach Market Average</i>		24%	22%	20%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Reads and maintains water meters and associated parts for City water service.

Minimum Qualifications: High school diploma or GED and one (1) year of customer service experience. One (1) to three (3) years of directly related experience preferred.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Deputy Court Clerk Municipal Court					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	Deputy Court Clerk	\$29,856	\$36,575	\$43,294	\$29,856
Bryan, TX	Deputy Court Clerk	\$29,824	\$36,458	\$43,092	\$36,669
Dickinson, TX	Court Clerk	\$33,995	\$42,494	\$50,992	\$50,992
Friendswood, TX	Deputy Court Clerk	\$32,570	\$40,133	\$47,695	\$37,123
Galveston, TX	Deputy Court Clerk	\$28,436	\$35,545	\$42,653	\$30,338
Lewisville, TX	Deputy Court Clerk	\$31,793	\$36,625	\$41,456	\$36,713
Longview, TX	Municipal Court Clerk	\$32,187	\$37,867	\$43,547	\$34,842
Missouri City, TX	Deputy Court Clerk	\$28,972	\$36,217	\$43,462	\$37,943
Pearland, TX	Deputy Court Clerk	\$28,094	\$35,118	\$42,141	\$31,110
Richardson, TX	Deputy Court Clerk	\$30,648	\$40,224	\$49,800	\$43,080
Round Rock, TX	Deputy Court Clerk	\$32,701	\$36,777	\$40,854	NA
Sugar Land, TX	Court Clerk	\$28,955	\$37,052	\$45,150	\$35,566
Webster, TX	Deputy Court Clerk	\$31,996	\$39,168	\$46,340	\$37,107
League City, TX		\$32,037	\$40,046	\$48,056	\$38,496
I - Public Sector Market Average		\$30,771	\$37,712	\$44,652	\$36,778
League City, TX as a % of I - Public Sector Market Average		104%	106%	108%	105%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$38,496
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$38,496
Overall Comparator Market Average		\$30,771	\$37,712	\$44,652	\$36,778
League City, TX as a % of Overall Market Average		104%	106%	108%	105%
Adjustment To Reach Market Average		-4%	-6%	-7%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides administrative support to the City's court system by assisting Judges, processing documents and correspondence, preparing/finalizing court dockets, providing customer service, and attending court proceedings.

Minimum Qualifications: High school diploma or GED, typing speed of 30 wpm, and no experience. Successful completion of the Texas Municipal Court Training or Municipal Court experience preferred

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Deputy Fire Marshal Fire Marshal					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Deputy Fire Marshal	\$74,508	\$81,785	\$89,062	\$83,933
Dickinson, TX	Assistant Fire Marshal	\$45,544	\$56,931	\$68,317	\$53,518
Friendswood, TX	Deputy Fire Marshal	\$52,332	\$62,580	\$72,828	\$52,332
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Deputy Fire Marshal	\$52,084	\$65,106	\$78,127	\$57,880
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$55,409
I - Public Sector Market Average		\$56,117	\$66,600	\$77,084	\$61,916
League City, TX as a % of I - Public Sector Market Average		77%	81%	84%	89%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$55,409
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$55,409
Overall Comparator Market Average		\$56,117	\$66,600	\$77,084	\$61,916
League City, TX as a % of Overall Market Average		77%	81%	84%	89%
Adjustment To Reach Market Average		30%	24%	19%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Responsible for fire prevention, fire and arson investigations, fire safety inspections, and participation in community outreach work to educate citizens of the City and surrounding areas in fire prevention and safety.

Minimum Qualifications: High school diploma or GED, Basic Fire Inspector Certification by the Texas Commission on Fire Protection, Basic Fire and Arson Investigator Certification by the Texas Commission on Fire Protection, Basic Peace Officer Cert

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Detention Officer Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Detention Officer	\$32,917	\$40,325	\$47,732	\$38,774
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	Jailer	\$29,512	\$36,890	\$44,268	\$37,571
Friendswood, TX	Public Service Officer	\$32,570	\$40,133	\$47,695	\$39,084
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	Detention Officer	\$34,040	\$39,701	\$45,361	\$35,573
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	Detention Officer	\$31,945	\$39,932	\$47,918	\$38,334
Pearland, TX	Jailer	\$37,783	\$47,229	\$56,675	\$42,980
Richardson, TX	Detention Officer	\$32,952	\$43,398	\$53,844	\$41,964
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	Detention Officer	\$36,518	\$43,814	\$51,109	\$39,740
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$39,859
<i>I - Public Sector Market Average</i>		\$33,530	\$41,427	\$49,325	\$39,253
<i>League City, TX as a % of I - Public Sector Market Average</i>		112%	113%	113%	102%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	Correctional Officer (0-2 yrs. exp.)	\$35,900	\$41,600	\$49,700	\$42,700
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$39,859
<i>II - Private Sector Market Average</i>		\$35,900	\$41,600	\$49,700	\$42,700
<i>League City, TX as a % of II - Private Sector Market Average</i>		104%	112%	112%	93%
League City, TX		\$37,503	\$46,616	\$55,730	\$39,859
<i>Overall Comparator Market Average</i>		\$34,715	\$41,514	\$49,513	\$40,976
<i>League City, TX as a % of Overall Market Average</i>		108%	112%	113%	97%
<i>Adjustment To Reach Market Average</i>		-7%	-11%	-11%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Books prisoners into jail facility, maintains facility security and prisoner checks, fingerprints citizens, writes offense reports, feeds prisoners, and wash linens.

Minimum Qualifications: High school diploma or GED and one (1) year of law enforcement, corrections, detention, or military law enforcement experience.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Emergency Medical Technician EMS					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	EMT-Basic	\$36,657	\$45,821	\$54,985	\$54,985
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match - duty of Firefighter	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$23,821	\$29,777	\$35,732	\$31,511
<i>I - Public Sector Market Average</i>		\$36,657	\$45,821	\$54,985	\$54,985
<i>League City, TX as a % of I - Public Sector Market Average</i>		65%	65%	65%	57%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$23,821	\$29,777	\$35,732	\$31,511
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$23,821	\$29,777	\$35,732	\$31,511
<i>Overall Comparator Market Average</i>		\$36,657	\$45,821	\$54,985	\$54,985
<i>League City, TX as a % of Overall Market Average</i>		65%	65%	65%	57%
<i>Adjustment To Reach Market Average</i>		54%	54%	54%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides basic and advanced life support including medical evaluation, treatment and stabilization of both non-critical and critically ill or injured patients

Minimum Qualifications: High school diploma or GED and current/active Texas Department of State Health Services issued certification of either EMT, EMT – Intermediate (EMT-I), EMT-Paramedic or Licensed Paramedic

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Equipment Operator Streets & Stormwater					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Equipment Operator	\$32,917	\$40,325	\$47,732	\$37,466
Bryan, TX	Streets/Drainage Equip. Oper.	\$29,354	\$34,990	\$40,626	\$38,336
Dickinson, TX	Equipment Operator	\$24,446	\$30,558	\$36,669	\$27,806
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Equipment Operator	\$29,857	\$37,322	\$44,786	\$31,371
Lewisville, TX	Equipment Operator	\$33,344	\$38,408	\$43,471	\$33,931
Longview, TX	Equipment Operator	\$30,637	\$36,043	\$41,449	\$33,226
Missouri City, TX	Street Technician I/EO	\$27,596	\$34,495	\$41,393	\$33,650
Pearland, TX	Equipment Operator	\$28,796	\$35,995	\$43,194	\$30,553
Richardson, TX	Light Equipment Operator	\$29,244	\$37,254	\$45,264	\$36,312
Round Rock, TX	Equipment Operator	\$31,144	\$35,037	\$38,930	NA
Sugar Land, TX	General Maint Worker II (EO)	\$30,662	\$39,251	\$47,841	\$35,028
Webster, TX	Equipment Operator	\$31,996	\$39,168	\$46,340	\$32,979
League City, TX		\$29,024	\$36,280	\$43,536	\$30,598
<i>I - Public Sector Market Average</i>		\$29,999	\$36,570	\$43,141	\$33,696
<i>League City, TX as a % of I - Public Sector Market Average</i>		97%	99%	101%	91%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$29,024	\$36,280	\$43,536	\$30,598
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$29,024	\$36,280	\$43,536	\$30,598
<i>Overall Comparator Market Average</i>		\$29,999	\$36,570	\$43,141	\$33,696
<i>League City, TX as a % of Overall Market Average</i>		97%	99%	101%	91%
<i>Adjustment To Reach Market Average</i>		3%	1%	-1%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Operates all machinery and hand tools, other than heavy equipment. Grades ditches; performs general maintenance duties; maintains vehicles and equipment; replaces and checks street and traffic control signs, and trims trees and brush.

Minimum Qualifications: One (1) year of experience in equipment operation and maintenance and a Commercial Driver's License (CDL)

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Executive Assistant Multiple					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Executive Assistant to the CM	\$40,010	\$49,014	\$58,018	\$58,018
Bryan, TX	Executive Services Assistant	\$33,698	\$41,507	\$49,315	\$37,573
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	Executive Assistant	\$40,382	\$47,335	\$54,287	\$51,516
Longview, TX	Executive Assistant	\$37,327	\$43,915	\$50,502	\$38,425
Missouri City, TX	Executive Assistant	\$48,033	\$60,041	\$72,049	\$64,456
Pearland, TX	Executive Assistant	\$48,366	\$60,457	\$72,548	\$63,651
Richardson, TX	Executive Assistant	\$39,804	\$51,588	\$63,372	\$53,340
Round Rock, TX	Executive Administrative Asst.	\$50,096	\$56,362	\$62,629	NA
Sugar Land, TX	Executive Assistant	\$39,662	\$51,170	\$62,679	\$54,564
Webster, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$54,114
<i>I - Public Sector Market Average</i>		\$41,931	\$51,265	\$60,600	\$52,693
<i>League City, TX as a % of I - Public Sector Market Average</i>		98%	100%	102%	103%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Executive Assistant - 5 yrs. exp.	\$46,008	\$58,494	\$70,979	\$56,911
Kenexa Survey, Houston-League City	Admin Assistant III (5 yrs. exp)	\$42,900	\$53,700	\$64,700	\$48,300
Towers Watson - Houston-Baytown	Exec. Admin. Asst. - P3 Senior	\$44,899	\$54,109	\$69,390	\$60,075
League City, TX		\$41,010	\$51,263	\$61,515	\$54,114
<i>II - Private Sector Market Average</i>		\$44,602	\$55,434	\$68,356	\$55,095
<i>League City, TX as a % of II - Private Sector Market Average</i>		92%	92%	90%	98%
League City, TX		\$41,010	\$51,263	\$61,515	\$54,114
<i>Overall Comparator Market Average</i>		\$43,267	\$53,350	\$64,478	\$53,894
<i>League City, TX as a % of Overall Market Average</i>		95%	96%	95%	100%
<i>Adjustment To Reach Market Average</i>		6%	4%	5%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides executive level secretarial support to Administration; Mayor and City Manager. Greets/directs visitors, schedules meetings/appointments; maintains calendars; makes travel arrangements, requisitions office supplies, etc.

Minimum Qualifications: High school diploma or GED, additional specialized training in a related field, and five (5) to seven (7) years of secretarial administration experience.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Financial Analyst Accounting					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Financial Analyst	\$44,112	\$54,039	\$63,965	\$49,754
Bryan, TX	General Accountant/Budget	\$50,579	\$63,789	\$76,998	\$58,708
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Budget Analyst	\$46,319	\$57,899	\$69,478	\$53,267
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	Financial Analyst II	\$47,615	\$60,710	\$73,804	\$55,993
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Financial Analyst	\$47,484	\$56,844	\$66,204	\$47,484
Round Rock, TX	Budget Analyst	\$50,096	\$56,362	\$62,629	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$46,399	\$57,999	\$69,599	\$60,000
<i>I - Public Sector Market Average</i>		\$47,701	\$58,274	\$68,846	\$53,041
<i>League City, TX as a % of I - Public Sector Market Average</i>		97%	100%	101%	113%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Financial Analyst - 3 yrs. exp.	\$50,632	\$63,660	\$76,100	\$65,245
Kenexa Survey, Houston-League City	Accountant/Budget II (2-4 yrs. exp.)	\$48,600	\$61,200	\$74,000	\$53,200
Towers Watson - Houston-Baytown	Financial Analysis - P2 Intermediate	\$48,876	\$65,413	\$78,704	\$65,936
League City, TX		\$46,399	\$57,999	\$69,599	\$60,000
<i>II - Private Sector Market Average</i>		\$49,369	\$63,424	\$76,268	\$61,460
<i>League City, TX as a % of II - Private Sector Market Average</i>		94%	91%	91%	98%
League City, TX		\$46,399	\$57,999	\$69,599	\$60,000
<i>Overall Comparator Market Average</i>		\$48,535	\$60,849	\$72,557	\$57,251
<i>League City, TX as a % of Overall Market Average</i>		96%	95%	96%	105%
<i>Adjustment To Reach Market Average</i>		5%	5%	4%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs independent analysis for the organization in support of the annual budget, long-range financial forecasts, and quarterly budget reports.

Minimum Qualifications: Bachelor's degree in Accounting, Finance or a related field and three (3) to five (5) years of experience in budget, management analysis or accounting.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

GIS Technician Planning					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Engineering GIS Technician	\$37,925	\$45,968	\$54,011	\$52,555
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match - higher Coordinator	NA	NA	NA	NA
Galveston, TX	GIS Technician	\$44,113	\$55,141	\$66,169	\$51,451
Lewisville, TX	GIS Technician	\$43,746	\$51,590	\$59,434	\$49,338
Longview, TX	GIS Technician	\$37,327	\$43,915	\$50,502	\$46,582
Missouri City, TX	GIS Technician I	\$35,893	\$44,867	\$53,841	\$42,169
Pearland, TX	GIS Technician	\$38,728	\$48,410	\$58,092	\$44,055
Richardson, TX	GIS Technician	\$42,072	\$53,568	\$65,064	\$46,380
Round Rock, TX	No Match - higher Analyst job	NA	NA	NA	NA
Sugar Land, TX	No Match - higher level	NA	NA	NA	NA
Webster, TX	No Match - higher level	NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$39,139
<i>I - Public Sector Market Average</i>		\$39,972	\$49,066	\$58,159	\$47,504
<i>League City, TX as a % of I - Public Sector Market Average</i>		91%	92%	93%	82%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$39,139
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$39,139
<i>Overall Comparator Market Average</i>		\$39,972	\$49,066	\$58,159	\$47,504
<i>League City, TX as a % of Overall Market Average</i>		91%	92%	93%	82%
<i>Adjustment To Reach Market Average</i>		10%	8%	7%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Assists the public, contractors, developers and city departments with land base information such as ownership, property location, construction documentation and land base/infrastructure maintenance through a GIS system.

Minimum Qualifications: High school diploma or GED and one (1) to three (3) years of related experience.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Heavy Equipment Operator Streets & Stormwater					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Street & Drainage Equip Oper II	\$37,925	\$45,985	\$54,045	\$38,336
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Equipment Operator	\$32,570	\$40,133	\$47,695	\$37,982
Galveston, TX	Heavy Equipment Operator	\$32,918	\$41,148	\$49,377	\$33,401
Lewisville, TX	Heavy Equipment Operator	\$35,734	\$41,646	\$47,558	\$37,363
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	Street Technician II/EO	\$33,862	\$42,327	\$50,792	\$35,495
Pearland, TX	Heavy Equipment Operator	\$31,786	\$39,732	\$47,678	\$34,933
Richardson, TX	Heavy Equipment Operator	\$34,688	\$42,874	\$51,060	\$44,196
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	General Maint Worker II (HEO)	\$30,662	\$39,251	\$47,841	\$34,911
Webster, TX	Equipment Operator	\$31,996	\$39,168	\$46,340	\$43,033
League City, TX		\$32,838	\$41,047	\$49,257	\$39,023
I - Public Sector Market Average		\$33,571	\$41,363	\$49,154	\$37,739
League City, TX as a % of I - Public Sector Market Average		98%	99%	100%	103%
II - Private Sector Data Sources					
ERI Survey - League City Area	Heavy Equipment Operator - 3 yrs. exp.	\$36,512	\$46,439	\$56,365	\$45,034
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$32,838	\$41,047	\$49,257	\$39,023
II - Private Sector Market Average		\$36,512	\$46,439	\$56,365	\$45,034
League City, TX as a % of II - Private Sector Market Average		90%	88%	87%	87%
League City, TX		\$32,838	\$41,047	\$49,257	\$39,023
Overall Comparator Market Average		\$35,042	\$43,901	\$52,760	\$41,386
League City, TX as a % of Overall Market Average		94%	94%	93%	94%
Adjustment To Reach Market Average		7%	7%	7%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Operates heavy equipment in the construction and maintenance of new/all roadways & drainage structures. Assists in leading street & drainage crews.

Minimum Qualifications: High school diploma or GED, three (3) years of experience in heavy equipment operation, and Texas Class A Commercial Driver's License (CDL).

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Human Resources Generalist					
Human Resources					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	HR Analyst	\$44,122	\$49,079	\$54,036	\$52,946
Bryan, TX	HR Generalist	\$50,579	\$63,789	\$76,998	\$71,861
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Human Resources Generalist	\$48,163	\$59,346	\$70,529	\$48,663
Galveston, TX	No Match - Lower Requirements	NA	NA	NA	NA
Lewisville, TX	Human Resources Analyst	\$47,750	\$56,865	\$65,979	\$50,138
Longview, TX	HR Generalist, Senior	\$47,783	\$56,215	\$64,647	\$51,456
Missouri City, TX	Human Resource Generalist	\$40,330	\$50,413	\$60,495	\$41,766
Pearland, TX	HR Business Partner	\$54,721	\$68,402	\$82,082	\$60,169
Richardson, TX	HR Generalist	\$44,772	\$55,680	\$66,588	\$47,027
Round Rock, TX	Human Resources Generalist	\$55,299	\$62,211	\$69,124	NA
Sugar Land, TX	HR Business Partner	\$48,478	\$61,579	\$74,680	\$64,501
Webster, TX	Human Resources Coordinator	\$53,865	\$65,943	\$78,020	\$60,944
League City, TX		\$42,035	\$52,544	\$63,053	\$54,252
<i>I - Public Sector Market Average</i>		\$48,715	\$59,047	\$69,380	\$54,947
<i>League City, TX as a % of I - Public Sector Market Average</i>		86%	89%	91%	99%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	HR Generalist - 5 yrs. exp.	\$52,914	\$65,621	\$78,328	\$63,970
Kenexa Survey, Houston-League City	HR Generalist III (4-6 yrs. exp.)	\$51,000	\$64,500	\$78,200	\$58,700
Towers Watson - Houston-Baytown	HR Generalist - P2 Intermediate	\$52,330	\$67,087	\$75,565	\$65,726
League City, TX		\$42,035	\$52,544	\$63,053	\$54,252
<i>II - Private Sector Market Average</i>		\$52,081	\$65,736	\$77,364	\$62,799
<i>League City, TX as a % of II - Private Sector Market Average</i>		81%	80%	82%	86%
League City, TX		\$42,035	\$52,544	\$63,053	\$54,252
<i>Overall Comparator Market Average</i>		\$50,398	\$62,392	\$73,372	\$58,873
<i>League City, TX as a % of Overall Market Average</i>		83%	84%	86%	92%
<i>Adjustment To Reach Market Average</i>		20%	19%	16%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Serves as source of information regarding City personnel matters including recruitment, human resources policies and benefits. Serves as the primary onboarding representative.

Minimum Qualifications: Bachelor's degree in Human Resources or a related field and five (5) years of Human Resources experience. PHR Certification preferred.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

IT Specialist Information Technology					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	IT Specialist	\$44,112	\$54,039	\$63,965	\$50,118
Bryan, TX	System Support Specialist	\$37,573	\$59,295	\$81,017	\$52,326
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	IT Support Specialist	\$48,163	\$59,346	\$70,529	\$68,396
Galveston, TX	Desktop Support Specialist	\$34,564	\$43,205	\$51,845	\$39,600
Lewisville, TX	System Support Specialist	\$51,129	\$61,200	\$71,271	\$54,267
Longview, TX	IT Specialist	\$43,289	\$50,928	\$58,567	\$44,702
Missouri City, TX	Desktop Services Specialist II	\$38,047	\$47,559	\$57,071	\$45,697
Pearland, TX	IT Support Specialist	\$43,817	\$54,771	\$65,725	\$45,179
Richardson, TX	IT Support Specialist	\$42,072	\$53,568	\$65,064	\$47,076
Round Rock, TX	Computer Support Technician	\$44,589	\$50,165	\$55,742	NA
Sugar Land, TX	End User Support Specialist	\$49,239	\$64,004	\$78,769	\$53,786
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$38,044	\$47,583	\$57,123	\$50,153
<i>I - Public Sector Market Average</i>		\$43,327	\$54,371	\$65,415	\$50,115
<i>League City, TX as a % of I - Public Sector Market Average</i>		88%	88%	87%	100%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	IT Specialist - 2 yrs. exp.	\$40,284	\$49,408	\$58,531	\$48,217
Kenexa Survey, Houston-League City	Systems Support Assistant, Sr.	\$45,000	\$56,300	\$68,000	\$49,900
Towers Watson - Houston-Baytown	IT Support - T2 Intermediate	\$42,701	\$53,481	\$65,413	\$51,807
League City, TX		\$38,044	\$47,583	\$57,123	\$50,153
<i>II - Private Sector Market Average</i>		\$42,662	\$53,063	\$63,981	\$49,975
<i>League City, TX as a % of II - Private Sector Market Average</i>		89%	90%	89%	100%
League City, TX		\$38,044	\$47,583	\$57,123	\$50,153
<i>Overall Comparator Market Average</i>		\$42,994	\$53,717	\$64,698	\$50,045
<i>League City, TX as a % of Overall Market Average</i>		88%	89%	88%	100%
<i>Adjustment To Reach Market Average</i>		13%	13%	13%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Identifies, troubleshoots and resolves problems encountered by City-wide users of various servers, IBM iSeries (AS/400), desktop systems, City network, internet and other computer technology.

Minimum Qualifications: Associate's degree with at least two (2) years of coursework in computer science; current experience providing Level Two technical desktop and network support in a large multi-platform and multi-operating systems environment.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Kennel Worker Animal Control					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Animal Care Tech	\$33,229	\$39,921	\$46,614	\$35,045
Dickinson, TX	Kennel Tech	\$26,378	\$32,973	\$39,567	\$26,378
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	Animal Care Specialist	\$28,429	\$32,355	\$36,280	\$28,429
Longview, TX	Animal Care Technician	\$29,161	\$34,307	\$39,452	\$29,161
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Animal Shelter Attendant	\$31,010	\$38,763	\$46,516	\$31,010
Richardson, TX	Kennel Attendant	\$25,716	\$31,974	\$38,232	\$30,648
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	Kennel Worker (PT annualized)	\$22,937	\$22,937	\$22,937	\$22,937
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$22,120	\$27,651	\$33,181	\$27,702
I - Public Sector Market Average		\$28,123	\$33,318	\$38,514	\$29,087
League City, TX as a % of I - Public Sector Market Average		79%	83%	86%	95%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$22,120	\$27,651	\$33,181	\$27,702
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$22,120	\$27,651	\$33,181	\$27,702
Overall Comparator Market Average		\$28,123	\$33,318	\$38,514	\$29,087
League City, TX as a % of Overall Market Average		79%	83%	86%	95%
Adjustment To Reach Market Average		27%	20%	16%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs work in the City animal shelter to include care and maintenance of animals and grounds while humanely following City policy and State of Texas laws.

Minimum Qualifications: High school diploma or GED and no experience. Six (6) months to one (1 year of experience as an animal handler, veterinarian technician, or a related field preferred.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Librarian Library					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Librarian	\$42,011	\$51,465	\$60,919	\$46,799
Bryan, TX	Reference Librarian	\$44,618	\$54,481	\$64,344	\$53,678
Dickinson, TX	Catalog; Youth/IT Librarian	\$33,124	\$41,405	\$49,686	\$39,099
Friendswood, TX	Youth Services Librarian	\$32,927	\$45,234	\$57,540	\$50,200
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	Librarian	\$47,750	\$56,865	\$65,979	\$50,695
Longview, TX	Librarian	\$39,217	\$46,138	\$53,059	\$46,867
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Librarian II	\$49,774	\$58,139	\$66,504	\$60,924
Round Rock, TX	Librarian	\$50,096	\$56,362	\$62,629	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$39,034	\$48,793	\$58,551	\$48,220
<i>I - Public Sector Market Average</i>		\$42,440	\$51,261	\$60,083	\$49,752
<i>League City, TX as a % of I - Public Sector Market Average</i>		92%	95%	97%	97%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$39,034	\$48,793	\$58,551	\$48,220
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$39,034	\$48,793	\$58,551	\$48,220
<i>Overall Comparator Market Average</i>		\$42,440	\$51,261	\$60,083	\$49,752
<i>League City, TX as a % of Overall Market Average</i>		92%	95%	97%	97%
<i>Adjustment To Reach Market Average</i>		9%	5%	3%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides world class services to library patrons through materials selection, program planning and implementation, reference instruction and searches, readers' advisory, and grant preparation.

Minimum Qualifications: Masters of Library/Information Science from an accredited American Library Association university and three (3) to five (5) years of library experience.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Maintenance Supervisor Water					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Foreman	\$48,633	\$59,578	\$70,522	\$51,065
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	WWTP Maintenance Supervisor	\$40,012	\$50,015	\$60,018	\$47,288
Lewisville, TX	Foreman	\$45,894	\$54,121	\$62,348	\$62,035
Longview, TX	Plant Maintenance Supervisor	\$47,783	\$56,215	\$64,647	\$59,078
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Maintenance Supervisor	\$44,912	\$56,140	\$67,368	\$59,789
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Supervisor - Utility Services	\$48,602	\$54,685	\$60,768	NA
Sugar Land, TX	Maintenance Supervisor (W/WW)	\$49,239	\$64,004	\$78,769	\$59,087
Webster, TX	Chief Waste Water Operator	\$53,865	\$65,943	\$78,020	\$62,468
League City, TX		\$43,086	\$53,858	\$64,629	\$61,218
<i>I - Public Sector Market Average</i>		\$47,367	\$57,587	\$67,808	\$57,259
<i>League City, TX as a % of I - Public Sector Market Average</i>		91%	94%	95%	107%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Maintenance Supervisor - 3 yrs. exp.	\$50,357	\$62,422	\$74,486	\$55,189
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	Maintenance - M1 Supervisor	\$46,364	\$52,330	\$63,319	\$60,493
League City, TX		\$43,086	\$53,858	\$64,629	\$61,218
<i>II - Private Sector Market Average</i>		\$48,361	\$57,376	\$68,903	\$57,841
<i>League City, TX as a % of II - Private Sector Market Average</i>		89%	94%	94%	106%
League City, TX		\$43,086	\$53,858	\$64,629	\$61,218
<i>Overall Comparator Market Average</i>		\$47,864	\$57,482	\$68,355	\$57,550
<i>League City, TX as a % of Overall Market Average</i>		90%	94%	95%	106%
<i>Adjustment To Reach Market Average</i>		11%	7%	6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Supervises multiple employees and performs preventive, corrective maintenance, and emergency equipment repairs on wastewater treatment and collection facilities.

Minimum Qualifications: High school diploma or GED, three (3) to five (5) years of related experience, Class B Wastewater Treatment Operator License or Class III Wastewater Collection Operator License issued by the TCEQ.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Maintenance Worker Streets & Stormwater					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Maintenance Worker	\$25,791	\$31,595	\$37,399	\$25,791
Bryan, TX	Streets & Drainage Crew Worker	\$25,949	\$30,763	\$35,577	\$31,233
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Maintenance Worker	\$29,762	\$36,679	\$43,596	\$31,918
Galveston, TX	Laborer	\$24,564	\$30,705	\$36,846	\$25,273
Lewisville, TX	Maintenance Worker	\$28,429	\$32,355	\$36,280	\$30,054
Longview, TX	Maintenance Worker	\$25,145	\$29,582	\$34,019	\$27,350
Missouri City, TX	Street Technician I	\$24,532	\$30,665	\$36,798	\$29,928
Pearland, TX	Maintenance Worker	\$28,796	\$35,995	\$43,194	\$32,756
Richardson, TX	Maintenance Worker - Streets	\$30,024	\$38,238	\$46,452	\$46,452
Round Rock, TX	Street Maintenance Worker	\$28,244	\$31,789	\$35,334	NA
Sugar Land, TX	General Maint Worker II (Streets)	\$30,662	\$39,251	\$47,841	\$36,412
Webster, TX	Crewman II	\$28,558	\$34,959	\$41,360	\$34,457
League City, TX		\$26,294	\$32,868	\$39,441	\$30,069
<i>I - Public Sector Market Average</i>		\$27,538	\$33,548	\$39,558	\$31,966
<i>League City, TX as a % of I - Public Sector Market Average</i>		95%	98%	100%	94%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Laborer	\$27,375	\$33,596	\$38,817	\$31,885
Kenexa Survey, Houston-League City	General Laborer	\$25,400	\$31,600	\$37,900	\$26,300
Towers Watson - Houston-Baytown	Manual/Unskilled Labor - W1 Entry	\$26,060	\$33,491	\$38,724	\$29,933
League City, TX		\$26,294	\$32,868	\$39,441	\$30,069
<i>II - Private Sector Market Average</i>		\$26,278	\$32,896	\$38,480	\$29,373
<i>League City, TX as a % of II - Private Sector Market Average</i>		100%	100%	102%	102%
League City, TX		\$26,294	\$32,868	\$39,441	\$30,069
<i>Overall Comparator Market Average</i>		\$26,908	\$33,222	\$39,019	\$30,669
<i>League City, TX as a % of Overall Market Average</i>		98%	99%	101%	98%
<i>Adjustment To Reach Market Average</i>		2%	1%	-1%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs a variety of general repair and maintenance duties for the Department of Streets and Stormwater. Installs traffic control devices; paints/stripes roadways; repairs sidewalks, inlets, gutters curbs and some parts of concrete streets.

Minimum Qualifications: High school diploma or GED and no experience.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Medical Supervisor EMS					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match-Duty of Fire Section Chief	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$62,692
<i>I - Public Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of I - Public Sector Market Average</i>		NA	NA	NA	NA
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$62,692
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$62,692
<i>Overall Comparator Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of Overall Market Average</i>		NA	NA	NA	NA
<i>Adjustment To Reach Market Average</i>					

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs the duties of a paramedic and provides direct supervision of paramedic staff and volunteers. Each Supervisor is also assigned additional duty assignments (IT, Training and Community Outreach.)

Minimum Qualifications: Associate's degree or technical school degree in Applied Science or a related field and two (2) years of related experience.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Office Support Assistant Multiple					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Administrative Assistant	\$29,856	\$36,575	\$43,294	\$39,696
Bryan, TX	Administrative Assistant (B03)	\$28,180	\$35,636	\$43,092	\$36,691
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Office Assistant	\$25,792	\$32,240	\$38,688	\$27,598
Lewisville, TX	Clerk Typist	\$27,103	\$30,841	\$34,578	\$31,399
Longview, TX	Office Assistant	\$26,417	\$31,080	\$35,742	\$27,651
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Office Assistant	\$26,088	\$32,610	\$39,132	\$29,675
Richardson, TX	Administrative Clerk	\$23,916	\$28,872	\$33,828	\$25,740
Round Rock, TX	Administrative Technician	\$31,144	\$35,037	\$38,930	NA
Sugar Land, TX	Administrative Secretary	\$27,579	\$35,018	\$42,457	\$33,085
Webster, TX	Staff Assistant	\$28,558	\$34,959	\$41,360	\$36,558
League City, TX		\$27,625	\$34,532	\$41,438	\$29,466
<i>I - Public Sector Market Average</i>		\$27,463	\$33,287	\$39,110	\$32,010
<i>League City, TX as a % of I - Public Sector Market Average</i>		101%	104%	106%	92%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Administrative Assistant - 1 yr. exp.	\$29,605	\$36,897	\$44,188	\$35,977
Kenexa Survey, Houston-League City	Office Services Assistant (0-2 years exp.)	\$26,800	\$33,500	\$40,100	\$31,700
Towers Watson - Houston-Baytown	Clerical - U1 Entry	\$27,840	\$31,712	\$36,003	\$30,456
League City, TX		\$27,625	\$34,532	\$41,438	\$29,466
<i>II - Private Sector Market Average</i>		\$28,082	\$34,036	\$40,097	\$32,711
<i>League City, TX as a % of II - Private Sector Market Average</i>		98%	101%	103%	90%
League City, TX		\$27,625	\$34,532	\$41,438	\$29,466
<i>Overall Comparator Market Average</i>		\$27,772	\$33,661	\$39,604	\$32,361
<i>League City, TX as a % of Overall Market Average</i>		99%	103%	105%	91%
<i>Adjustment To Reach Market Average</i>		1%	-3%	-4%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs day-to-day secretarial, scheduling, and typing functions in an efficient and timely manner.

Minimum Qualifications: High school diploma or GED, six (6) months to one (1) year of office/clerical experience, and 35 wpm typing speed.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Office Support Specialist Multiple					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	Assistant to Public Works Director	\$33,789	\$42,237	\$50,684	\$36,745
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Office Specialist	\$28,436	\$35,545	\$42,653	\$32,898
Lewisville, TX	Secretary	\$31,793	\$36,625	\$41,456	\$36,261
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	Various Office Specialist Titles	\$31,945	\$39,932	\$47,918	\$45,315
Pearland, TX	Senior Office Assistant	\$30,254	\$37,818	\$45,381	\$34,415
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Administrative Associate	\$36,119	\$38,486	\$40,854	NA
Sugar Land, TX	Administrative Specialist	\$30,662	\$39,251	\$47,841	\$40,930
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$38,570
<i>I - Public Sector Market Average</i>		\$31,857	\$38,556	\$45,255	\$37,761
<i>League City, TX as a % of I - Public Sector Market Average</i>		101%	104%	106%	102%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Administrative Secretary - 1 yr. exp.	\$34,442	\$42,793	\$51,144	\$41,827
Kenexa Survey, Houston-League City	Administrative Assistant I (<2 yrs. exp.)	\$32,200	\$40,200	\$48,400	\$39,300
Towers Watson - Houston-Baytown	Admin. Asst. - U1 Entry	\$33,387	\$39,457	\$45,527	\$36,526
League City, TX		\$32,037	\$40,046	\$48,056	\$38,570
<i>II - Private Sector Market Average</i>		\$33,343	\$40,817	\$48,357	\$39,218
<i>League City, TX as a % of II - Private Sector Market Average</i>		96%	98%	99%	98%
League City, TX		\$32,037	\$40,046	\$48,056	\$38,570
<i>Overall Comparator Market Average</i>		\$32,600	\$39,686	\$46,806	\$38,489
<i>League City, TX as a % of Overall Market Average</i>		98%	101%	103%	100%
<i>Adjustment To Reach Market Average</i>		2%	-1%	-3%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs a variety of clerical, secretarial and administrative work in keeping official records, providing administrative support, and assisting in the administration of the standard operating policies and procedures of the department.

Minimum Qualifications: High school diploma or GED, six (6) months to one (1) year of related experience, and 35 wpm typing speed.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Paramedic EMS					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match - Duty of Firefighter	NA	NA	NA	NA
Dickinson, TX	Paramedic	\$34,016	\$42,520	\$51,024	\$51,024
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match - Duty of Firefighter	NA	NA	NA	NA
Missouri City, TX	No Match - Duty of Firefighter	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	No Match - Duty of Firefighter	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$41,631
I - Public Sector Market Average		\$34,016	\$42,520	\$51,024	\$51,024
League City, TX as a % of I - Public Sector Market Average		110%	110%	109%	82%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$41,631
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$41,631
Overall Comparator Market Average		\$34,016	\$42,520	\$51,024	\$51,024
League City, TX as a % of Overall Market Average		110%	110%	109%	82%
Adjustment To Reach Market Average		-9%	-9%	-8%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides immediate response to 911 calls and as the first healthcare provider at the scene of emergency situations; collaborates with firefighters and police in evaluating the situation.

Minimum Qualifications: High school diploma or GED, one (1) year of Emergency Medical Service experience, and completion of TDHS EMT-P or LP.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Park Maintenance Crew Leader Parks Operations					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Crew Leader	\$36,291	\$44,458	\$52,624	\$48,424
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Parks Crew Leader	\$29,857	\$37,322	\$44,786	\$32,458
Lewisville, TX	Crew Leader	\$39,180	\$45,613	\$52,045	\$43,084
Longview, TX	Crew Leader	\$35,529	\$41,799	\$48,068	\$38,447
Missouri City, TX	Parks Crew Leader	\$35,893	\$44,867	\$53,841	\$52,374
Pearland, TX	Park Crewleader	\$35,963	\$44,954	\$53,944	\$36,781
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Park Maintenance Crew Leader	\$36,385	\$40,949	\$45,513	NA
Sugar Land, TX	Crew Chief (Parks)	\$37,073	\$47,821	\$58,569	\$44,788
Webster, TX	Crew Leader	\$36,159	\$44,266	\$52,372	\$52,372
League City, TX		\$38,044	\$47,583	\$57,123	\$44,299
<i>I - Public Sector Market Average</i>		\$35,814	\$43,561	\$51,307	\$43,591
<i>League City, TX as a % of I - Public Sector Market Average</i>		106%	109%	111%	102%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$38,044	\$47,583	\$57,123	\$44,299
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$38,044	\$47,583	\$57,123	\$44,299
<i>Overall Comparator Market Average</i>		\$35,814	\$43,561	\$51,307	\$43,591
<i>League City, TX as a % of Overall Market Average</i>		106%	109%	111%	102%
<i>Adjustment To Reach Market Average</i>		-6%	-8%	-10%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Oversees a crew of two to six full-time employees and participates in the maintenance of park grounds including mowing, weed eating, edging, blowing, painting, carpentry, minor electrical plumbing, masonry and irrigation repairs.

Minimum Qualifications: High school diploma or GED and one (1) to three (3) years of experience in parks maintenance.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Park Maintenance Worker Parks Operations					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Maintenance Worker	\$25,791	\$31,595	\$37,399	\$29,902
Bryan, TX	Parks Maintenance Tech	\$29,354	\$34,990	\$40,626	\$33,849
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Parks Maintenance Worker	\$29,762	\$36,679	\$43,596	\$36,022
Galveston, TX	Maintenance Worker	\$24,564	\$30,705	\$36,846	\$25,346
Lewisville, TX	Maintenance Worker	\$28,429	\$32,355	\$36,280	\$30,271
Longview, TX	Maintenance Worker	\$25,145	\$29,582	\$34,019	\$26,417
Missouri City, TX	Park Caretaker II	\$27,596	\$34,495	\$41,393	\$30,356
Pearland, TX	Park Maintenance Worker	\$26,088	\$32,610	\$39,132	\$27,372
Richardson, TX	Park Maintenance Worker	\$29,940	\$38,118	\$46,296	\$46,296
Round Rock, TX	Parks Maintenance Worker	\$28,244	\$31,789	\$35,334	NA
Sugar Land, TX	General Maint Worker I (Parks)	\$26,243	\$33,312	\$40,382	\$33,427
Webster, TX	Crewman II Parks	\$28,558	\$34,959	\$41,360	\$30,754
League City, TX		\$26,294	\$32,868	\$39,441	\$30,464
<i>I - Public Sector Market Average</i>		\$27,476	\$33,432	\$39,389	\$31,819
<i>League City, TX as a % of I - Public Sector Market Average</i>		96%	98%	100%	96%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	Groundskeeper (0-2 yrs. exp.)	\$27,200	\$33,900	\$40,700	\$30,600
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$26,294	\$32,868	\$39,441	\$30,464
<i>II - Private Sector Market Average</i>		\$27,200	\$33,900	\$40,700	\$30,600
<i>League City, TX as a % of II - Private Sector Market Average</i>		97%	97%	97%	100%
League City, TX		\$26,294	\$32,868	\$39,441	\$30,464
<i>Overall Comparator Market Average</i>		\$27,338	\$33,666	\$40,044	\$31,210
<i>League City, TX as a % of Overall Market Average</i>		96%	98%	98%	98%
<i>Adjustment To Reach Market Average</i>		4%	2%	2%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs a variety of duties in the maintenance of park grounds and facilities. Operates equipment and power tools; performs maintenance; requisitions parts/supplies; cleans/restocks park restrooms; and collects trash, debris and recyclables.

Minimum Qualifications: High school diploma or GED and one (1) year of experience in landscape maintenance or a related field.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Planner Planning					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Planner	\$46,317	\$56,740	\$67,163	NA
Bryan, TX	Staff Planner	\$42,338	\$52,922	\$63,506	\$52,826
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Planner	\$44,113	\$55,141	\$66,169	\$44,113
Lewisville, TX	Planner	\$47,750	\$56,865	\$65,979	\$48,944
Longview, TX	Planner	\$41,202	\$48,474	\$55,745	\$45,480
Missouri City, TX	Planner	\$45,315	\$56,644	\$67,972	\$56,992
Pearland, TX	Planner	\$49,575	\$61,969	\$74,362	\$56,390
Richardson, TX	Planner	\$54,528	\$67,770	\$81,012	\$60,696
Round Rock, TX	Planner	\$48,260	\$54,292	\$60,325	NA
Sugar Land, TX	Planner I	\$46,916	\$58,045	\$69,173	\$48,602
Webster, TX	No Match - higher level	NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$47,296
<i>I - Public Sector Market Average</i>		\$46,631	\$56,886	\$67,141	\$51,755
<i>League City, TX as a % of I - Public Sector Market Average</i>		88%	90%	92%	91%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$47,296
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$47,296
<i>Overall Comparator Market Average</i>		\$46,631	\$56,886	\$67,141	\$51,755
<i>League City, TX as a % of Overall Market Average</i>		88%	90%	92%	91%
<i>Adjustment To Reach Market Average</i>		14%	11%	9%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Acts as a project manager for development projects submitted to the City; ensures compliance with City requirements, in particular the Zoning Ordinance, Subdivision and Development Ordinance and Comprehensive Plans.

Minimum Qualifications: Associate's degree in urban planning, architecture, public policy or related field of study and two (2) years of experience in plans review, zoning administration and permitting.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Police Captain Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	Police Capain	\$66,728	\$83,411	\$100,093	\$90,260
Friendswood, TX	Police Captain	\$100,038	\$107,189	\$114,340	\$107,778
Galveston, TX	Police Captain	\$79,220	\$99,026	\$118,831	\$95,612
Lewisville, TX	Police Captain	\$99,750	\$109,463	\$119,175	\$106,116
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	Police Captain	\$96,094	\$103,934	\$111,774	\$108,497
Pearland, TX	Police Captain	\$103,258	\$106,403	\$109,547	\$109,547
Richardson, TX	Police Captain	\$108,732	\$114,648	\$120,564	\$115,320
Round Rock, TX	Police Commander	\$102,157	\$113,343	\$124,529	NA
Sugar Land, TX	Police Captain	\$89,579	\$98,529	\$107,479	\$103,642
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$109,615	\$115,490	\$121,365	\$120,381
<i>I - Public Sector Market Average</i>		\$93,951	\$103,994	\$114,037	\$104,597
<i>League City, TX as a % of I - Public Sector Market Average</i>		117%	111%	106%	115%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$109,615	\$115,490	\$121,365	\$120,381
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$109,615	\$115,490	\$121,365	\$120,381
<i>Overall Comparator Market Average</i>		\$93,951	\$103,994	\$114,037	\$104,597
<i>League City, TX as a % of Overall Market Average</i>		117%	111%	106%	115%
<i>Adjustment To Reach Market Average</i>		-14%	-10%	-6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Plans, organizes, directs, supervises and manages the operations and activities of an assigned Bureau.

Minimum Qualifications: High school diploma, Texas Peace Officer Certification, and two (2) consecutive year of experience in the immediately preceding lower grade.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Police Lieutenant Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Police Lieutenant	\$94,883	\$98,919	\$102,955	\$102,955
Baytown, TX	Police Lieutenant	\$106,266	\$108,413	\$110,559	NA
Bryan, TX	Police Lieutenant	\$96,492	\$104,770	\$113,048	\$113,048
Dickinson, TX	Police Lieutenant	NA	\$61,651	NA	\$61,651
Friendswood, TX	Police Lieutenant	\$88,923	\$94,251	\$99,578	\$94,860
Galveston, TX	Police Lieutenant	\$83,727	\$86,166	\$88,604	\$84,655
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Police Lieutenant	\$96,118	\$99,813	\$103,508	\$97,182
Missouri City, TX	Police Lieutenant	\$82,824	\$90,710	\$98,595	\$98,595
Pearland, TX	Police Lieutenant	\$91,744	\$96,013	\$100,281	\$99,764
Richardson, TX	Police Lieutenant	\$96,588	\$101,622	\$106,656	\$102,360
Round Rock, TX	Police Lieutenant	\$89,058	\$98,401	\$107,744	NA
Sugar Land, TX	Police Lieutenant	\$80,742	\$88,583	\$96,423	\$91,596
Webster, TX	Police Lieutenant	\$80,541	\$98,594	\$116,646	\$91,124
League City, TX		\$93,742	\$98,651	\$103,560	\$102,588
<i>I - Public Sector Market Average</i>		\$90,659	\$94,454	\$103,716	\$94,344
<i>League City, TX as a % of I - Public Sector Market Average</i>		103%	104%	100%	109%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$93,742	\$98,651	\$103,560	\$102,588
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$93,742	\$98,651	\$103,560	\$102,588
<i>Overall Comparator Market Average</i>		\$90,659	\$94,454	\$103,716	\$94,344
<i>League City, TX as a % of Overall Market Average</i>		103%	104%	100%	109%
<i>Adjustment To Reach Market Average</i>		-3%	-4%	0%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Supervises and monitors uniform services, criminal investigative and administrative functions. Schedules, trains, and evaluates assigned personnel; assists in the formation and implementation of policies, practices and regulations.

Minimum Qualifications: High school diploma, Texas Peace Officer Certification, and two (2) years of experience in the immediately preceding lower grade. Bachelor's degree in Criminal Justice or LRMI Leader and Command College preferred

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Police Officer Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	Police Officer	\$59,155	\$67,364	\$75,572	\$69,463
Baytown, TX	Police Officer	\$61,171	\$71,053	\$80,935	NA
Bryan, TX	Police Officer	\$58,074	\$70,097	\$82,121	\$74,932
Dickinson, TX	Police Officer	\$39,973	\$49,967	\$59,960	\$54,440
Friendswood, TX	Police Peace Officer	\$52,332	\$62,580	\$72,828	\$59,918
Galveston, TX	Police Officer	\$52,089	\$60,140	\$68,191	\$56,469
Lewisville, TX	Police Officer	\$60,978	\$69,010	\$77,041	\$74,205
Longview, TX	Police Officer	\$57,049	\$67,736	\$78,424	\$66,464
Missouri City, TX	Police Officer	\$52,770	\$62,330	\$71,889	\$59,836
Pearland, TX	Police Officer	\$53,890	\$64,243	\$74,596	\$67,363
Richardson, TX	Police Officer	\$58,908	\$68,202	\$77,496	\$74,340
Round Rock, TX	Police Officer	\$52,323	\$65,098	\$77,873	NA
Sugar Land, TX	Police Officer	\$52,219	\$61,343	\$70,467	\$61,462
Webster, TX	Police Officer	\$50,519	\$61,843	\$73,166	\$55,762
League City, TX		\$61,345	\$69,091	\$76,837	\$72,747
I - Public Sector Market Average		\$54,389	\$64,357	\$74,326	\$64,554
League City, TX as a % of I - Public Sector Market Average		113%	107%	103%	113%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$61,345	\$69,091	\$76,837	\$72,747
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$61,345	\$69,091	\$76,837	\$72,747
Overall Comparator Market Average		\$54,389	\$64,357	\$74,326	\$64,554
League City, TX as a % of Overall Market Average		113%	107%	103%	113%
Adjustment To Reach Market Average		-11%	-7%	-3%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Enforces laws to protect and serve the public; provides aid to citizens; patrols a specified area of the City to preserve law and order; and enforces motor vehicle operations and parking regulations.

Minimum Qualifications: High school diploma or GED and twelve (12) or more hours from an accredited college.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Police Officer - Certified Probationary Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Police Recruit	\$55,257	\$55,257	\$55,257	\$55,257
Baytown, TX	Probationary Police Officer	\$59,388	\$59,388	\$59,388	NA
Bryan, TX	Probationary Police Officer	\$54,199	\$54,199	\$54,199	\$54,199
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Sworn Police Officer I	\$47,251	\$48,386	\$49,521	\$50,365
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$56,655	\$58,081	\$59,507	\$57,605
<i>I - Public Sector Market Average</i>		\$54,024	\$54,308	\$54,591	\$53,274
<i>League City, TX as a % of I - Public Sector Market Average</i>		105%	107%	109%	108%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$56,655	\$58,081	\$59,507	\$57,605
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$56,655	\$58,081	\$59,507	\$57,605
<i>Overall Comparator Market Average</i>		\$54,024	\$54,308	\$54,591	\$53,274
<i>League City, TX as a % of Overall Market Average</i>		105%	107%	109%	108%
<i>Adjustment To Reach Market Average</i>		-5%	-6%	-8%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Enforces laws to protect and serve the public; provides aid to citizens; patrols a specified area of the City to preserve law and order; and enforces motor vehicle operations and parking regulations.

Minimum Qualifications: High school diploma or GED and twelve (12) or more hours from an accredited college.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Police Officer - Non-certified Probationary Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Non-Sworn Police Cadet	\$36,535	\$37,670	\$38,805	\$36,535
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	Police Cadet	\$48,861	\$48,861	\$48,861	\$48,861
Pearland, TX	Police Cadet	\$35,963	\$44,954	\$53,944	\$40,908
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Police Cadet	\$39,233	\$39,233	\$39,233	NA
Sugar Land, TX	Police Officer-Recruit	\$34,751	\$39,806	\$44,861	\$34,751
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$42,672	\$50,076	\$57,480	\$57,092
I - Public Sector Market Average		\$39,069	\$42,105	\$45,141	\$40,264
League City, TX as a % of I - Public Sector Market Average		109%	119%	127%	142%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$42,672	\$50,076	\$57,480	\$57,092
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$42,672	\$50,076	\$57,480	\$57,092
Overall Comparator Market Average		\$39,069	\$42,105	\$45,141	\$40,264
League City, TX as a % of Overall Market Average		109%	119%	127%	142%
Adjustment To Reach Market Average		-8%	-16%	-21%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Enforces laws to protect and serve the public; provides aid to citizens; patrols a specified area of the City to preserve law and order; and enforces motor vehicle operations and parking regulations.

Minimum Qualifications: High school diploma or GED and twelve (12) or more hours from an accredited college.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Police Sergeant Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	Police Sergeant	\$82,569	\$86,081	\$89,593	\$88,969
Baytown, TX	Police Sergeant	\$90,647	\$93,408	\$96,168	NA
Bryan, TX	Police Sergeant	\$76,532	\$86,277	\$96,023	\$95,686
Dickinson, TX	Police Sergeant	\$51,312	\$64,140	\$76,968	\$70,026
Friendswood, TX	Police Sergeant	\$74,103	\$81,113	\$88,122	\$79,478
Galveston, TX	Police Sergeant	\$72,071	\$75,106	\$78,140	\$74,505
Lewisville, TX	Police Sergeant	\$87,742	\$89,948	\$92,153	\$91,838
Longview, TX	Police Sergeant	\$85,611	\$88,074	\$90,536	\$88,079
Missouri City, TX	Police Sergeant	\$71,173	\$78,979	\$86,784	\$86,784
Pearland, TX	Police Sergeant	\$76,834	\$82,953	\$89,072	\$84,089
Richardson, TX	Police Sergeant	\$81,372	\$86,682	\$91,992	\$90,132
Round Rock, TX	Police Sergeant	\$73,155	\$83,207	\$93,259	NA
Sugar Land, TX	Police Sergeant	\$69,810	\$76,797	\$83,784	\$81,328
Webster, TX	Police Sergeant	\$69,255	\$84,777	\$100,299	\$76,444
League City, TX		\$77,701	\$84,527	\$91,353	\$85,359
I - Public Sector Market Average		\$75,870	\$82,681	\$89,492	\$83,947
League City, TX as a % of I - Public Sector Market Average		102%	102%	102%	102%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$77,701	\$84,527	\$91,353	\$85,359
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$77,701	\$84,527	\$91,353	\$85,359
Overall Comparator Market Average		\$75,870	\$82,681	\$89,492	\$83,947
League City, TX as a % of Overall Market Average		102%	102%	102%	102%
Adjustment To Reach Market Average		-2%	-2%	-2%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Leads, directs and controls the work activities of Police Officers and Civilian Personnel assigned to his/her shift in order to achieve departmental goals and objectives.

Minimum Qualifications: High school diploma and two (2) years of experience in the immediately preceding lower grade. Associate's degree in Criminal Justice or completion of LEMI Leadership and Command College preferred.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Project Manager Engineering					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Project Manager	\$43,351	\$53,409	\$63,466	\$54,035
Galveston, TX	Special Project Manager	\$68,434	\$85,542	\$102,650	\$65,000
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	Capital Project Manager	\$52,377	\$66,781	\$81,185	\$60,234
Pearland, TX	Project Manager	\$61,912	\$77,390	\$92,868	\$79,305
Richardson, TX	Project Engineer	\$71,172	\$89,526	\$107,880	\$89,304
Round Rock, TX	Project Manager Sr. (5 yrs. exp.)	\$58,628	\$65,959	\$73,289	NA
Sugar Land, TX	Project Manager	\$56,575	\$71,844	\$87,113	\$78,654
Webster, TX	Mgr. Engineering & Construction	\$68,334	\$88,789	\$109,243	\$87,472
League City, TX		\$63,962	\$79,953	\$95,943	\$88,517
<i>I - Public Sector Market Average</i>		\$60,098	\$74,905	\$89,712	\$73,429
<i>League City, TX as a % of I - Public Sector Market Average</i>		106%	107%	107%	121%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Project Manager - 3 yrs. exp.	\$73,847	\$92,174	\$110,501	\$87,552
Kenexa Survey, Houston-League City	Project Manager II (2-4 yrs. exp.)	\$66,400	\$82,700	\$99,300	\$80,700
Towers Watson - Houston-Baytown	Project Mgmt. - P2 Intermediate	\$54,214	\$69,808	\$84,461	\$62,901
League City, TX		\$63,962	\$79,953	\$95,943	\$88,517
<i>II - Private Sector Market Average</i>		\$64,820	\$81,561	\$98,087	\$77,051
<i>League City, TX as a % of II - Private Sector Market Average</i>		99%	98%	98%	115%
League City, TX		\$63,962	\$79,953	\$95,943	\$88,517
<i>Overall Comparator Market Average</i>		\$62,459	\$78,233	\$93,899	\$75,240
<i>League City, TX as a % of Overall Market Average</i>		102%	102%	102%	118%
<i>Adjustment To Reach Market Average</i>		-2%	-2%	-2%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Manages the coordination of capital improvement projects while working with internal and external customers and other stakeholders by reviewing engineering activities and contract administration.

Minimum Qualifications: Bachelor's degree in Engineering or a related field, three (3) to five (5) years of overall experience in municipal engineering, project management or a related field, and EIT license.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Public Service Technician Streets & Stormwater					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Laborer Public Works	\$27,289	\$33,627	\$39,965	\$29,037
Galveston, TX	Laborer	\$24,564	\$30,705	\$36,846	\$25,273
Lewisville, TX	Equipment Operator	\$33,344	\$38,408	\$43,471	\$33,931
Longview, TX	Maintenance Worker	\$25,145	\$29,582	\$34,019	\$27,350
Missouri City, TX	Street Technician	\$33,862	\$42,327	\$50,792	\$35,360
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Equipment Operator (Streets)	\$31,144	\$35,037	\$38,930	NA
Sugar Land, TX	General Maint Worker I (Streets)	\$26,243	\$33,312	\$40,382	\$32,461
Webster, TX	Crewman II- PW	\$28,558	\$34,959	\$41,360	\$38,985
League City, TX		\$29,750	\$37,187	\$44,624	\$38,450
<i>I - Public Sector Market Average</i>		\$28,769	\$34,745	\$40,721	\$31,771
<i>League City, TX as a % of I - Public Sector Market Average</i>		103%	107%	110%	121%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$29,750	\$37,187	\$44,624	\$38,450
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$29,750	\$37,187	\$44,624	\$38,450
<i>Overall Comparator Market Average</i>		\$28,769	\$34,745	\$40,721	\$31,771
<i>League City, TX as a % of Overall Market Average</i>		103%	107%	110%	121%
<i>Adjustment To Reach Market Average</i>		-3%	-7%	-9%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Operates light to medium construction equipment. Routinely mows ditches and patches pot holes.

Minimum Qualifications: High school diploma or GED and, additional specialized training in a related field, and one (1) year of experience in equipment operation.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Public Works Supervisor Streets & Stormwater					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Streets & Drainage Supervisor	\$61,418	\$77,478	\$93,538	\$75,474
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match - Duties of Supt.	NA	NA	NA	NA
Galveston, TX	Public Works Supervisor (Streets)	\$40,012	\$50,015	\$60,018	\$47,313
Lewisville, TX	Foreman - Streets	\$45,894	\$54,121	\$62,348	\$52,485
Longview, TX	Public Works Supervisor	\$43,289	\$50,928	\$58,567	\$46,612
Missouri City, TX	Street Supervisor	\$40,330	\$50,413	\$60,495	\$60,234
Pearland, TX	Supervisor	\$44,912	\$56,140	\$67,368	\$51,087
Richardson, TX	Streets Supervisor	\$48,156	\$61,314	\$74,472	\$60,024
Round Rock, TX	Supervisor - Transportation	\$48,602	\$54,685	\$60,768	NA
Sugar Land, TX	Field Supervisor (Streets)	\$49,239	\$64,004	\$78,769	\$59,412
Webster, TX	Foreman	\$46,473	\$56,893	\$67,313	\$47,446
League City, TX		\$41,010	\$51,263	\$61,515	\$58,282
I - Public Sector Market Average		\$46,832	\$57,599	\$68,366	\$55,565
League City, TX as a % of I - Public Sector Market Average		88%	89%	90%	105%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	Manul/Unskilled Labor - M1 Supervisor	\$45,004	\$56,150	\$67,296	\$51,807
League City, TX		\$41,010	\$51,263	\$61,515	\$58,282
II - Private Sector Market Average		\$45,004	\$56,150	\$67,296	\$51,807
League City, TX as a % of II - Private Sector Market Average		91%	91%	91%	112%
League City, TX		\$41,010	\$51,263	\$61,515	\$58,282
Overall Comparator Market Average		\$45,918	\$56,875	\$67,831	\$53,686
League City, TX as a % of Overall Market Average		89%	90%	91%	109%
Adjustment To Reach Market Average		12%	11%	10%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Supervises the maintenance of the City's street division. Plans, organizes, coordinates and supervises daily operations; schedules material and equipment for major projects; coordinates material purchases; and assigns equipment to personnel.

Minimum Qualifications: High school diploma or GED and three (3) years of experience in street maintenance operations or a related field.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Records Specialist Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Police Records Technician	\$28,435	\$34,834	\$41,232	\$38,398
Bryan, TX	Records Clerk	\$28,180	\$35,636	\$43,092	\$33,304
Dickinson, TX	Police Records Clerk	\$28,416	\$36,253	\$44,090	\$44,090
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Records Specialist	\$29,161	\$34,307	\$39,452	\$30,476
Missouri City, TX	Police Records Technician	\$26,533	\$33,167	\$39,801	\$36,932
Pearland, TX	Police Records Clerk	\$27,409	\$34,261	\$41,113	\$29,296
Richardson, TX	Police Records Technician	\$31,332	\$40,596	\$49,860	\$43,968
Round Rock, TX	Administrative Associate (PS Records)	\$36,119	\$38,486	\$40,854	NA
Sugar Land, TX	Record Clerk	\$26,243	\$33,312	\$40,382	\$31,598
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$25,653	\$32,066	\$38,479	\$32,253
<i>I - Public Sector Market Average</i>		\$29,092	\$35,650	\$42,208	\$36,008
<i>League City, TX as a % of I - Public Sector Market Average</i>		88%	90%	91%	90%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$25,653	\$32,066	\$38,479	\$32,253
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$25,653	\$32,066	\$38,479	\$32,253
<i>Overall Comparator Market Average</i>		\$29,092	\$35,650	\$42,208	\$36,008
<i>League City, TX as a % of Overall Market Average</i>		88%	90%	91%	90%
<i>Adjustment To Reach Market Average</i>		13%	11%	10%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Prepares, maintains and distributes manual/computerized Law Enforcement and Public Records.

Minimum Qualifications: High school diploma or GED, more than one (1) year of experience handling large volumes of computer data entry and general office duties, and typing speed of 35 wpm.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Recreation Aide Parks Recreation					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Recreation Specialist I	\$22,279	\$27,293	\$32,307	\$23,759
Bryan, TX	No Match - Performed by Temps	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Recreation Aide	\$25,061	\$30,887	\$36,712	\$25,061
Galveston, TX	Recreation Aide PT Annualized	\$19,324	\$19,324	\$19,324	\$19,324
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Recreation Assistant	\$27,755	\$32,653	\$37,551	\$31,204
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Recreation Assistant	\$18,013	\$22,516	\$27,019	\$20,490
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Recreation Aide - PT Annualized	\$17,559	\$17,559	\$17,559	NA
Sugar Land, TX	Recreation Spec - PT Annualized	\$20,199	\$20,199	\$20,199	\$20,199
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$20,040	\$25,050	\$30,060	NA
<i>I - Public Sector Market Average</i>		\$21,456	\$24,347	\$27,239	\$23,339
<i>League City, TX as a % of I - Public Sector Market Average</i>		93%	103%	110%	NA
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$20,040	\$25,050	\$30,060	NA
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$20,040	\$25,050	\$30,060	NA
<i>Overall Comparator Market Average</i>		\$21,456	\$24,347	\$27,239	\$23,339
<i>League City, TX as a % of Overall Market Average</i>		93%	103%	110%	NA
<i>Adjustment To Reach Market Average</i>		7%	-3%	-9%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides Parks Recreation Department with additional office assistance. Operates Parks Recreation Department facilities during weeknights and weekends. Assists with recreation programs and special events.

Minimum Qualifications: Must have some work experience.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Recreation Specialist Parks Recreation					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Recreation Specialist II	\$36,291	\$44,458	\$52,624	\$40,386
Bryan, TX	No Match - Performed by Temps	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Recreation Coordinator	\$38,106	\$47,633	\$57,160	\$40,893
Lewisville, TX	Recreation Specialist	\$40,382	\$47,335	\$54,287	\$45,894
Longview, TX	Recreation Center Coordinator	\$39,217	\$46,138	\$53,059	\$41,606
Missouri City, TX	Recreation Specialist	\$38,047	\$47,559	\$57,071	\$39,998
Pearland, TX	Recreation Specialist	\$38,728	\$48,410	\$58,092	\$44,053
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Coordinator - Recreation Program	\$41,272	\$46,431	\$51,590	NA
Sugar Land, TX	No Match - higher lever	NA	NA	NA	NA
Webster, TX	No Match - Part of Manager's job	NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$40,859
<i>I - Public Sector Market Average</i>		\$38,863	\$46,852	\$54,840	\$42,138
<i>League City, TX as a % of I - Public Sector Market Average</i>		82%	85%	88%	97%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$40,859
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$40,859
<i>Overall Comparator Market Average</i>		\$38,863	\$46,852	\$54,840	\$42,138
<i>League City, TX as a % of Overall Market Average</i>		82%	85%	88%	97%
<i>Adjustment To Reach Market Average</i>		21%	17%	14%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Organizes, teaches, and provides special services for participants in an assigned recreational activity. Plans, implements, and monitors activities for recreation programs.

Minimum Qualifications: Associate's degree and one (1) year of experience in a related field.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Senior Financial Analyst Accounting					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Senior Financial Analyst (vacant)	\$55,208	\$70,337	\$85,465	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Sr. Budget Analyst	\$53,620	\$67,025	\$80,429	\$65,384
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Financial Analyst	\$60,402	\$75,503	\$90,603	\$77,000
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	Sr. Financial Analyst	\$61,076	\$77,578	\$94,079	\$78,245
Webster, TX	No Match - Part of Director's job	NA	NA	NA	NA
League City, TX		\$51,216	\$64,020	\$76,824	\$77,880
<i>I - Public Sector Market Average</i>		\$57,577	\$72,610	\$87,644	\$73,543
<i>League City, TX as a % of I - Public Sector Market Average</i>		89%	88%	88%	106%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Financial Analyst - 5 yrs. exp.	\$66,130	\$77,437	\$88,744	\$72,348
Kenexa Survey, Houston-League City	Accountant III (4-6 yrs. exp.)	\$59,800	\$75,500	\$91,400	\$66,700
Towers Watson - Houston-Baytown	Financial Analysis - P3 Career	\$69,285	\$85,612	\$96,183	\$83,728
League City, TX		\$51,216	\$64,020	\$76,824	\$77,880
<i>II - Private Sector Market Average</i>		\$65,072	\$79,516	\$92,109	\$74,259
<i>League City, TX as a % of II - Private Sector Market Average</i>		79%	81%	83%	105%
League City, TX		\$51,216	\$64,020	\$76,824	\$77,880
<i>Overall Comparator Market Average</i>		\$61,324	\$76,063	\$89,877	\$73,901
<i>League City, TX as a % of Overall Market Average</i>		84%	84%	85%	105%
<i>Adjustment To Reach Market Average</i>		20%	19%	17%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Analyzes and monitors the City's annual budget. Performs independent financial analysis for the organization to ensure effective oversight and financial management. Prepares reports for management.

Minimum Qualifications: Bachelor's degree in Accounting, Finance or a related field and five (5) years of experience in Accounting, Finance or a related field.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Senior Mechanic Fleet Maintenance					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Sr. Fleet Mechanic	\$42,974	\$52,778	\$62,583	\$58,356
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Mechanic	\$35,754	\$44,041	\$52,328	\$37,440
Galveston, TX	Automotive Mechanic	\$36,292	\$45,365	\$54,438	\$43,143
Lewisville, TX	Mechanic	\$35,734	\$45,396	\$55,058	\$47,558
Longview, TX	Fleet Technician, Senior	\$37,327	\$43,915	\$50,502	\$46,454
Missouri City, TX	Mechanic II	\$33,862	\$42,327	\$50,792	\$48,789
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Fleet Technician I	\$39,144	\$49,830	\$60,516	\$58,392
Round Rock, TX	Mechanic	\$36,385	\$40,949	\$45,513	NA
Sugar Land, TX	Automotive Technician II	\$42,848	\$55,692	\$68,536	\$61,384
Webster, TX	Senior Mechanic	\$46,473	\$56,893	\$67,312	\$58,044
League City, TX		\$39,034	\$48,793	\$58,551	\$51,135
<i>I - Public Sector Market Average</i>		\$38,679	\$47,718	\$56,758	\$51,062
<i>League City, TX as a % of I - Public Sector Market Average</i>		101%	102%	103%	100%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Mechanic - 3 yrs. exp.	\$39,478	\$48,812	\$58,146	\$47,707
Kenexa Survey, Houston-League City	Mechanic II (2-5 yrs. exp.)	\$39,900	\$47,300	\$55,500	\$48,650
Towers Watson - Houston-Baytown	Vehicle Maintenance - T3 Senior	\$40,713	\$52,906	\$65,099	\$51,493
League City, TX		\$39,034	\$48,793	\$58,551	\$51,135
<i>II - Private Sector Market Average</i>		\$40,030	\$49,673	\$59,582	\$49,283
<i>League City, TX as a % of II - Private Sector Market Average</i>		98%	98%	98%	104%
League City, TX		\$39,034	\$48,793	\$58,551	\$51,135
<i>Overall Comparator Market Average</i>		\$39,355	\$48,696	\$58,170	\$50,173
<i>League City, TX as a % of Overall Market Average</i>		99%	100%	101%	102%
<i>Adjustment To Reach Market Average</i>		1%	0%	-1%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Diagnoses and performs all necessary repairs to gas and diesel-powered engines, front end, hydraulic and air brake systems, electrical systems and related systems on all types of equipment.

Minimum Qualifications: High school diploma or GED and three (3) years of related experience

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Senior Park Maintenance Worker Parks Operations					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	Park Specialist	\$38,105	\$46,681	\$55,256	\$42,678
Bryan, TX	No Match	NA	NA	NA	NA
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Sr. Parks Maintenance Worker	\$27,082	\$33,852	\$40,622	\$28,326
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Park Maintenance Technician	\$37,327	\$43,915	\$50,502	\$46,130
Missouri City, TX	Park Caretaker III	\$30,424	\$38,030	\$45,635	\$38,237
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Park Maintenance Spec. I	\$32,988	\$42,006	\$51,024	\$45,456
Round Rock, TX	Parks Maint. Worker Sr.	\$31,144	\$35,037	\$38,930	NA
Sugar Land, TX	General Maint Worker II (Parks)	\$30,662	\$39,251	\$47,841	\$33,427
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$35,363	\$44,204	\$53,044	\$37,683
I - Public Sector Market Average		\$32,533	\$39,824	\$47,116	\$39,042
League City, TX as a % of I - Public Sector Market Average		109%	111%	113%	97%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$35,363	\$44,204	\$53,044	\$37,683
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$35,363	\$44,204	\$53,044	\$37,683
Overall Comparator Market Average		\$32,533	\$39,824	\$47,116	\$39,042
League City, TX as a % of Overall Market Average		109%	111%	113%	97%
Adjustment To Reach Market Average		-8%	-10%	-11%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Works with the Park Maintenance Supervisor in the planning, organization and phases of the Sportsplex facility and assists in all aspects of park maintenance and operations.

Minimum Qualifications: High school diploma or GED and five (5) years of parks maintenance experience

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Senior Plant Operator Wastewater					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	WWT Plant Operator	\$37,925	\$45,968	\$54,011	\$48,154
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	WWTP Operator C	\$32,918	\$41,148	\$49,377	\$38,900
Lewisville, TX	Plant Operator II	\$39,180	\$45,613	\$52,045	\$44,363
Longview, TX	Utility Plant Operator, Senior	\$35,529	\$41,799	\$48,068	\$44,209
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Operator II	\$38,728	\$48,410	\$58,092	\$45,990
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Plant Operator Sr.	\$41,272	\$46,431	\$51,590	NA
Sugar Land, TX	Sr. Utilities Operator	\$39,662	\$51,170	\$62,679	\$56,198
Webster, TX	Sr. Wastewater Operator	\$36,158	\$44,265	\$52,372	\$38,939
League City, TX		\$36,247	\$45,309	\$54,370	\$43,131
I - Public Sector Market Average		\$37,672	\$45,600	\$53,529	\$45,250
League City, TX as a % of I - Public Sector Market Average		96%	99%	102%	95%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$43,131
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$43,131
Overall Comparator Market Average		\$37,672	\$45,600	\$53,529	\$45,250
League City, TX as a % of Overall Market Average		96%	99%	102%	95%
Adjustment To Reach Market Average		4%	1%	-2%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Assists Chief Plant Operators in operation of the City's Wastewater Treatment Plants to comply with State Permit requirements, assigns job duties to crewman daily, and supervises their activities..

Minimum Qualifications: High school diploma or GED, one (1) to three (3) years of experience in wastewater treatment and minor maintenance of motor and pumps, and Class "C" Wastewater Treatment Operator License issued by the TCEQ.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Senior Utility Maintenance Worker Line Repair					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	WD/WWC Maint Crew Leader	\$37,925	\$45,968	\$54,011	\$51,110
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Crew Chief	\$38,268	\$48,732	\$59,196	\$38,268
Round Rock, TX	Crew Leader	\$38,575	\$43,392	\$48,209	NA
Sugar Land, TX	Crew Chief (Util)	\$37,073	\$47,821	\$58,569	\$45,474
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$40,833
I - Public Sector Market Average		\$37,960	\$46,478	\$54,996	\$44,951
League City, TX as a % of I - Public Sector Market Average		95%	97%	99%	91%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$40,833
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$40,833
Overall Comparator Market Average		\$37,960	\$46,478	\$54,996	\$44,951
League City, TX as a % of Overall Market Average		95%	97%	99%	91%
Adjustment To Reach Market Average		5%	3%	1%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Operates and maintains heavy equipment. Receives work orders and delegates work assignments to other members of the work crew. Assists in the supervision of Departmental personnel as required.

Minimum Qualifications: High school diploma or GED, one (1) to three (30 years of related experience, and Class A Commercial Driver's License (CDL) with Tanker Endorsement

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Technical Service Clerk Library					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Library Clerk - Technical Services	\$27,081	\$33,175	\$39,269	\$31,143
Bryan, TX	Library Technical Services Clerk	\$26,184	\$34,638	\$43,092	\$34,227
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	Library Technician	\$31,793	\$36,625	\$41,456	\$34,032
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Library Clerk	\$26,448	\$34,704	\$42,960	\$41,052
Round Rock, TX	Library Assistant	\$31,144	\$35,037	\$38,930	NA
Sugar Land, TX	No Match	NA	NA	NA	NA
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$26,294	\$32,868	\$39,441	\$37,813
<i>I - Public Sector Market Average</i>		\$28,530	\$34,836	\$41,141	\$35,113
<i>League City, TX as a % of I - Public Sector Market Average</i>		92%	94%	96%	108%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$26,294	\$32,868	\$39,441	\$37,813
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$26,294	\$32,868	\$39,441	\$37,813
<i>Overall Comparator Market Average</i>		\$28,530	\$34,836	\$41,141	\$35,113
<i>League City, TX as a % of Overall Market Average</i>		92%	94%	96%	108%
<i>Adjustment To Reach Market Average</i>		9%	6%	4%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs bibliographic control and acquisitions activities in the library. Loads data files; updates databases; creates/maintains bibliographic records, processes library materials, reconciles receipts and records payments.

Minimum Qualifications: High school diploma or GED and one (1) year of library experience

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Telecommunicator Police					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Police/Fire EMS Dispatcher	\$36,291	\$44,458	\$52,624	\$40,300
Bryan, TX	No Match (County position)	NA	NA	NA	NA
Dickinson, TX	Communications Operator	\$29,552	\$36,940	\$44,328	\$37,029
Friendswood, TX	Communications Operator	\$35,754	\$44,041	\$52,328	\$42,465
Galveston, TX	Telecommunicator	\$34,564	\$43,205	\$51,845	\$38,518
Lewisville, TX	Public Safety Dispatcher	\$37,275	\$43,437	\$49,598	\$40,297
Longview, TX	Telecommunications Operator	\$30,637	\$36,043	\$41,449	\$32,877
Missouri City, TX	Telecommunications Officer	\$40,360	\$46,868	\$53,376	\$47,624
Pearland, TX	TCO - Basic	\$37,783	\$47,229	\$56,675	\$41,798
Richardson, TX	Public Safety Dispatcher	\$35,448	\$46,776	\$58,104	\$45,000
Round Rock, TX	Public Safety Communications Oper.	\$38,575	\$43,392	\$48,209	NA
Sugar Land, TX	Public Safety Dispatcher I	\$36,230	\$44,409	\$52,588	\$40,478
Webster, TX	Telecommunications Officer	\$36,158	\$44,265	\$52,372	\$40,911
League City, TX		\$37,503	\$46,616	\$55,730	\$44,350
<i>I - Public Sector Market Average</i>		\$35,719	\$43,422	\$51,125	\$40,663
<i>League City, TX as a % of I - Public Sector Market Average</i>		105%	107%	109%	109%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$44,350
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$44,350
<i>Overall Comparator Market Average</i>		\$35,719	\$43,422	\$51,125	\$40,663
<i>League City, TX as a % of Overall Market Average</i>		105%	107%	109%	109%
<i>Adjustment To Reach Market Average</i>		-5%	-7%	-8%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Monitors and dispatches Public Safety Units. Answers incoming emergency and non-emergency phone lines.

Minimum Qualifications: High school diploma or GED, ability to pass computerized testing, ability to obtain TCOLE (TCLEOSE) Basic Telecommunications Certification and License with the ability to receive access from the National Crime Information Center,

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Traffic Technician III Streets & Stormwater					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Traffic Signal Technician	\$37,925	\$45,968	\$54,011	\$44,336
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Senior Traffic Signal Technician	\$32,918	\$41,148	\$49,377	\$33,137
Lewisville, TX	Senior Traffic Technician	\$43,746	\$51,590	\$59,434	\$51,590
Longview, TX	Traffic Signal Technician Senior	\$38,261	\$45,013	\$51,764	\$38,801
Missouri City, TX	Sr. Signal Technician (vacant)	\$38,047	\$47,559	\$57,071	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Sr. Traffic Technician	\$43,116	\$54,229	\$65,342	\$54,684
Round Rock, TX	Traffic Signal Technician Sr.	\$38,575	\$43,392	\$48,209	NA
Sugar Land, TX	Traffic Signal Technician II	\$37,073	\$47,821	\$58,569	\$52,252
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$46,399	\$57,999	\$69,599	\$58,061
I - Public Sector Market Average		\$38,708	\$47,090	\$55,472	\$45,800
League City, TX as a % of I - Public Sector Market Average		120%	123%	125%	127%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$46,399	\$57,999	\$69,599	\$58,061
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$46,399	\$57,999	\$69,599	\$58,061
Overall Comparator Market Average		\$38,708	\$47,090	\$55,472	\$45,800
League City, TX as a % of Overall Market Average		120%	123%	125%	127%
Adjustment To Reach Market Average		-17%	-19%	-20%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Assists in the deployment, operation, and maintenance of the traffic signal systems and related communications network and oversees the construction, operations and/or maintenance of traffic signal systems.

Minimum Qualifications: High school diploma or GED, four (4) years of operations and maintenance experience in the areas of fiber optic and traffic signal networking equipment, and IMSA Certified Level III Traffic Technician

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Utility Billing Representative Utility Billing					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Sr. Customer Service Rep	\$32,917	\$40,325	\$47,732	\$34,587
Bryan, TX	Customer Advocate	\$29,824	\$36,458	\$43,092	\$34,089
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Utility Billing Representative	\$32,570	\$40,133	\$47,695	\$40,791
Galveston, TX	Utility Customer Service Specialist	\$28,436	\$35,545	\$42,653	\$29,250
Lewisville, TX	Billing Clerk	\$31,793	\$36,625	\$41,456	\$33,993
Longview, TX	Utility Billing Specialist	\$32,187	\$37,867	\$43,547	\$32,991
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Utility Billing Specialist	\$31,785	\$39,732	\$47,678	\$36,156
Richardson, TX	Customer Service Rep - Billing	\$32,232	\$42,270	\$52,308	\$52,308
Round Rock, TX	Customer Service Coord (Billing)	\$38,575	\$43,392	\$48,209	NA
Sugar Land, TX	Billing Specialist II	\$28,955	\$37,052	\$45,150	\$34,746
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$33,659	\$42,074	\$50,488	\$37,228
<i>I - Public Sector Market Average</i>		\$31,927	\$38,940	\$45,952	\$36,546
<i>League City, TX as a % of I - Public Sector Market Average</i>		105%	108%	110%	102%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Customer Service Rep - 3 yrs. exp.	\$38,041	\$46,200	\$54,358	\$45,153
Kenexa Survey, Houston-League City	Accounting Clerk II (2-5 yrs. exp.)	\$32,900	\$41,200	\$49,600	\$41,900
Towers Watson - Houston-Baytown	Customer Service - U2 Intermediate	\$35,082	\$43,853	\$52,623	\$39,771
League City, TX		\$33,659	\$42,074	\$50,488	\$37,228
<i>II - Private Sector Market Average</i>		\$35,341	\$43,751	\$52,194	\$42,275
<i>League City, TX as a % of II - Private Sector Market Average</i>		95%	96%	97%	88%
League City, TX		\$33,659	\$42,074	\$50,488	\$37,228
<i>Overall Comparator Market Average</i>		\$33,634	\$41,345	\$49,073	\$39,410
<i>League City, TX as a % of Overall Market Average</i>		100%	102%	103%	94%
<i>Adjustment To Reach Market Average</i>		0%	-2%	-3%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Provides water utility services to include billing, maintenance, accounting, and assisting with public inquiries and concerns.

Minimum Qualifications: High school diploma or GED and three (3) years of customer service experience. One (1) year of utility billing experience preferred

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Utility Maintenance Supervisor Line Repair					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Foreman - Util	\$48,633	\$59,578	\$70,522	\$58,360
Bryan, TX	WD Maintenance Supervisor	\$61,418	\$77,478	\$93,538	\$88,344
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Utility Supervisor	\$40,012	\$50,015	\$60,018	\$40,569
Lewisville, TX	Foreman	\$45,894	\$54,121	\$62,348	\$62,348
Longview, TX	Utility Supervisor	\$47,783	\$56,215	\$64,647	\$56,748
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Maintenance Supervisor	\$44,192	\$55,780	\$67,368	\$59,789
Richardson, TX	Field Services Supervisor	\$48,156	\$61,314	\$74,472	\$69,504
Round Rock, TX	Supv - Utility System Mechanic	\$52,969	\$59,584	\$66,199	NA
Sugar Land, TX	Field Supervisor (Util)	\$49,239	\$64,004	\$78,769	\$58,335
Webster, TX	Utility Crew Foreman	\$46,473	\$56,893	\$67,312	\$62,508
League City, TX		\$43,086	\$53,858	\$64,629	\$60,830
<i>I - Public Sector Market Average</i>		\$48,477	\$59,498	\$70,519	\$61,834
<i>League City, TX as a % of I - Public Sector Market Average</i>		89%	91%	92%	98%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Maintenance Supervisor - 3 yrs. exp.	\$50,357	\$62,422	\$74,486	\$55,189
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	Maintenance - M1 Supervisor	\$46,364	\$52,330	\$63,319	\$60,493
League City, TX		\$43,086	\$53,858	\$64,629	\$60,830
<i>II - Private Sector Market Average</i>		\$48,361	\$57,376	\$68,903	\$57,841
<i>League City, TX as a % of II - Private Sector Market Average</i>		89%	94%	94%	105%
League City, TX		\$43,086	\$53,858	\$64,629	\$60,830
<i>Overall Comparator Market Average</i>		\$48,419	\$58,437	\$69,711	\$59,838
<i>League City, TX as a % of Overall Market Average</i>		89%	92%	93%	102%
<i>Adjustment To Reach Market Average</i>		12%	9%	8%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Supervises the repair and maintenance of water and sewer lines for the City. Supervises and monitors department inventory; orders parts and materials related to repairs; and conducts employee performance evaluations.

Minimum Qualifications: High school diploma or GED, three (3) to five (5) years of related experience, Class C Water Distribution license, and Class III Wastewater Collections license, Valid Class "A" Commercial Driver's License (CDL) with Tanker Endors

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Utility Maintenance Technician Water					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Lift Station Operator/Technician	\$33,229	\$39,921	\$46,614	\$42,856
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	WWTP Mechanic	\$36,292	\$45,365	\$54,438	\$37,562
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Plant Maintenance Mechanic	\$30,637	\$36,043	\$41,449	\$34,958
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Utility Maintenance Technician	\$35,085	\$43,857	\$52,628	\$37,036
Richardson, TX	Facilities Specialist - Util Systems	\$37,848	\$45,492	\$53,136	\$44,964
Round Rock, TX	Systems Mechanic	\$36,385	\$40,949	\$45,513	NA
Sugar Land, TX	Pump & Motor Tech II (vacant)	\$34,463	\$44,461	\$54,459	NA
Webster, TX	Operator Tech	\$36,158	\$44,265	\$52,372	\$36,158
League City, TX		\$36,247	\$45,309	\$54,370	\$43,227
<i>I - Public Sector Market Average</i>		\$35,012	\$42,544	\$50,076	\$38,922
<i>League City, TX as a % of I - Public Sector Market Average</i>		104%	106%	109%	111%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	Equipment Maintenance - T1 Entry	\$39,980	\$47,411	\$54,737	\$44,481
League City, TX		\$36,247	\$45,309	\$54,370	\$43,227
<i>II - Private Sector Market Average</i>		\$39,980	\$47,411	\$54,737	\$44,481
<i>League City, TX as a % of II - Private Sector Market Average</i>		91%	96%	99%	97%
League City, TX		\$36,247	\$45,309	\$54,370	\$43,227
<i>Overall Comparator Market Average</i>		\$37,496	\$44,978	\$52,407	\$41,701
<i>League City, TX as a % of Overall Market Average</i>		97%	101%	104%	104%
<i>Adjustment To Reach Market Average</i>		3%	-1%	-4%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs corrective and preventive maintenance on the City's pumps, motors, valves, electrical control panels and components and chemical feed equipment at wastewater plants and lift stations.

Minimum Qualifications: High school diploma or GED, one (1) year of wastewater and/or collections experience, and Class II Wastewater Collections License or greater issued by the Texas Commission on Environmental Quality (TCEQ)

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Utility Maintenance Worker Line Repair					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	Maintenance Worker	\$25,791	\$31,595	\$37,399	\$26,724
Bryan, TX	WD/WWC Maintenance Worker (TO1)	\$30,528	\$33,053	\$35,577	\$32,364
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	Utility Maintenance Worker	\$29,762	\$36,679	\$43,596	\$33,343
Galveston, TX	Laborer	\$24,564	\$30,705	\$36,846	\$25,723
Lewisville, TX	Maintenance Worker	\$28,429	\$32,355	\$36,280	\$30,054
Longview, TX	Maintenance Worker	\$25,145	\$29,582	\$34,019	\$27,852
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Utility Maintenance Worker	\$28,796	\$35,995	\$43,194	\$28,944
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	General Maint Worker I (Util)	\$26,243	\$33,312	\$40,382	\$32,439
Webster, TX	Utility Crewman I	\$28,558	\$34,959	\$41,360	\$33,616
League City, TX		\$25,027	\$31,284	\$37,541	\$25,583
<i>I - Public Sector Market Average</i>		\$27,535	\$33,137	\$38,739	\$30,118
<i>League City, TX as a % of I - Public Sector Market Average</i>		91%	94%	97%	85%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	Laborer	\$27,375	\$32,596	\$37,817	\$31,885
Kenexa Survey, Houston-League City	General Laborer	\$25,400	\$31,600	\$37,700	\$26,300
Towers Watson - Houston-Baytown	Manual/Unskilled Labor - W1 Entry	\$26,060	\$32,445	\$38,724	\$29,933
League City, TX		\$25,027	\$31,284	\$37,541	\$25,583
<i>II - Private Sector Market Average</i>		\$26,278	\$32,214	\$38,080	\$29,373
<i>League City, TX as a % of II - Private Sector Market Average</i>		95%	97%	99%	87%
League City, TX		\$25,027	\$31,284	\$37,541	\$25,583
<i>Overall Comparator Market Average</i>		\$26,907	\$32,675	\$38,410	\$29,745
<i>League City, TX as a % of Overall Market Average</i>		93%	96%	98%	86%
<i>Adjustment To Reach Market Average</i>		8%	4%	2%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs a variety of general repair and maintenance duties for the Line Repair Department. Installs, repairs and maintains City water and sewer lines and maintains equipment and tools.

Minimum Qualifications: High school diploma or equivalent and no experience

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Utility Maintenance Worker I Line Repair					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
I - Public Sector Data Sources					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	WD/WWC Maintenance Operator (TO2)	\$29,354	\$34,990	\$40,626	\$39,334
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Maintenance Worker Senior	\$27,755	\$32,653	\$37,551	\$31,737
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Utility Services Worker	\$31,144	\$35,037	\$38,930	NA
Sugar Land, TX	General Maint Worker I (Util)	\$26,243	\$33,312	\$40,382	\$33,132
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$27,625	\$34,532	\$41,438	\$30,023
I - Public Sector Market Average		\$28,624	\$33,998	\$39,372	\$34,734
League City, TX as a % of I - Public Sector Market Average		97%	102%	105%	86%
II - Private Sector Data Sources					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$27,625	\$34,532	\$41,438	\$30,023
II - Private Sector Market Average		NA	NA	NA	NA
League City, TX as a % of II - Private Sector Market Average		NA	NA	NA	NA
League City, TX		\$27,625	\$34,532	\$41,438	\$30,023
Overall Comparator Market Average		\$28,624	\$33,998	\$39,372	\$34,734
League City, TX as a % of Overall Market Average		97%	102%	105%	86%
Adjustment To Reach Market Average		4%	-2%	-5%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs a variety of general repair and maintenance duties for the Line Repair Department. Installs, repairs and maintains City water and sewer lines and maintains equipment and tools.

Minimum Qualifications: High school diploma or GED, Class D Water Utility Operator license, Class I Wastewater Operator license, and valid Class "B" CDL with Tanker Endorsement

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Utility Maintenance Worker II Line Repair					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	WD/WWC Maintenance Operator (TO3)	\$33,229	\$39,921	\$46,614	\$42,856
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Equipment Operator Senior	\$33,817	\$39,785	\$45,752	\$36,549
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	Utility Services Worker Sr.	\$36,385	\$40,949	\$45,513	NA
Sugar Land, TX	General Maint Worker II (Util)	\$30,662	\$39,251	\$47,841	\$35,261
Webster, TX	Utility Crewman II	\$31,996	\$39,168	\$46,340	\$34,457
League City, TX		\$30,493	\$38,117	\$45,740	\$38,688
<i>I - Public Sector Market Average</i>		\$33,218	\$39,815	\$46,412	\$37,281
<i>League City, TX as a % of I - Public Sector Market Average</i>		92%	96%	99%	104%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$30,493	\$38,117	\$45,740	\$38,688
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$30,493	\$38,117	\$45,740	\$38,688
<i>Overall Comparator Market Average</i>		\$33,218	\$39,815	\$46,412	\$37,281
<i>League City, TX as a % of Overall Market Average</i>		92%	96%	99%	104%
<i>Adjustment To Reach Market Average</i>		9%	4%	1%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Performs a variety of general repair and maintenance duties.. Operates and maintains Vacuum-Rodder truck, performs utility line location, inspects water/sewer infrastructure, completes work orders, and performs tests to check for infiltration.

Minimum Qualifications: High school diploma or GED, one (1) year of related experience, experience with Vacuum/Rodder truck, Class D Water License and Collection II Wastewater License, and Class "B" CDL with Tanker Endorsement

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Utility Operator Water					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	WWT Plant Operator (TO3)	\$33,229	\$39,921	\$46,614	\$40,954
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	WWTP Operator D	\$29,857	\$37,322	\$44,786	\$34,521
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Utility Plant Operator, Senior	\$30,637	\$36,043	\$41,449	\$37,955
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Water Systems Operator	\$33,852	\$42,582	\$51,312	\$42,840
Round Rock, TX	Plant Operator	\$38,575	\$43,392	\$48,209	NA
Sugar Land, TX	Utility Operator	\$37,073	\$47,821	\$58,569	\$45,735
Webster, TX	Water/Wastewater Operator	\$28,558	\$34,959	\$41,360	\$32,270
League City, TX		\$25,027	\$31,284	\$37,541	\$25,779
<i>I - Public Sector Market Average</i>		\$33,111	\$40,291	\$47,471	\$39,046
<i>League City, TX as a % of I - Public Sector Market Average</i>		76%	78%	79%	66%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$25,027	\$31,284	\$37,541	\$25,779
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$25,027	\$31,284	\$37,541	\$25,779
<i>Overall Comparator Market Average</i>		\$33,111	\$40,291	\$47,471	\$39,046
<i>League City, TX as a % of Overall Market Average</i>		76%	78%	79%	66%
<i>Adjustment To Reach Market Average</i>		32%	29%	26%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Assists Senior Plant Operators and Utility Maintenance Technicians in the operation of the Wastewater Treatment Plants and lift stations.

Minimum Qualifications: High school diploma or GED, one (1) to three (3) years of experience in wastewater treatment and minor maintenance of motors and pumps

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Warrant Coordinator Municipal Court					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Warrant Tech	\$33,698	\$41,507	\$49,315	\$38,700
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	Warrant Coordinator	\$32,511	\$41,615	\$50,718	\$48,663
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$28,316	\$35,395	\$42,474	\$41,334
<i>I - Public Sector Market Average</i>		\$33,105	\$41,561	\$50,016	\$43,681
<i>League City, TX as a % of I - Public Sector Market Average</i>		86%	85%	85%	95%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$28,316	\$35,395	\$42,474	\$41,334
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$28,316	\$35,395	\$42,474	\$41,334
<i>Overall Comparator Market Average</i>		\$33,105	\$41,561	\$50,016	\$43,681
<i>League City, TX as a % of Overall Market Average</i>		86%	85%	85%	95%
<i>Adjustment To Reach Market Average</i>		17%	17%	18%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Supervises the Warrant Division and provides administrative support to the City's Court system by reviewing delinquent cases for warrant process.

Minimum Qualifications: High school diploma or GED and knowledge of the Penal Code, Code of Criminal Procedures, Texas Motor Vehicle Laws, Texas Alcohol Beverage Code, Texas Education Code, and Texas Parks and Wildlife laws.

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Water Production Supervisor					
Water					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Production Supervisor	\$61,418	\$77,478	\$93,538	\$84,901
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match - Duties of Supt.	NA	NA	NA	NA
Lewisville, TX	Foreman - WTP	\$45,894	\$54,121	\$62,348	\$52,485
Longview, TX	Utility Plant Supervisor	\$55,413	\$65,192	\$74,970	\$65,084
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Supervisor	\$44,912	\$56,140	\$67,368	\$50,456
Richardson, TX	No Match	NA	NA	NA	NA
Round Rock, TX	No Match - duties of Supt.	NA	NA	NA	NA
Sugar Land, TX	Water Services Supervisor	\$42,848	\$55,692	\$68,536	\$49,835
Webster, TX	Foreman (Util)	\$46,473	\$56,893	\$67,313	\$57,313
League City, TX		\$43,086	\$53,858	\$64,629	\$54,834
<i>I - Public Sector Market Average</i>		\$49,493	\$60,919	\$72,345	\$60,012
<i>League City, TX as a % of I - Public Sector Market Average</i>		87%	88%	89%	91%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$54,834
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$54,834
<i>Overall Comparator Market Average</i>		\$49,493	\$60,919	\$72,345	\$60,012
<i>League City, TX as a % of Overall Market Average</i>		87%	88%	89%	91%
<i>Adjustment To Reach Market Average</i>		15%	13%	12%	

NA = Data Not Available

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Oversees the daily operations of multiple booster pump stations, elevated storage tanks, groundwater storage Tanks, and other distribution system features.

Minimum Qualifications: High school diploma or GED, three (3) to five (5) years of experience in water distribution system operations, and Class C Groundwater license through (TCEQ)

APPENDIX B
League City, TX
Detailed Market Data (Adjusted)

Water Quality Technician Water					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<i>I - Public Sector Data Sources</i>					
Allen, TX	No Match	NA	NA	NA	NA
Bryan, TX	Water Quality Tech	\$33,229	\$43,620	\$54,011	\$42,928
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	Laboratory Technician	\$29,857	\$37,322	\$44,786	\$29,857
Lewisville, TX	No Match	NA	NA	NA	NA
Longview, TX	Lab Technician	\$35,529	\$41,799	\$48,068	\$45,140
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	NA
Richardson, TX	Water Quality Technician	\$33,852	\$42,582	\$51,312	NA
Round Rock, TX	No Match	NA	NA	NA	NA
Sugar Land, TX	Water Quality Technician	\$32,511	\$41,615	\$50,718	\$41,594
Webster, TX	No Match	NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$41,555
<i>I - Public Sector Market Average</i>		\$32,996	\$41,387	\$49,779	\$39,880
<i>League City, TX as a % of I - Public Sector Market Average</i>		110%	109%	109%	104%
<i>II - Private Sector Data Sources</i>					
ERI Survey - League City Area	No Match	NA	NA	NA	NA
Kenexa Survey, Houston-League City	No Match	NA	NA	NA	NA
Towers Watson - Houston-Baytown	No Match	NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$41,555
<i>II - Private Sector Market Average</i>		NA	NA	NA	NA
<i>League City, TX as a % of II - Private Sector Market Average</i>		NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$41,555
<i>Overall Comparator Market Average</i>		\$32,996	\$41,387	\$49,779	\$39,880
<i>League City, TX as a % of Overall Market Average</i>		110%	109%	109%	104%
<i>Adjustment To Reach Market Average</i>		-9%	-9%	-8%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

Job Summary: Responsible for the collection, testing, documentation, and delivery of bacteriological and new construction water samples.

Minimum Qualifications: High school diploma or GED, two (2) years of water production experience, and Class "C" Groundwater or Distribution Certificate