



**League City, TX**

# **HOUSTON AREA MARKET DATA**

November 17, 2017

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

Pay Ranges	League City Pay Ranges as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
General Benchmark Positions	94%	95%	95%
Sworn Police Benchmark Positions	109%	109%	107%
Overall	98%	97%	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)

# Findings

## Pay Ranges

Overall, League City’s pay ranges are at market at the pay range minimum, midpoint, and maximum with the following comparable employers removed (Allen, Bryan, Lewisville, Longview, Richardson, and Round Rock). The City’s market position varies by benchmark job, as shown in **Table B**.

**TABLE B  
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
<b>Accounting</b>			
Accountant	91%	90%	90%
Accounts Payable Specialist	93%	94%	96%
Accounts Receivable Specialist	84%	84%	86%
Financial Analyst	96%	95%	94%
Senior Financial Analyst	83%	84%	85%
<b>Animal Control</b>			
Animal Control Officer	100%	100%	100%
Kennel Worker	83%	88%	91%
<b>Building</b>			
Building Inspector I	82%	81%	81%
<b>Civic Center Operations</b>			
Custodian	91%	94%	94%
<b>Communications Office</b>			
Communications Specialist	92%	91%	91%
<b>EMS</b>			
Emergency Medical Technician	Insufficient Data for Analysis		
Medical Supervisor	Insufficient Data for Analysis		
Paramedic	Insufficient Data for Analysis		

**TABLE B**  
**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
<b>Engineering</b>			
Construction Inspector	85%	84%	84%
Project Manager	104%	103%	102%
<b>Fire Marshal</b>			
Deputy Fire Marshal	86%	88%	88%
<b>Fleet Maintenance</b>			
Senior Mechanic	99%	99%	99%
<b>Human Resources</b>			
Human Resources Generalist	83%	83%	84%
<b>Information Technology</b>			
IT Specialist	89%	89%	89%
<b>Library</b>			
Circulation Clerk	Insufficient Data for Analysis		
Librarian	Insufficient Data for Analysis		
Technical Services Clerk	Insufficient Data for Analysis		
<b>Line Repair</b>			
Senior Utility Maintenance Worker	Insufficient Data for Analysis		
Utility Maintenance Supervisor	92%	94%	94%
Utility Maintenance Worker	93%	94%	95%
Utility Maintenance Worker I	Insufficient Data for Analysis		
Utility Maintenance Worker II	Insufficient Data for Analysis		
<b>Multiple</b>			
Administrative Assistant	97%	98%	98%
Executive Assistant	91%	91%	90%
Office Support Assistant	100%	102%	103%

**TABLE B**  
**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
<b>Multiple Continued</b>			
Office Support Specialist	100%	100%	101%
<b>Municipal Court</b>			
Deputy Court Clerk	105%	105%	106%
Warrant Coordinator	Insufficient Data for Analysis		
<b>Neighborhood Services</b>			
Code Compliance Officer	90%	90%	90%
<b>Parks Operations</b>			
Parks Maintenance Crew Leader	109%	109%	108%
Park Maintenance Worker	97%	97%	97%
Senior Park Maintenance Worker	120%	119%	119%
<b>Parks Recreation</b>			
Recreation Aide	97%	108%	116%
Recreation Specialist	84%	84%	84%
<b>Planning</b>			
GIS Technician	93%	93%	94%
Planner	88%	88%	89%
<b>Police</b>			
Detention Officer	108%	112%	112%
Police Captain	123%	116%	110%
Police Lieutenant	107%	109%	102%
Police Officer	118%	112%	107%
Police Officer – Certified Probationary	Insufficient Data for Analysis		
Police Officer – Certified Non-Probationary	109%	117%	123%
Police Sergeant	108%	106%	105%

**TABLE B**  
**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
<b>Police <i>Continued</i></b>			
Records Specialist	94%	94%	93%
Telecommunicator	105%	106%	107%
<b>Purchasing</b>			
Buyer	93%	91%	90%
<b>Streets &amp; Stormwater</b>			
Equipment Operator	100%	100%	100%
Heavy Equipment Operator	95%	95%	94%
Maintenance Worker	97%	97%	98%
Public Service Technician	106%	106%	107%
Public Works Supervisor	92%	92%	92%
Traffic Technician III	129%	127%	127%
<b>Utility Billing</b>			
Customer Service Technician	81%	80%	80%
Utility Billing Representative	102%	103%	103%
<b>Wastewater</b>			
Chief Plant Operator	Insufficient Data for Analysis		
Senior Plant Operator	98%	98%	98%
<b>Water</b>			
Maintenance Supervisor	90%	93%	92%
Utility Maintenance Technician	96%	99%	100%
Utility Operator	79%	78%	78%
Water Production Supervisor	96%	96%	95%
Water Quality Technician	Insufficient Data for Analysis		
<b>City as a % of Overall Market</b>	<b>98%</b>	<b>97%</b>	<b>97%</b>

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)

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

<b>Accountant Accounting</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$46,660	\$58,517	\$70,374	\$54,664
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>90%</b>	<b>90%</b>	<b>90%</b>	<b>82%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$46,017	\$58,138	\$69,090	\$53,790
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>91%</b>	<b>90%</b>	<b>91%</b>	<b>83%</b>
League City, TX		\$42,035	\$52,544	\$63,053	\$44,637
<b><i>Overall Comparator Market Average</i></b>		\$46,339	\$58,327	\$69,732	\$54,227
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>91%</b>	<b>90%</b>	<b>90%</b>	<b>82%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>10%</b>	<b>11%</b>	<b>11%</b>	

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)

<b>Accounts Payable Specialist Accounting</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$33,323	\$41,619	\$49,916	\$38,306
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>89%</b>	<b>89%</b>	<b>89%</b>	<b>114%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$30,873	\$37,149	\$42,970	\$34,218
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>96%</b>	<b>100%</b>	<b>104%</b>	<b>128%</b>
League City, TX		\$29,750	\$37,187	\$44,624	\$43,767
<b><i>Overall Comparator Market Average</i></b>		\$32,098	\$39,384	\$46,443	\$36,262
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>93%</b>	<b>94%</b>	<b>96%</b>	<b>121%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>8%</b>	<b>6%</b>	<b>4%</b>	

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:** 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)

<b>Accounts Receivable Specialist Accounting</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Accounting Technician - A/R	\$30,424	\$38,030	\$45,635	\$34,000
Pearland, 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		\$25,653	\$32,066	\$38,479	\$31,541
<b><i>I - Public Sector Market Average</i></b>		\$30,887	\$38,609	\$46,330	\$35,088
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>83%</b>	<b>83%</b>	<b>83%</b>	<b>90%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$30,555	\$38,069	\$43,204	\$35,634
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>84%</b>	<b>84%</b>	<b>89%</b>	<b>89%</b>
League City, TX		\$25,653	\$32,066	\$38,479	\$31,541
<b><i>Overall Comparator Market Average</i></b>		\$30,721	\$38,339	\$44,767	\$35,361
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>84%</b>	<b>84%</b>	<b>86%</b>	<b>89%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>20%</b>	<b>20%</b>	<b>16%</b>	

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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:** 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)

<b>Financial Analyst Accounting</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Financial Analyst II	\$47,615	\$60,710	\$73,804	\$55,993
Pearland, 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		\$46,399	\$57,999	\$69,599	\$60,000
<b><i>I - Public Sector Market Average</i></b>		\$46,967	\$59,304	\$71,641	\$54,630
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		99%	98%	97%	110%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$49,369	\$63,424	\$76,268	\$61,460
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		94%	91%	91%	98%
League City, TX		\$46,399	\$57,999	\$69,599	\$60,000
<b><i>Overall Comparator Market Average</i></b>		\$48,168	\$61,364	\$73,955	\$58,045
<b><i>League City, TX as a % of Overall Market Average</i></b>		96%	95%	94%	103%
<b><i>Adjustment To Reach Market Average</i></b>		4%	6%	6%	

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 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)

<b>Senior Financial Analyst Accounting</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Financial Analyst	\$60,402	\$75,503	\$90,603	\$77,000
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
<b><i>I - Public Sector Market Average</i></b>		\$58,366	\$73,368	\$88,370	\$73,543
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>88%</b>	<b>87%</b>	<b>87%</b>	<b>106%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$65,072	\$79,516	\$92,109	\$74,259
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>79%</b>	<b>81%</b>	<b>83%</b>	<b>105%</b>
League City, TX		\$51,216	\$64,020	\$76,824	\$77,880
<b><i>Overall Comparator Market Average</i></b>		\$61,719	\$76,442	\$90,240	\$73,901
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>83%</b>	<b>84%</b>	<b>85%</b>	<b>105%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>21%</b>	<b>19%</b>	<b>17%</b>	

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)

<b>Animal Control Officer Animal Control</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$31,995	\$39,926	\$47,856	\$36,015
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		100%	100%	100%	104%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$37,437
<b><i>Overall Comparator Market Average</i></b>		\$31,995	\$39,926	\$47,856	\$36,015
<b><i>League City, TX as a % of Overall Market Average</i></b>		100%	100%	100%	104%
<b><i>Adjustment To Reach Market Average</i></b>		0%	0%	0%	

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 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)

<b>Kennel Worker Animal Control</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Animal Shelter Attendant	\$31,010	\$38,763	\$46,516	\$31,010
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
<b><i>I - Public Sector Market Average</i></b>		\$26,775	\$31,558	\$36,340	\$26,775
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>83%</b>	<b>88%</b>	<b>91%</b>	<b>103%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$22,120	\$27,651	\$33,181	\$27,702
<b><i>Overall Comparator Market Average</i></b>		\$26,775	\$31,558	\$36,340	\$26,775
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>83%</b>	<b>88%</b>	<b>91%</b>	<b>103%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>21%</b>	<b>14%</b>	<b>10%</b>	

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)

<b>Building Inspector I Building</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Building Inspector	\$35,893	\$44,867	\$53,841	\$53,363
Pearland, TX	No Match - higher requirements	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$39,036	\$49,153	\$59,269	\$48,575
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>82%</b>	<b>81%</b>	<b>81%</b>	<b>90%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$43,787
<b><i>Overall Comparator Market Average</i></b>		\$39,036	\$49,153	\$59,269	\$48,575
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>82%</b>	<b>81%</b>	<b>81%</b>	<b>90%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>22%</b>	<b>23%</b>	<b>23%</b>	

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)

<b>Custodian Civic Center Operations</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Custodian	\$24,225	\$30,282	\$36,338	\$27,778
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
<b><i>I - Public Sector Market Average</i></b>		\$23,831	\$29,957	\$36,083	\$27,080
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>86%</b>	<b>86%</b>	<b>85%</b>	<b>102%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$21,115	\$24,636	\$29,617	\$24,996
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>97%</b>	<b>104%</b>	<b>104%</b>	<b>110%</b>
League City, TX		\$20,541	\$25,676	\$30,812	\$27,601
<b><i>Overall Comparator Market Average</i></b>		\$22,473	\$27,296	\$32,850	\$26,038
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>91%</b>	<b>94%</b>	<b>94%</b>	<b>106%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>9%</b>	<b>6%</b>	<b>7%</b>	

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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: 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)

<b>Communications Specialist Communications Office</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$39,174	\$48,968	\$58,761	\$43,609
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		97%	97%	97%	96%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$43,338	\$55,627	\$66,514	\$55,235
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		88%	86%	86%	76%
League City, TX		\$38,044	\$47,583	\$57,123	\$42,000
<b><i>Overall Comparator Market Average</i></b>		\$41,256	\$52,298	\$62,638	\$49,422
<b><i>League City, TX as a % of Overall Market Average</i></b>		92%	91%	91%	85%
<b><i>Adjustment To Reach Market Average</i></b>		8%	10%	10%	

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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 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)

<b>Emergency Medical Technician EMS</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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
<b><i>I - Public Sector Market Average</i></b>		\$36,657	\$45,821	\$54,985	\$54,985
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>65%</b>	<b>65%</b>	<b>65%</b>	<b>57%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$23,821	\$29,777	\$35,732	\$31,511
<b><i>Overall Comparator Market Average</i></b>		\$36,657	\$45,821	\$54,985	\$54,985
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>65%</b>	<b>65%</b>	<b>65%</b>	<b>57%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>54%</b>	<b>54%</b>	<b>54%</b>	

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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 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)

<b>Medical Supervisor EMS</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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
<b><i>I - Public Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$62,692
<b><i>Overall Comparator Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of Overall Market Average</i></b>		NA	NA	NA	NA
<b><i>Adjustment To Reach Market Average</i></b>					

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)

<b>Paramedic EMS</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match - Duty of Firefighter	NA	NA	NA	NA
Pearland, 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
<b><i>I - Public Sector Market Average</i></b>		\$34,016	\$42,520	\$51,024	\$51,024
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>110%</b>	<b>110%</b>	<b>109%</b>	<b>82%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$41,631
<b><i>Overall Comparator Market Average</i></b>		\$34,016	\$42,520	\$51,024	\$51,024
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>110%</b>	<b>110%</b>	<b>109%</b>	<b>82%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-9%</b>	<b>-9%</b>	<b>-8%</b>	

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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 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)

<b>Construction Inspector Engineering</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$43,752	\$54,877	\$66,002	\$52,707
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>86%</b>	<b>85%</b>	<b>84%</b>	<b>93%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$44,420	\$55,724	\$67,027	\$54,259
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>84%</b>	<b>84%</b>	<b>83%</b>	<b>90%</b>
League City, TX		\$37,503	\$46,616	\$55,730	\$49,058
<b><i>Overall Comparator Market Average</i></b>		\$44,086	\$55,300	\$66,514	\$53,483
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>85%</b>	<b>84%</b>	<b>84%</b>	<b>92%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>18%</b>	<b>19%</b>	<b>19%</b>	

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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 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)

<b>Project Manager Engineering</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$58,497	\$73,959	\$89,421	\$70,783
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>109%</b>	<b>108%</b>	<b>107%</b>	<b>125%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$64,820	\$81,561	\$98,087	\$77,051
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>99%</b>	<b>98%</b>	<b>98%</b>	<b>115%</b>
League City, TX		\$63,962	\$79,953	\$95,943	\$88,517
<b><i>Overall Comparator Market Average</i></b>		\$61,659	\$77,760	\$93,754	\$73,917
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>104%</b>	<b>103%</b>	<b>102%</b>	<b>120%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-4%</b>	<b>-3%</b>	<b>-2%</b>	

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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:** 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)

<b>Deputy Fire Marshal Fire Marshal</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Deputy Fire Marshal	\$52,084	\$65,106	\$78,127	\$57,880
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
<b><i>I - Public Sector Market Average</i></b>		\$49,987	\$61,539	\$73,091	\$54,577
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>86%</b>	<b>88%</b>	<b>88%</b>	<b>102%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$55,409
<b><i>Overall Comparator Market Average</i></b>		\$49,987	\$61,539	\$73,091	\$54,577
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>86%</b>	<b>88%</b>	<b>88%</b>	<b>102%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>16%</b>	<b>14%</b>	<b>13%</b>	

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 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)

<b>Senior Mechanic Fleet Maintenance</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Mechanic II	\$33,862	\$42,327	\$50,792	\$48,789
Pearland, TX	No Match	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$39,046	\$48,863	\$58,681	\$49,760
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		100%	100%	100%	103%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$40,030	\$49,673	\$59,582	\$49,283
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		98%	98%	98%	104%
League City, TX		\$39,034	\$48,793	\$58,551	\$51,135
<b><i>Overall Comparator Market Average</i></b>		\$39,538	\$49,268	\$59,131	\$49,522
<b><i>League City, TX as a % of Overall Market Average</i></b>		99%	99%	99%	103%
<b><i>Adjustment To Reach Market Average</i></b>		1%	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: 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)

<b>Human Resources Generalist Human Resources</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$49,111	\$61,136	\$73,161	\$55,209
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>86%</b>	<b>86%</b>	<b>86%</b>	<b>98%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$52,081	\$65,736	\$77,364	\$62,799
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>81%</b>	<b>80%</b>	<b>82%</b>	<b>86%</b>
League City, TX		\$42,035	\$52,544	\$63,053	\$54,252
<b><i>Overall Comparator Market Average</i></b>		\$50,596	\$63,436	\$75,263	\$59,004
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>83%</b>	<b>83%</b>	<b>84%</b>	<b>92%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>20%</b>	<b>21%</b>	<b>19%</b>	

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)

<b>IT Specialist Information Technology</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$42,766	\$53,777	\$64,788	\$50,532
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>89%</b>	<b>88%</b>	<b>88%</b>	<b>99%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$42,662	\$53,063	\$63,981	\$49,975
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>89%</b>	<b>90%</b>	<b>89%</b>	<b>100%</b>
League City, TX		\$38,044	\$47,583	\$57,123	\$50,153
<b><i>Overall Comparator Market Average</i></b>		\$42,714	\$53,420	\$64,385	\$50,253
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>89%</b>	<b>89%</b>	<b>89%</b>	<b>100%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>12%</b>	<b>12%</b>	<b>13%</b>	

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)

<b>Circulation Clerk Library</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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		\$22,673	\$28,342	\$34,010	\$29,466
<b><i>I - Public Sector Market Average</i></b>		\$26,985	\$33,470	\$39,955	\$30,271
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>84%</b>	<b>85%</b>	<b>85%</b>	<b>97%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$22,673	\$28,342	\$34,010	\$29,466
<b><i>Overall Comparator Market Average</i></b>		\$26,985	\$33,470	\$39,955	\$30,271
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>84%</b>	<b>85%</b>	<b>85%</b>	<b>97%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>19%</b>	<b>18%</b>	<b>17%</b>	

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 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)

<b>Librarian Library</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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		\$39,034	\$48,793	\$58,551	\$48,220
<b><i>I - Public Sector Market Average</i></b>		\$33,026	\$43,319	\$53,613	\$44,650
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>118%</b>	<b>113%</b>	<b>109%</b>	<b>108%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$39,034	\$48,793	\$58,551	\$48,220
<b><i>Overall Comparator Market Average</i></b>		\$33,026	\$43,319	\$53,613	\$44,650
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>118%</b>	<b>113%</b>	<b>109%</b>	<b>108%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-15%</b>	<b>-11%</b>	<b>-8%</b>	

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 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)

<b>Technical Service Clerk Library</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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		\$26,294	\$32,868	\$39,441	\$37,813
<b><i>I - Public Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$26,294	\$32,868	\$39,441	\$37,813
<b><i>Overall Comparator Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of Overall Market Average</i></b>		NA	NA	NA	NA
<b><i>Adjustment To Reach Market Average</i></b>					

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 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)

<b>Senior Utility Maintenance Worker Line Repair</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$37,073	\$47,821	\$58,569	\$45,474
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		98%	95%	93%	90%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$40,833
<b><i>Overall Comparator Market Average</i></b>		\$37,073	\$47,821	\$58,569	\$45,474
<b><i>League City, TX as a % of Overall Market Average</i></b>		98%	95%	93%	90%
<b><i>Adjustment To Reach Market Average</i></b>		2%	6%	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:** 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)

<b>Utility Maintenance Supervisor Line Repair</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Maintenance Supervisor	\$44,192	\$55,780	\$67,368	\$59,789
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
<b><i>I - Public Sector Market Average</i></b>		\$44,979	\$56,673	\$68,367	\$55,300
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		96%	95%	95%	110%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$48,361	\$57,376	\$68,903	\$57,841
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		89%	94%	94%	105%
League City, TX		\$43,086	\$53,858	\$64,629	\$60,830
<b><i>Overall Comparator Market Average</i></b>		\$46,670	\$57,024	\$68,635	\$56,571
<b><i>League City, TX as a % of Overall Market Average</i></b>		92%	94%	94%	108%
<b><i>Adjustment To Reach Market Average</i></b>		8%	6%	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 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)

<b>Utility Maintenance Worker Line Repair</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Utility Maintenance Worker	\$28,796	\$35,995	\$43,194	\$28,944
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
<b><i>I - Public Sector Market Average</i></b>		\$27,585	\$34,330	\$41,076	\$30,813
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>91%</b>	<b>91%</b>	<b>91%</b>	<b>83%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$26,278	\$32,214	\$38,080	\$29,373
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>95%</b>	<b>97%</b>	<b>99%</b>	<b>87%</b>
League City, TX		\$25,027	\$31,284	\$37,541	\$25,583
<b><i>Overall Comparator Market Average</i></b>		\$26,932	\$33,272	\$39,578	\$30,093
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>93%</b>	<b>94%</b>	<b>95%</b>	<b>85%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>8%</b>	<b>6%</b>	<b>5%</b>	

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 equivalent and no experience

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

<b>Utility Maintenance Worker I Line Repair</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$26,243	\$33,312	\$40,382	\$33,132
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		105%	104%	103%	91%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$27,625	\$34,532	\$41,438	\$30,023
<b><i>Overall Comparator Market Average</i></b>		\$26,243	\$33,312	\$40,382	\$33,132
<b><i>League City, TX as a % of Overall Market Average</i></b>		105%	104%	103%	91%
<b><i>Adjustment To Reach Market Average</i></b>		-5%	-4%	-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:** 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)

<b>Utility Maintenance Worker II Line Repair</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$31,329	\$39,210	\$47,090	\$34,859
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		97%	97%	97%	111%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$30,493	\$38,117	\$45,740	\$38,688
<b><i>Overall Comparator Market Average</i></b>		\$31,329	\$39,210	\$47,090	\$34,859
<b><i>League City, TX as a % of Overall Market Average</i></b>		97%	97%	97%	111%
<b><i>Adjustment To Reach Market Average</i></b>		3%	3%	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:** 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)

<b>Administrative Assistant Multiple</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$33,706	\$42,038	\$50,370	\$41,518
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		100%	100%	100%	108%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$35,395	\$43,925	\$52,628	\$41,338
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		95%	96%	96%	109%
League City, TX		\$33,659	\$42,074	\$50,488	\$45,028
<b><i>Overall Comparator Market Average</i></b>		\$34,551	\$42,981	\$51,499	\$41,428
<b><i>League City, TX as a % of Overall Market Average</i></b>		97%	98%	98%	109%
<b><i>Adjustment To Reach Market Average</i></b>		3%	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:** 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)

<b>Executive Assistant Multiple</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
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
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
<b><i>I - Public Sector Market Average</i></b>		\$45,354	\$57,223	\$69,092	\$60,890
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>90%</b>	<b>90%</b>	<b>89%</b>	<b>89%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$44,602	\$55,434	\$68,356	\$55,095
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>92%</b>	<b>92%</b>	<b>90%</b>	<b>98%</b>
League City, TX		\$41,010	\$51,263	\$61,515	\$54,114
<b><i>Overall Comparator Market Average</i></b>		\$44,978	\$56,329	\$68,724	\$57,993
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>91%</b>	<b>91%</b>	<b>90%</b>	<b>93%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>10%</b>	<b>10%</b>	<b>12%</b>	

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 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)

<b>Office Support Assistant Multiple</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Office Assistant	\$26,088	\$32,610	\$39,132	\$29,675
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
<b><i>I - Public Sector Market Average</i></b>		\$27,004	\$33,707	\$40,409	\$31,729
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		102%	102%	103%	93%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$28,082	\$34,036	\$40,097	\$32,711
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		98%	101%	103%	90%
League City, TX		\$27,625	\$34,532	\$41,438	\$29,466
<b><i>Overall Comparator Market Average</i></b>		\$27,543	\$33,872	\$40,253	\$32,220
<b><i>League City, TX as a % of Overall Market Average</i></b>		100%	102%	103%	91%
<b><i>Adjustment To Reach Market Average</i></b>		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: 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)

<b>Office Support Specialist Multiple</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$31,017	\$38,956	\$46,895	\$38,061
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		103%	103%	102%	101%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$33,343	\$40,817	\$48,357	\$39,218
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		96%	98%	99%	98%
League City, TX		\$32,037	\$40,046	\$48,056	\$38,570
<b><i>Overall Comparator Market Average</i></b>		\$32,180	\$39,886	\$47,626	\$38,639
<b><i>League City, TX as a % of Overall Market Average</i></b>		100%	100%	101%	100%
<b><i>Adjustment To Reach Market Average</i></b>		0%	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:** 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)

<b>Deputy Court Clerk Municipal Court</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$30,431	\$37,961	\$45,490	\$37,168
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		105%	105%	106%	104%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$38,496
<b><i>Overall Comparator Market Average</i></b>		\$30,431	\$37,961	\$45,490	\$37,168
<b><i>League City, TX as a % of Overall Market Average</i></b>		105%	105%	106%	104%
<b><i>Adjustment To Reach Market Average</i></b>		-5%	-5%	-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 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)

<b>Warrant Coordinator Municipal Court</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Dickinson, TX	No Match	NA	NA	NA	NA
Friendswood, TX	No Match	NA	NA	NA	NA
Galveston, TX	No Match	NA	NA	NA	NA
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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
<b><i>I - Public Sector Market Average</i></b>		\$32,511	\$41,615	\$50,718	\$48,663
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>87%</b>	<b>85%</b>	<b>84%</b>	<b>85%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$28,316	\$35,395	\$42,474	\$41,334
<b><i>Overall Comparator Market Average</i></b>		\$32,511	\$41,615	\$50,718	\$48,663
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>87%</b>	<b>85%</b>	<b>84%</b>	<b>85%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>15%</b>	<b>18%</b>	<b>19%</b>	

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)

<b>Code Compliance Officer Neighborhood Services</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$35,522	\$44,380	\$53,239	\$41,691
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>90%</b>	<b>90%</b>	<b>90%</b>	<b>92%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$38,448
<b><i>Overall Comparator Market Average</i></b>		\$35,522	\$44,380	\$53,239	\$41,691
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>90%</b>	<b>90%</b>	<b>90%</b>	<b>92%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>11%</b>	<b>11%</b>	<b>11%</b>	

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)

<b>Park Maintenance Crew Leader Parks Operations</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$34,989	\$43,846	\$52,702	\$43,755
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		109%	109%	108%	101%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$38,044	\$47,583	\$57,123	\$44,299
<b><i>Overall Comparator Market Average</i></b>		\$34,989	\$43,846	\$52,702	\$43,755
<b><i>League City, TX as a % of Overall Market Average</i></b>		109%	109%	108%	101%
<b><i>Adjustment To Reach Market Average</i></b>		-8%	-8%	-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:** 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) yeas of experience in parks maintenance.

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

<b>Park Maintenance Worker Parks Operations</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$27,135	\$33,793	\$40,451	\$30,546
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		97%	97%	98%	100%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$27,200	\$33,900	\$40,700	\$30,600
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		97%	97%	97%	100%
League City, TX		\$26,294	\$32,868	\$39,441	\$30,464
<b><i>Overall Comparator Market Average</i></b>		\$27,168	\$33,847	\$40,576	\$30,573
<b><i>League City, TX as a % of Overall Market Average</i></b>		97%	97%	97%	100%
<b><i>Adjustment To Reach Market Average</i></b>		3%	3%	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:** 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)

<b>Senior Park Maintenance Worker Parks Operations</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Park Caretaker III	\$30,424	\$38,030	\$45,635	\$38,237
Pearland, TX	No Match	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$29,389	\$37,044	\$44,699	\$33,330
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>120%</b>	<b>119%</b>	<b>119%</b>	<b>113%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$35,363	\$44,204	\$53,044	\$37,683
<b><i>Overall Comparator Market Average</i></b>		\$29,389	\$37,044	\$44,699	\$33,330
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>120%</b>	<b>119%</b>	<b>119%</b>	<b>113%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-17%</b>	<b>-16%</b>	<b>-16%</b>	

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)

<b>Recreation Aide Parks Recreation</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Recreation Assistant	\$18,013	\$22,516	\$27,019	\$20,490
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
<b><i>I - Public Sector Market Average</i></b>		\$20,649	\$23,231	\$25,813	\$21,268
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		97%	108%	116%	NA
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$20,040	\$25,050	\$30,060	NA
<b><i>Overall Comparator Market Average</i></b>		\$20,649	\$23,231	\$25,813	\$21,268
<b><i>League City, TX as a % of Overall Market Average</i></b>		97%	108%	116%	NA
<b><i>Adjustment To Reach Market Average</i></b>		3%	-7%	-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:** 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)

<b>Recreation Specialist Parks Recreation</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$38,294	\$47,867	\$57,441	\$41,648
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>84%</b>	<b>84%</b>	<b>84%</b>	<b>98%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$32,037	\$40,046	\$48,056	\$40,859
<b><i>Overall Comparator Market Average</i></b>		\$38,294	\$47,867	\$57,441	\$41,648
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>84%</b>	<b>84%</b>	<b>84%</b>	<b>98%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>20%</b>	<b>20%</b>	<b>20%</b>	

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)

<b>GIS Technician Planning</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$39,165	\$48,597	\$58,028	\$47,557
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>93%</b>	<b>93%</b>	<b>94%</b>	<b>82%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$39,139
<b><i>Overall Comparator Market Average</i></b>		\$39,165	\$48,597	\$58,028	\$47,557
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>93%</b>	<b>93%</b>	<b>94%</b>	<b>82%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>8%</b>	<b>7%</b>	<b>7%</b>	

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 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)

<b>Planner Planning</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Planner	\$45,315	\$56,644	\$67,972	\$56,992
Pearland, TX	Planner	\$49,575	\$61,969	\$74,362	\$56,390
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
<b><i>I - Public Sector Market Average</i></b>		\$46,480	\$57,949	\$69,419	\$51,524
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>88%</b>	<b>88%</b>	<b>89%</b>	<b>92%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$41,010	\$51,263	\$61,515	\$47,296
<b><i>Overall Comparator Market Average</i></b>		\$46,480	\$57,949	\$69,419	\$51,524
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>88%</b>	<b>88%</b>	<b>89%</b>	<b>92%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>13%</b>	<b>13%</b>	<b>13%</b>	

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)

<b>Detention Officer Police</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Detention Officer	\$31,945	\$39,932	\$47,918	\$38,334
Pearland, TX	Jailer	\$37,783	\$47,229	\$56,675	\$42,980
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
<b><i>I - Public Sector Market Average</i></b>		\$33,666	\$41,599	\$49,533	\$39,542
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		111%	112%	113%	101%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$35,900	\$41,600	\$49,700	\$42,700
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		104%	112%	112%	93%
League City, TX		\$37,503	\$46,616	\$55,730	\$39,859
<b><i>Overall Comparator Market Average</i></b>		\$34,783	\$41,600	\$49,617	\$41,121
<b><i>League City, TX as a % of Overall Market Average</i></b>		108%	112%	112%	97%
<b><i>Adjustment To Reach Market Average</i></b>		-7%	-11%	-11%	

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: 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)

<b>Police Captain Police</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$89,153	\$99,748	\$110,344	\$102,556
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>123%</b>	<b>116%</b>	<b>110%</b>	<b>117%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$109,615	\$115,490	\$121,365	\$120,381
<b><i>Overall Comparator Market Average</i></b>		\$89,153	\$99,748	\$110,344	\$102,556
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>123%</b>	<b>116%</b>	<b>110%</b>	<b>117%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-19%</b>	<b>-14%</b>	<b>-9%</b>	

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: 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)

<b>Police Lieutenant Police</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Baytown, TX	Police Lieutenant	\$106,266	\$108,413	\$110,559	NA
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$87,824	\$90,547	\$101,527	\$88,892
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>107%</b>	<b>109%</b>	<b>102%</b>	<b>115%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$93,742	\$98,651	\$103,560	\$102,588
<b><i>Overall Comparator Market Average</i></b>		\$87,824	\$90,547	\$101,527	\$88,892
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>107%</b>	<b>109%</b>	<b>102%</b>	<b>115%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-6%</b>	<b>-8%</b>	<b>-2%</b>	

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 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)

<b>Police Officer Police</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Baytown, TX	Police Officer	\$61,171	\$71,053	\$80,935	NA
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$51,870	\$61,687	\$71,504	\$59,321
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>118%</b>	<b>112%</b>	<b>107%</b>	<b>123%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$61,345	\$69,091	\$76,837	\$72,747
<b><i>Overall Comparator Market Average</i></b>		\$51,870	\$61,687	\$71,504	\$59,321
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>118%</b>	<b>112%</b>	<b>107%</b>	<b>123%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-15%</b>	<b>-11%</b>	<b>-7%</b>	

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)

<b>Police Officer - Certified Probationary Police</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Baytown, TX	Probationary Police Officer	\$59,388	\$59,388	\$59,388	NA
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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
<b><i>I - Public Sector Market Average</i></b>		\$53,320	\$53,887	\$54,455	\$50,365
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>106%</b>	<b>108%</b>	<b>109%</b>	<b>114%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$56,655	\$58,081	\$59,507	\$57,605
<b><i>Overall Comparator Market Average</i></b>		\$53,320	\$53,887	\$54,455	\$50,365
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>106%</b>	<b>108%</b>	<b>109%</b>	<b>114%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-6%</b>	<b>-7%</b>	<b>-8%</b>	

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
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***I - Public Sector Data Sources***

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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$39,027	\$42,823	\$46,618	\$40,264
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		109%	117%	123%	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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$42,672	\$50,076	\$57,480	\$57,092
<b><i>Overall Comparator Market Average</i></b>		\$39,027	\$42,823	\$46,618	\$40,264
<b><i>League City, TX as a % of Overall Market Average</i></b>		109%	117%	123%	142%
<b><i>Adjustment To Reach Market Average</i></b>		-9%	-14%	-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: 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)

<b>Police Sergeant Police</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
Baytown, TX	Police Sergeant	\$90,647	\$93,408	\$96,168	NA
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$71,901	\$79,659	\$87,417	\$78,951
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>108%</b>	<b>106%</b>	<b>105%</b>	<b>108%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$77,701	\$84,527	\$91,353	\$85,359
<b><i>Overall Comparator Market Average</i></b>		\$71,901	\$79,659	\$87,417	\$78,951
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>108%</b>	<b>106%</b>	<b>105%</b>	<b>108%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-7%</b>	<b>-6%</b>	<b>-4%</b>	

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**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)

<b>Records Specialist Police</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$27,150	\$34,248	\$41,346	\$35,479
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>94%</b>	<b>94%</b>	<b>93%</b>	<b>91%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$25,653	\$32,066	\$38,479	\$32,253
<b><i>Overall Comparator Market Average</i></b>		\$27,150	\$34,248	\$41,346	\$35,479
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>94%</b>	<b>94%</b>	<b>93%</b>	<b>91%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>6%</b>	<b>7%</b>	<b>7%</b>	

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, 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)

<b>Telecommunicator Police</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$35,772	\$43,851	\$51,930	\$41,260
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		105%	106%	107%	107%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$37,503	\$46,616	\$55,730	\$44,350
<b><i>Overall Comparator Market Average</i></b>		\$35,772	\$43,851	\$51,930	\$41,260
<b><i>League City, TX as a % of Overall Market Average</i></b>		105%	106%	107%	107%
<b><i>Adjustment To Reach Market Average</i></b>		-5%	-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: 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)

<b>Buyer Purchasing</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Buyer	\$28,972	\$36,267	\$43,562	\$35,796
Pearland, TX	Buyer	\$42,278	\$53,700	\$65,122	\$50,030
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
<b><i>I - Public Sector Market Average</i></b>		\$38,660	\$48,922	\$59,183	\$45,468
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>94%</b>	<b>93%</b>	<b>92%</b>	<b>109%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$39,337	\$50,671	\$61,839	\$48,216
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>92%</b>	<b>89%</b>	<b>88%</b>	<b>103%</b>
League City, TX		\$36,247	\$45,309	\$54,370	\$49,739
<b><i>Overall Comparator Market Average</i></b>		\$38,999	\$49,796	\$60,511	\$46,842
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>93%</b>	<b>91%</b>	<b>90%</b>	<b>106%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>8%</b>	<b>10%</b>	<b>11%</b>	

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)

<b>Equipment Operator Streets &amp; Stormwater</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$28,892	\$36,131	\$43,370	\$31,898
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		100%	100%	100%	96%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$29,024	\$36,280	\$43,536	\$30,598
<b><i>Overall Comparator Market Average</i></b>		\$28,892	\$36,131	\$43,370	\$31,898
<b><i>League City, TX as a % of Overall Market Average</i></b>		100%	100%	100%	96%
<b><i>Adjustment To Reach Market Average</i></b>		0%	0%	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:** 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)

<b>Heavy Equipment Operator Streets &amp; Stormwater</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$32,299	\$40,293	\$48,287	\$36,626
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		102%	102%	102%	107%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$36,512	\$46,439	\$56,365	\$45,034
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		90%	88%	87%	87%
League City, TX		\$32,838	\$41,047	\$49,257	\$39,023
<b><i>Overall Comparator Market Average</i></b>		\$34,405	\$43,366	\$52,326	\$40,830
<b><i>League City, TX as a % of Overall Market Average</i></b>		95%	95%	94%	96%
<b><i>Adjustment To Reach Market Average</i></b>		5%	6%	6%	

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)

<b>Maintenance Worker Streets &amp; Stormwater</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$27,812	\$34,709	\$41,606	\$31,791
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		95%	95%	95%	95%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$26,278	\$32,896	\$38,480	\$29,373
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		100%	100%	102%	102%
League City, TX		\$26,294	\$32,868	\$39,441	\$30,069
<b><i>Overall Comparator Market Average</i></b>		\$27,045	\$33,802	\$40,043	\$30,582
<b><i>League City, TX as a % of Overall Market Average</i></b>		97%	97%	98%	98%
<b><i>Adjustment To Reach Market Average</i></b>		3%	3%	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 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)

<b>Public Service Technician Streets &amp; Stormwater</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Street Technician	\$33,862	\$42,327	\$50,792	\$35,360
Pearland, TX	No Match	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$28,103	\$34,986	\$41,869	\$32,223
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>106%</b>	<b>106%</b>	<b>107%</b>	<b>119%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$29,750	\$37,187	\$44,624	\$38,450
<b><i>Overall Comparator Market Average</i></b>		\$28,103	\$34,986	\$41,869	\$32,223
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>106%</b>	<b>106%</b>	<b>107%</b>	<b>119%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-6%</b>	<b>-6%</b>	<b>-6%</b>	

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 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)

<b>Public Works Supervisor Streets &amp; Stormwater</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Street Supervisor	\$40,330	\$50,413	\$60,495	\$60,234
Pearland, TX	Supervisor	\$44,912	\$56,140	\$67,368	\$51,087
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
<b><i>I - Public Sector Market Average</i></b>		\$44,193	\$55,493	\$66,793	\$53,098
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>93%</b>	<b>92%</b>	<b>92%</b>	<b>110%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$45,004	\$56,150	\$67,296	\$51,807
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>91%</b>	<b>91%</b>	<b>91%</b>	<b>112%</b>
League City, TX		\$41,010	\$51,263	\$61,515	\$58,282
<b><i>Overall Comparator Market Average</i></b>		\$44,598	\$55,822	\$67,045	\$52,453
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>92%</b>	<b>92%</b>	<b>92%</b>	<b>111%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>9%</b>	<b>9%</b>	<b>9%</b>	

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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 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)

<b>Traffic Technician III Streets &amp; Stormwater</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	Sr. Signal Technician (vacant)	\$38,047	\$47,559	\$57,071	NA
Pearland, TX	No Match	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$36,013	\$45,509	\$55,006	\$42,695
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>129%</b>	<b>127%</b>	<b>127%</b>	<b>136%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$46,399	\$57,999	\$69,599	\$58,061
<b><i>Overall Comparator Market Average</i></b>		\$36,013	\$45,509	\$55,006	\$42,695
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>129%</b>	<b>127%</b>	<b>127%</b>	<b>136%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-22%</b>	<b>-22%</b>	<b>-21%</b>	

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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)

<b>Customer Service Technician Utility Billing</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
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
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
<b><i>I - Public Sector Market Average</i></b>		\$30,322	\$37,971	\$45,620	\$33,123
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>81%</b>	<b>80%</b>	<b>80%</b>	<b>84%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$24,417	\$30,521	\$36,625	\$27,870
<b><i>Overall Comparator Market Average</i></b>		\$30,322	\$37,971	\$45,620	\$33,123
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>81%</b>	<b>80%</b>	<b>80%</b>	<b>84%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>24%</b>	<b>24%</b>	<b>25%</b>	

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)

<b>Utility Billing Representative Utility Billing</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Utility Billing Specialist	\$31,785	\$39,732	\$47,678	\$36,156
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
<b><i>I - Public Sector Market Average</i></b>		\$30,437	\$38,115	\$45,794	\$35,236
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		111%	110%	110%	106%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$35,341	\$43,751	\$52,194	\$42,275
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		95%	96%	97%	88%
League City, TX		\$33,659	\$42,074	\$50,488	\$37,228
<b><i>Overall Comparator Market Average</i></b>		\$32,889	\$40,933	\$48,994	\$38,755
<b><i>League City, TX as a % of Overall Market Average</i></b>		102%	103%	103%	96%
<b><i>Adjustment To Reach Market Average</i></b>		-2%	-3%	-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)

<b>Chief Plant Operator Wastewater</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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
<b><i>I - Public Sector Market Average</i></b>		\$48,293	\$60,929	\$73,565	\$56,953
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>89%</b>	<b>88%</b>	<b>88%</b>	<b>108%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$61,726
<b><i>Overall Comparator Market Average</i></b>		\$48,293	\$60,929	\$73,565	\$56,953
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>89%</b>	<b>88%</b>	<b>88%</b>	<b>108%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>12%</b>	<b>13%</b>	<b>14%</b>	

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: 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)

<b>Senior Plant Operator Wastewater</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Operator II	\$38,728	\$48,410	\$58,092	\$45,990
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
<b><i>I - Public Sector Market Average</i></b>		\$36,867	\$46,248	\$55,630	\$45,007
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		98%	98%	98%	96%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$43,131
<b><i>Overall Comparator Market Average</i></b>		\$36,867	\$46,248	\$55,630	\$45,007
<b><i>League City, TX as a % of Overall Market Average</i></b>		98%	98%	98%	96%
<b><i>Adjustment To Reach Market Average</i></b>		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: 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)

<b>Maintenance Supervisor Water</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Maintenance Supervisor	\$44,912	\$56,140	\$67,368	\$59,789
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
<b><i>I - Public Sector Market Average</i></b>		\$47,007	\$59,025	\$71,044	\$57,158
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>92%</b>	<b>91%</b>	<b>91%</b>	<b>107%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$48,361	\$57,376	\$68,903	\$57,841
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		<b>89%</b>	<b>94%</b>	<b>94%</b>	<b>106%</b>
League City, TX		\$43,086	\$53,858	\$64,629	\$61,218
<b><i>Overall Comparator Market Average</i></b>		\$47,684	\$58,201	\$69,973	\$57,500
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>90%</b>	<b>93%</b>	<b>92%</b>	<b>106%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>11%</b>	<b>8%</b>	<b>8%</b>	

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)

<b>Utility Maintenance Technician Water</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Utility Maintenance Technician	\$35,085	\$43,857	\$52,628	\$37,036
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
<b><i>I - Public Sector Market Average</i></b>		\$35,500	\$44,487	\$53,474	\$36,919
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		102%	102%	102%	117%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		\$39,980	\$47,411	\$54,737	\$44,481
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		91%	96%	99%	97%
League City, TX		\$36,247	\$45,309	\$54,370	\$43,227
<b><i>Overall Comparator Market Average</i></b>		\$37,740	\$45,949	\$54,106	\$40,700
<b><i>League City, TX as a % of Overall Market Average</i></b>		96%	99%	100%	106%
<b><i>Adjustment To Reach Market Average</i></b>		4%	1%	0%	

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)

<b>Utility Operator Water</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	No Match	NA	NA	NA	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
<b><i>I - Public Sector Market Average</i></b>		\$31,829	\$40,034	\$48,238	\$37,509
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>79%</b>	<b>78%</b>	<b>78%</b>	<b>69%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$25,027	\$31,284	\$37,541	\$25,779
<b><i>Overall Comparator Market Average</i></b>		\$31,829	\$40,034	\$48,238	\$37,509
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>79%</b>	<b>78%</b>	<b>78%</b>	<b>69%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>27%</b>	<b>28%</b>	<b>28%</b>	

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 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)

<b>Water Production Supervisor Water</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, TX	Supervisor	\$44,912	\$56,140	\$67,368	\$50,456
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
<b><i>I - Public Sector Market Average</i></b>		\$44,744	\$56,242	\$67,739	\$52,535
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		96%	96%	95%	104%
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$43,086	\$53,858	\$64,629	\$54,834
<b><i>Overall Comparator Market Average</i></b>		\$44,744	\$56,242	\$67,739	\$52,535
<b><i>League City, TX as a % of Overall Market Average</i></b>		96%	96%	95%	104%
<b><i>Adjustment To Reach Market Average</i></b>		4%	4%	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 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)

<b>Water Quality Technician Water</b>					
Respondent	Matching Job Title	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Average Base Salary
<b><i>I - Public Sector Data Sources</i></b>					
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
Missouri City, TX	No Match	NA	NA	NA	NA
Pearland, 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
<b><i>I - Public Sector Market Average</i></b>		\$31,184	\$39,468	\$47,752	\$35,725
<b><i>League City, TX as a % of I - Public Sector Market Average</i></b>		<b>116%</b>	<b>115%</b>	<b>114%</b>	<b>116%</b>
<b><i>II - Private Sector Data Sources</i></b>					
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
<b><i>II - Private Sector Market Average</i></b>		NA	NA	NA	NA
<b><i>League City, TX as a % of II - Private Sector Market Average</i></b>		NA	NA	NA	NA
League City, TX		\$36,247	\$45,309	\$54,370	\$41,555
<b><i>Overall Comparator Market Average</i></b>		\$31,184	\$39,468	\$47,752	\$35,725
<b><i>League City, TX as a % of Overall Market Average</i></b>		<b>116%</b>	<b>115%</b>	<b>114%</b>	<b>116%</b>
<b><i>Adjustment To Reach Market Average</i></b>		<b>-14%</b>	<b>-13%</b>	<b>-12%</b>	

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 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