



DRAFT

AGENDA

CITY OF HARRISONVILLE

BOARD OF ALDERMEN

REGULAR MEETING

CITY HALL

JULY 15, 2013

7:00 PM

1. **Call to Order**
 - A. **Roll Call**
2. **Pledge of Allegiance**
3. **Ceremonial Matters**
 1. **Service Award Presented to Neil Vergouven for 15 Years of Service**
 2. **Service Award to Honor Steve Nichols, Police Department, for 10 Years of Service**
4. **Public Participation**
5. **Approval of Minutes**
 1. **Board of Aldermen - Regular Meeting - Jun 17, 2013 7:00 PM**
6. **Agenda Items**
 1. **Budget Request from the Historic Preservation Commission**
 2. **Council Bill 39: A Resolution to Authorize the City Administrator to Enter into an Agreement Between the City of Harrisonville, Missouri and Cass R-IX School District Relating to Police Services for School Resource Officers for the High School and Middle School for the 2013-2014 School Year**
 3. **Council Bill 040: A Resolution to Accept Amendments to the Pay Compensation Structure for Fiscal Year 2014**
7. **Aldermen and Committee Reports**
8. **Report from the City Administrator**
9. **Report from the Mayor**
10. **Questions from the Media**

- 11. Adjourn to Executive Session**
- 12. Adjourn From Regular Session**

Posted on City Hall Bulletin Board this 11th day of July

Kim Hubbard, City Clerk

The Board of Aldermen meeting is an open meeting but is not a meeting of the public. There is a place on the agenda for comments of citizens under PUBLIC PARTICIPATION. Our rule is that comments by any individual or group shall not exceed (4) minutes. The Board of Aldermen request that concerns be initially addressed at the appropriate action level before coming to the Board of Alderman

Presented by the Mayor and the Harrisonville Board of Aldermen to

Neil Vergouven

In Grateful Appreciation for

15 Years

Of Dedicated Service to



July 15, 2013

KEVIN WOOD, MAYOR

Presented by the Mayor and the Harrisonville Board of Aldermen to

Steve Nichols

In Grateful Appreciation for

10 Years

Of Dedicated Service to



July 15, 2013

KEVIN WOOD, MAYOR



**MINUTES
CITY OF HARRISONVILLE
BOARD OF ALDERMEN
REGULAR MEETING
CITY HALL
JUNE 17, 2013
7:00 PM**

1. Call to Order

The meeting was called to order at 7:00 PM by Mayor Kevin Wood

Attendee Name	Title	Status	Arrived
Bill Mollenhour	Board Member	Present	
Bret Reece	Board Member	Present	
David Dickerson	Board Member	Present	
Doug Meyer	Board Member	Present	
Ivan Stull	Board Member	Present	
Marcia Milner	Board Member	Present	
Morris Coburn	Board Member	Present	
Stacey Dahlman	Board Member	Present	
Kevin Wood	Mayor	Present	

Others present were City Administrator Keith Moody, City Attorney Heather Zerger, Finance Director Mike Tholen, Community Development Director Rick DeLuca, Police Chief John Hofer, City Clerk Kim Hubbard, Street Superintendent Rodney Jacobs, Public Works Director Jerry Gibbs, and Assistant Public Works Director Eric Patterson.

2. Pledge of Allegiance

3. Ceremonial Matters

A. Appointment of David Atkinson to Historic Preservation Commission

Mayor Wood made the recommendation to appoint David Atkinson to serve on the Historic Preservation Commission.

Alderman Meyer moved to approve the Mayor's recommendation. Alderman Milner seconded the motion which was approved by a voice vote with Alderman Coburn voting No.

Minutes Acceptance: Minutes of Jun 17, 2013 8:00 PM (Approval of Minutes)

B. Appointment of Billy Tudor to Enhanced Enterprise Zone Board

Mayor Wood made the recommendation to appoint Billy Tudor to serve on the Enhancement Enterprise Zone Board.

Alderman Reece moved to approve the Mayor's recommendation. Alderman Dahlman seconded the motion which was approved by a voice vote with Alderman Coburn voting No.

C. Re-Appointments of Brent Caruthers, Clint Miller, and Ed Roberts to Park Board

Mayor Wood made the recommendation of Ed Roberts, Clint Miller and Brent Caruthers to be re-appointed to serve on the Park Board.

Alderman Dickerson moved to approve Mayor Wood's recommendations. Alderman Milner seconded the motion which was approved by a voice vote with Alderman Coburn voting No.

4. Public Participation

Don Kusmec, 24001 Lake Road, inquired about Council Bill 038, allowing kayaks and canoes on Lake Harrisonville, and asked if temporary permits would be given out if it passed tonight.

5. Approval of Minutes**A. Board of Aldermen - Regular Meeting - May 20, 2013 7:00 PM**

Minutes were approved by a voice of those present.

RESULT:	ACCEPTED [UNANIMOUS]
MOVER:	David Dickerson, Board Member
SECONDER:	Ivan Stull, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

6. Agenda Items**A. 2012 Audit Presentation**

Director Tholen introduced Steve Driever of Dana Cole and Company. Mr. Driever distributed the presentation and explained some of the changes in terminology, noted that the best report had been given, and that they were still working on the single audit.

Mr. Driever reported there were no major problems and that record keeping procedures had been shared with staff, there had been recommendations made for adjusting entries, and there were no major concerns with the Helping Hands Program.

Alderman Dickerson inquired if there had been more money taken in this year than last year. Mr. Driever reported there had been a decrease in income along with a decrease in expenses and referenced page 6. Mr. Driever also added that the City seems to be efficient with tax payers money.

B. Ernest Marble (2805 East Outer Road) Has Requested Permission from the Board of Aldermen to Have Numerous Animals (Chickens, Ducks, Goats...see Attached Letter) on His Property Per Section 210.190 of the Animal Regulations

Mayor Wood read the request.

Police Chief Hofer reviewed the request from Mr. Ernest Marble and reported at this time Mr. Marble has thirty (30) chickens (20) ducks, nine (9) goats and would like to increase these numbers. He noted there is also a donkey.

Mr. Marble's request noted the animals are raised to supplement their income. Chief Hofer reported there has been a visit by Animal Control Officer Osborn, and a report along with pictures is included in the packet. Ms. Osborn was in attendance to answer any questions.

Alderman Dahlman asked how long the Marbles had lived at their place of residency. Mr. and Mrs. Marble stated they had lived there for twenty-five (25) years.

Alderman Milner asked if there had been any complaints filed regarding the animals. Chief Hofer reported Animal Control Officer Osborn had received information from a lady who lived down the road from the Marbles after she had been made aware of the donkey. The Marbles did state that ,if needed, they could get rid of the donkey.

Mayor Wood stated the Board needed to decide if the animals could be kept and if so the number of animals they would be allowed and for how long.

Alderman Meyer asked if they were in compliance with the City regarding acquiring a business license and the Department of Agriculture.

Mayor Wood noted the Marbles live on seven (7) acres and a letter from their neighbor was included, supporting the Marbles' request. Mayor Wood noted this situation was unique.

There was a question regarding the zoning of the Marbles' property to agriculture. Director DeLuca reported one of the issues of re-zoning to agriculture is there would be a stipulation of not feeding the animals 500 feet from the property, there is also the process of public hearings and notices to surrounding neighbors which makes the process longer.

The motion was made and passed to allow the Marbles to continue to have their animals contingent that they make sure they check with the City Business License Department and the Department of Agriculture on what their requirements are and to allow no more than fifty (50) chickens, twenty (20) ducks, ten (10) goats and one (1) donkey.

RESULT:	APPROVED [7 TO 1]
MOVER:	David Dickerson, Board Member
SECONDER:	Marcia Milner, Board Member
AYES:	Mollenhour, Reece, Dickerson, Stull, Milner, Coburn, Dahlman
NAYS:	Doug Meyer

C. A Resolution Authorizing the City Administrator to Execute an Agreement with Hanrahan Paving for Asphalt Overlay Services in an Amount Not to Exceed \$118,092.60

City Attorney Zerger read Council Bill 036 by title only.

Street Superintendent Jacobs reviewed the request and reported this has been before the Public Works Committee with their recommendation for approval.

Council Bill 036 was approved by a voice vote.

Council Bill 036 became Resolution 026.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	David Dickerson, Board Member
SECONDER:	Morris Coburn, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

D. A Resolution Authorizing the City Administrator to Execute an Agreement with Vance Brothers for Micro-Surfacing Services in an Amount Not to Exceed \$30,890.86

City Attorney Zerger read Council Bill 037 by title only.

Street Superintendent Jacobs reviewed the request and reported that in 2009 Lauren Lane and Beth Street had the micro-surfacing done and it seems that both streets have held up well. Superintendent Jacobs stated he felt the four (4) streets being recommended would be good streets to use this on.

There was discussion on what micro surfacing was and Superintendent Jacobs explained it is a slurry seal. It was also noted that micro surfacing is an alternative to chip and seal. The cost to chip and seal four (4) streets would be approximately \$100,000 and to micro surface the four (4) recommended streets would cost approximately \$30,000.

Council Bill 037 was approved by a voice and became Resolution 027.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Bret Reece, Board Member
SECONDER:	David Dickerson, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

E. An Ordinance to Amend the Code of Ordinances of the City of Harrisonville, Chapter 225, Section 225.490, General Rules and Section 225.530, Boats, Permits and Regulations

City Attorney Zerger read Council Bill 038 by title only for the first time.

Director Gibbs reviewed the request to allow canoes and kayaks on Lake Harrisonville. Mr. Gibbs noted the Department of Natural Resources considers canoes and kayaks as low impact use and it is appropriate for the allowance of these boats be made at a local level. Mr. Gibbs stated this request had been to the Public Works Committee with a positive recommendation for approval.

Director Gibbs reviewed the changes and noted the proposed amendment had been reviewed by City Attorney Mauer. There was discussion regarding plastic boats and Coast Guard and Water Patrol.

Alderman Coburn made the motion to move Council Bill 038 to it's second reading. The motion was seconded by Alderman Meyer and approved with the following roll call vote:

Ayes: Aldermen Dickerson, Meyer, Coburn, Reece, Milner, Mollenhour Dahlman, and Stull

Nays: None

Absent: None

Abstain: None

City Attorney Zerger read Council Bill 038 by title only for the second time.

Council Bill 038 was approved and became Ordinance 3234

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Morris Coburn, Board Member
SECONDER:	Doug Meyer, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

7. Aldermen and Committee Reports

Alderman Meyer expressed his appreciation to the City for the opportunity to attend training at the Elected Officials Conference.

Alderman Dahlman stated she enjoyed the Elected Officials Conference. Alderman Dahlman also mentioned there were three vendors at the Farmers Market and Clint Miller stated he thought the weather had an impact on the participation. Mr. Miller noted the first weekend there were 8 or 9 vendors and you need to get there early because when the vendors sell out they leave.

Alderman Coburn commented he also enjoyed the Elected Officials Conference and had learned some new things. Alderman Coburn thanked Mr. Gibbs for working on the change to allow kayaks and canoes at Lake Harrisonville and thinks it will be greatly enjoyed

Alderman Dickerson expressed his appreciation for the opportunity to attend the Elected Officials Conference.

Alderman Milner stated she enjoyed attending the Elected Officials Conference.

Alderman Mollenhour stated he had learned a lot at the Elected Officials Conference.

Alderman Reece commented on the updated City website and the amount of information that is out there. Alderman Reece also noted the City now owns harrisonville.com and expressed his appreciation to staff for their efforts in getting this accomplished.

8. Report from the City Administrator

A. Presentation of 2013 Single Family Cost of Living Comparison

Mr. Moody reviewed the Single Family Cost of Living Comparison and reported this is the third time the City has completed this comparison.

Mr. Moody reviewed page 8 (8a) and went over the changes and observations for 2013, along with the utilities and taxes and the affordability of living in Harrisonville.

There were no questions

Assistant Public Works Director Patterson gave an update on the Police Facility. Mr. Patterson reported the contractor had started pouring walls, installation of the red iron was underway and the floor should be poured next week if the weather cooperates. Mr. Patterson reported there have been no major issues and there had been one small change order to date. Alderman Milner asked about a safe room and was informed that the safe room was the for 911 equipment, dispatchers, evidence storage and City Hall servers.

9. Report from the Mayor

Mayor Wood thanked staff and board for attending the retreat.

10. Questions from the Media

No questions

11. Adjourn to Executive Session

Alderman Stull moved to adjourn to Executive Session for the purpose of Section 610.021 (1), legal actions. Alderman Meyer seconded the motion and was approved with the following roll call vote:

Ayes: Aldermen Reece, Meyer, Milner, Coburn, Dahlman, Stull, Dickerson, and Mollenhour

Nayes: None

Absent: None

Abstain: None

The Board adjourned to Executive Session at 8:00 PM

The Board reconvened to regular session at 8:50 PM

12. Adjourn From Regular Session

Alderman Dickerson made the motion to adjourn from regular session. Alderman Dahlman seconded the motion and was approved by a voice vote of those present.

The regular session adjourned at 8:50 P.M.

Kevin Wood, Mayor & Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

Minutes Acceptance: Minutes of Jun 17, 2013 8:00 PM (Approval of Minutes)



TO: Board of Aldermen
FROM: Rick Deluca, Director
DATE: July 11, 2013
SUBJECT: Budget Request from the Historic Preservation Commission

Type of Item: *Presentation*

1. Discussion Item (ID # 1090)

Budget Request from the Historic Preservation Commission

Attachments:

HPC Budget Request 2014 staff report (DOC)

City of Harrisonville Historic Preservation Commission (PDF)

hp-more-jobs-income-than-mfg (PDF)

mp-hp-as-economic-stimulus-tool (PDF)

M E M O R A N D U M

TO Mayor Wood and Board of Aldermen

FROM Rick DeLuca, Director of Community Development

DATE July 10, 2013

SUBJECT Historic Preservation Commission

This Historic Preservation Commission (HPC) has requested funds to hire an intern to complete a couple of projects. Projects that have been discussed include:

- Expanding the Historic Preservation presence on the City web page and/or establishing a web page link. This would allow the HPC to provide more historical information to the public.
- Having a guest speaker(s) attend their meeting(s), conducting professional development, and/or make a special presentation to the HPC/public.

This will be included as an objective in the upcoming budget process. Please see attached material from Carol Bohl (Chairperson of the Historic Preservation Commission).

City of Harrisonville Historic Preservation Commission

July 8, 2013

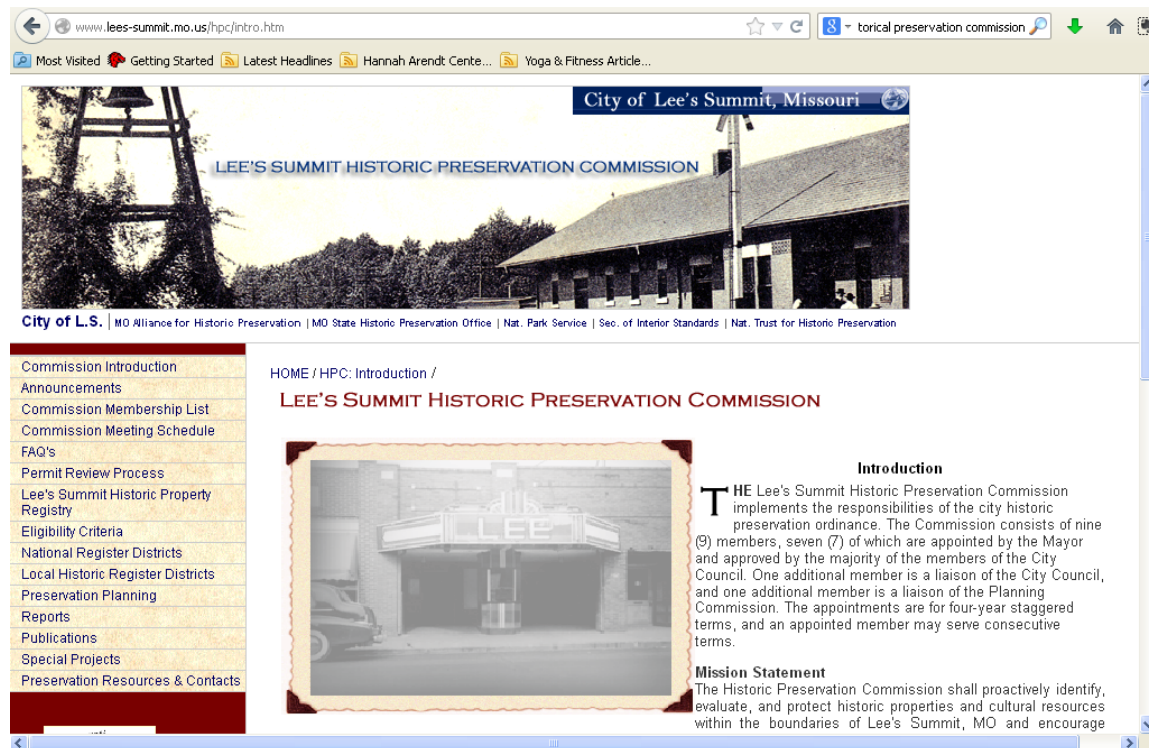
Aldermen:

At the May 8, 2013 meeting of the Harrisonville Historic Preservation Commission, we discussed the need to reach out to the community to help share the importance of historic preservation in enhancing the economic vitality of Harrisonville and appreciating its uniquely valuable history and architecture.

In order to achieve these goals, the Commission agreed it would pursue funding to create a website link with the City of Harrisonville's site. It also recognized the need for professional development of the commissioners to better serve the city as commissioners.

The Commission is requesting \$5,000 to achieve these goals. The first goal is to hire an intern to develop the web content, and secondly to provide money to engage professionals to educate the commission regarding preservation issues and methods.

For an example of a neighboring city with an active and engaged Historic Preservation Commission, one might visit the Lee's Summit site. <http://www.lees-summit.mo.us/hpc/>



Thank you for your consideration,

Commissioners: Carol Bohl, Ed Long, April McLaughlin, Megan Rudell, Don Bockelman, Nancy Linthicum and David Atkinson.

Historic Preservation Tax Credits: A Decade of Economic Development in Missouri.



Dollar for Dollar, Historic Preservation Creates More Jobs and More Household Income than Manufacturing

In the fall of 2008, nationally known economist Donovan Rypkema spoke at the Statewide Preservation Conference on the remarkable results brought about by the historic preservation tax credit program in Missouri. The following passages have been excerpted from that speech.

*While most of my clients are local or state governments, downtown organizations, non-profit organizations or preservation groups, what I really am is an economic development consultant. And **at the top of the list for economic development measurements are jobs created and increased local household income. The rehabilitation of older and historic buildings is particularly potent in this regard.***

*As some of you may know, as a rule of thumb, new construction will be half materials and half labor. Rehabilitation, on the other hand, will be sixty to seventy percent labor with the balance being materials. This labor intensity affects a local economy on two levels. First, we buy an HVAC from Ohio and lumber from Georgia, but we buy the services of the plumber, the electrician, and the carpenter from across the street. **Further, once we buy and hang the sheet rock, the sheet rock doesn't spend any more money. But the plumber gets a hair cut on the way home, buys groceries, and joins the YMCA - each recirculating that paycheck within the community.***

Many people think about economic development in terms of manufacturing, so let's take a look at that. The average manufacturing concern in Missouri for every million dollars of production 13.9 jobs are created. But that same million dollars in the rehabilitation of an historic building here in Missouri? 20.2 jobs.

A million dollars of manufacturing output in Missouri will add, on average about \$470,000 to local household incomes. But a million dollars of rehabilitation? Nearly \$704,000.** Now of course the argument can be made, "Yeah, but once you've built the building the job creation is done." Yes, but there are two responses to that. First, real estate is a capital asset – like a drill press or a box car. It has an economic impact during construction, but a subsequent economic impact when it is in placed in service. Additionally, however, since most building components have a life of between 25 and 40 years, a community could rehabilitate 2 to 3 percent of its building stock per year and have perpetual employment in the building trades. **And these jobs can't be shipped overseas.

Historic Preservation Tax Credits Mean Jobs for Missourians

*There are a range of estimates of **what the Missouri tax credit has meant to this state**, but let me give you mine. Under economic modeling systems, a "job" means a full time equivalent job for one year.... my number for jobs? 17,900 direct jobs and another 22,500 indirect for a total of **over 40,000 jobs**. As for household income, these projects have added **\$673 million to the pockets of Missouri citizens directly and another \$700 million indirectly.***

Donovan Rypkema

Historic Preservation Tax Credits: A Decade of Economic Development in Missouri.



Historic Preservation Trumps Highway Construction as an Economic Stimulus Tool.

A million dollars spent for historic rehabilitation will create more jobs and more state and local taxes than a million dollars spent on highway construction. And, while highway projects are usually 100% tax payer funded, historic preservation projects are at most only partially offset by tax credits. Finally, since historic credits are awarded only after the projects are complete, the benefits are felt by communities long before any state tax credits are issued.

As economic development consultant Donovan Rypkema noted in a recent speech:

There are some economists and politicians who would argue that in economic down turns like we're having now public expenditures should be made to create employment. And I'm certainly not going to argue with that. And as you all know, among politicians' favorite forms of public works is building highways.

David Listokin at the Center for Urban Policy Research at Rutgers has calculated the relative impact of public works. Let's say a level of government spends \$1 million building a highway. (And these days that means a highway not quite the length of this room) but anyway a million dollar highway – what does that mean?

- 34 jobs
- \$1.2 million in ultimate household income
- \$100,000 in state taxes
- \$85,000 in local taxes.

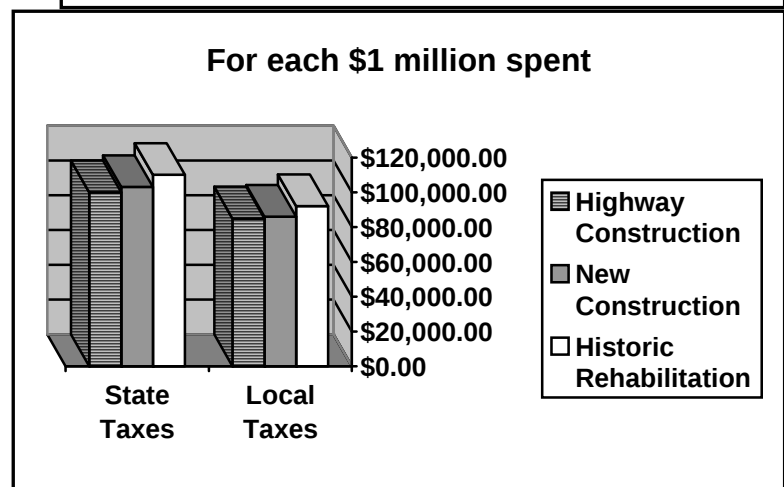
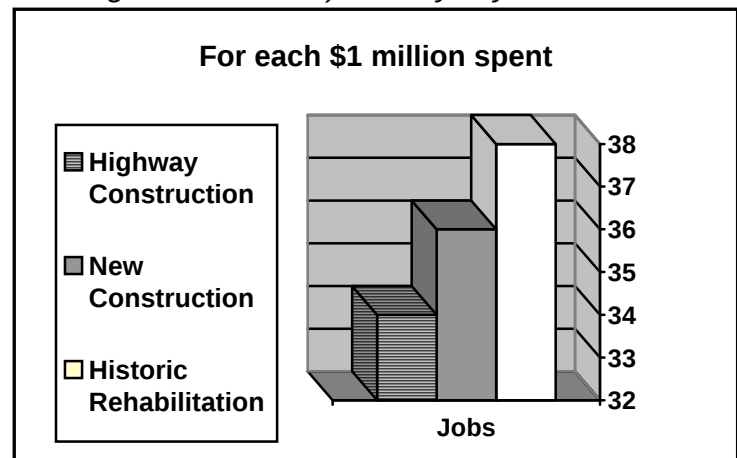
Anyway, we could build highways or we build a new building for \$1 million.

- 36 jobs
- \$1,223,000 in household income
- \$103,000 in state taxes
- \$86,000 in local taxes

Or we could spend that million rehabilitating an historic building.

- 38 jobs
- \$1.3 million in household income
- \$110,000 in state taxes
- \$92,000 in local taxes

Charts by Missouri Preservation.





STAFF REPORT

TO: Board of Aldermen
FROM: John Hofer, Director
DATE: July 10, 2013
SUBJECT: School Resource Officer Contract Renewal (2013-2014)

Type of Item: *Contract*

Issue: Renewal of the SRO (School Resource Officer) contract between the City of Harrisonville and the Harrisonville School District for the 2013-2014 school year.

Background: The implementation of the Harrisonville SRO program started in October of 1998 when an Officer was assigned to Harrisonville High School. The objective of this program was and still remains the safety and security of our children and provides an excellent opportunity for our department to interact and build positive relationships with many students. In 2004, the SRO program was modified by adding another officer to the Middle School. The prior year contract (2012-2013) stated that the District would pay the City \$27.00 per hour, only while the officers were in school, to assist with this officer's wages and benefits. Currently, Officer Steve Nichols is the SRO assigned to the Middle School while Officer Doug Rose is assigned to the High School.

The SRO contract has been updated and the school district has agreed to reimburse the City at an hourly rate of \$28.00 per hour. This was the only modifications to the contract. Our actual average cost per hour for the two SRO's is \$35.25. The city is covering roughly 20% of the cost, the school district is covering 80%. The terms of the agreement shall be for the 2013-2014 school year from August 7, 2013 until the end of the school year, which is scheduled for approximately May 28, 2014.

Recommendation: Staff recommends approval of this contract to continue to provide the SRO protection for the Harrisonville School District for the school year 2013-2014.

Attachments:

2013-2014 Contract

Council Bill No. 39

Resolution No.

**A Resolution to Authorize the City Administrator to Enter into an Agreement
Between the City of Harrisonville, Missouri and Cass R-IX School District Relating
to Police Services for School Resource Officers for the High School and Middle
School for the 2013-2014 School Year**

WHEREAS, Cass R-IX School District ("Cass R-IX") desires the City of Harrisonville to assign two police officers during regular School hours for a minimum of 186 days for Cass R-IX High School and Cass R-IX Middle School to be School Resource Officer(s); and

WHEREAS, the City of Harrisonville agrees to assign two officers to act in this capacity according to the terms in the agreement; and

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE
CITY OF HARRISONVILLE, MISSOURI, AS FOLLOWS:**

Section 1: That the City Administrator of the City of Harrisonville is hereby authorized and directed to sign the agreement with Cass R-IX School District for the 2013-2014 School Year.

Section 2: That this resolution shall become effective immediately upon its passage and approval.

PASSED AND RESOLVED by the Board of Aldermen and **APPROVED** by the Mayor of the City of Harrisonville, Missouri, this 15th day of July 2013.

Kevin W. Wood, Mayor and Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

WITNESS my hand and seal this 15th day of July 2013.

CONTRACT FOR POLICE SERVICES

(School Resource Officer: High School and Middle School)

2013-2014 School Year

THIS CONTRACT FOR POLICE SERVICES (“Agreement”), made and entered into as of this 25th day of June, 2013 by and between the City of Harrisonville, Missouri, (the “City”) and the Cass R-IX School District (“Cass R-IX”).

WHEREAS, Cass R-IX has requested the City assign SRO(s)(School Resource Officers/police officer(s)) during regular School hours, for a minimum of 186 days, for the Harrisonville School District, located within Harrisonville city limits; and WHEREAS, the City has SRO(s)/police officer(s) who will be assigned to the Harrisonville School District during regular school hours.

The purpose of this Agreement is for the City to assign a police officer to provide law enforcement services as specified herein: 2 officers for the Harrisonville School District. The police officers will work with school personnel in providing alcohol and other drug education, maintaining a safe campus environment, serving as law enforcement problem-solving resource persons, and providing the appropriate response regarding on-campus or school related criminal activity.

Term: The term of this Agreement shall be from August 7th, 2013 until the end of the 2013-2014 school year, May 28th, 2014, provided the term may be mutually extended by the parties as they deem necessary to satisfy attendance requirements that may have been affected by weather or other factors. During days that schools are not in session, the officers shall perform regular police duties at a duty station as determined by the Chief of Police.

The City and the assigned police officers shall have the status of an independent contractor for purposes of this Agreement. The police officers assigned to Cass R-IX shall be considered to be employees of the City and shall be subject to its control and supervision. The assigned officers will be subject to current procedures in effect for the City and the Harrisonville Police Department, including attendance at all mandated training and testing to maintain state law enforcement officer certification. The City reserves the right to direct and control the actions of any officer covered by this Agreement, including but not limited to directing said officer to leave the school to respond to emergencies, disturbances, or some other duties while school is in session, if necessary, for the good of the City. In such an event, the time spent shall not be considered hours worked under this Agreement.

Termination: This Agreement may be terminated without cause by either party upon 30 days prior written notice and any outstanding sums due City shall be paid and brought current within the 30 day period immediately following such termination.

Harrisonville School District agrees to:

- a) Provide funding to the City equal to the cost of each SRO's hourly rate, not to exceed \$28.00 per hour. Which shall include the SRO's actual wages, benefits and overhead multiplied by the numbers of hours the SRO actually dedicates to the School Resource Officer duties. The Harrisonville School District will provide payment to the City within thirty (30) days of its receipt of a detailed invoice showing dates of services, description of services provided, and charge for those services. This funding structure shall be followed as long as the Agreement remains in force.
- b) Provide the SRO's with access to all school buildings necessary to accomplish the intent of this Agreement.
- c) Provide the SRO an office and such equipment as are necessary at his/her assigned schools. This equipment shall include a telephone and filing space capable of being secured and access to a computer and printer.

City agrees to:

- a) Provide SRO(s)/police officers(s) to the Harrisonville School District during normal school hours while the school is in session, which are anticipated to be from 7:00 a.m. to 3:00 p.m., for a minimum of 186 days. The maximum number of hours that a SRO will provide in a calendar month shall be 169 hours, and the minimum shall be 40 hours per week.
- b) The City will endeavor to have police officers available for duty at their assigned school each day that school is in session during the regular school year. The City is not required to furnish substitute officers on days when regular School Resource Officers are absent due to illness or police department requirements.
- b) The City agrees to provide and pay the assigned police officers salaries and employment benefits in accordance with the applicable salary schedules and employment practices of the City, including , but not necessarily limited to: sick leave, annual leave, retirement compensation, life insurance, dental insurance, and medical/hospitalization insurance.

Basic Qualifications for a SRO:**To be an SRO, an officer must first meet all of the following qualifications:**

- a) Shall be a commissioned law enforcement officer with at least two years law enforcement experience;
- b) Shall possess a sufficient knowledge of applicable Federal and State laws, City and County ordinances, and Board of Education policies and regulations;
- c) Shall be capable of conducting in-depth criminal investigations;
- d) Shall possess even temperament and set a good example for students; and
- e) Shall possess communication skills that would enable the officer to function effectively with the school environment.

SRO responsibilities:

- a) Provide a program of law and education-related issues to the school community, including parents, on such topics as: tobacco, alcohol, and other drug issues, and in addressing violence diffusion, violence prevention, and other safety issues in the school community.
- b) Act as a communication liaison with law enforcement agencies: providing basic information concerning students on campuses served by the officer.
- c) Provide informational in-services and be a general resource for the staff on issues related to alcohol, and other drugs, violence prevention, gangs, safety and security.
- d) The officer will gather information regarding potential problems such as criminal activity, gang activity and student unrest and attempt to identify particular individuals who may be a disruptive influence to the school and/or students.
- e) When a crime occurs, the officers will take the appropriate steps consistent with federal and state laws.
- f) The officers will present educational programs to students and school staff on topics agreed upon by both parties.
- g) The officers will refer students and/or their families to the appropriate agencies for assistance when a need is determined.

- h) Unless in the officer's opinion circumstances prevent it, the officer will attempt to advise the school principal prior to taking legal action, subject to the officer's duties under the law.
- i) The SRO shall not act as a school disciplinarian, nor make recommendations regarding school discipline.

SRO activities will be restricted to their assigned school grounds except for:

- a) Follow up home visits when needed as a result of school related student problems.
- b) School related off-campus activities when officer participation is requested by the principal and approved by the supervising Lieutenant or Chief of Police.
- c) In response to off-campus, but school related, criminal activity.
- d) In response to emergency police activities.

Waiver:

Cass R-IX hereby waives any and all claims against City for damages and compensation for any failure to act, delay, mistake, loss, damage, personal injury, death or any other matter occurring as a consequence rendering the services contemplated under this Agreement.

NOTICE:

All notices to be provided regarding this Agreement shall be in writing and shall be given by personal delivery or by ordinary mail and, if to Cass R-IX shall be addressed to Superintendent of Schools, 503 South Lexington, Harrisonville, Missouri, 64701, and if to the City shall be addressed to the Chief of Police of Harrisonville, Missouri, at 208 East Pearl, Harrisonville, Missouri, 64701.

This Agreement may be executed in duplicate.

IN WITNESS WHEREOF, the Cass R-IX School District has caused this agreement to be executed by its President of the Board of Education and attested by its Secretary of the Board of Education. The City of Harrisonville has caused this instrument to be executed by its Mayor and attested by its City Clerk being duly authorized by its Board of Alderman by ordinance adopted



STAFF REPORT

TO: Board of Aldermen
FROM: Keith Moody, City Administrator
DATE: July 10, 2013
SUBJECT: Proposed 2014 Pay Scale

Type of Item: *Amendment*

Background: Each year at this time the City's Compensation Structure is reviewed and compared to the Mid America Regional Counsel's most recent Salary and Benefits Survey. As you recall the current Compensation Structure was developed by a professional consulting firm presented to the Board and adopted in October of 2008. This new structure provided significant increase in the minimum and maximum pay for most positions over the prior plan and also increased the spread between the minimum and maximum pay (to 50%). No changes were proposed for 2009 or 2010 and a \$.25/hr increase to the midpoint has been implemented in 2011, 2012 and 2013.

The MARC survey data related to the positions employed by Harrisonville have been used to compare Harrisonville's pay range to that of the market. This is the first year of a new survey tool being employed by MARC. This has resulted in a fewer number of survey participants and some changes in classification of positions into the appropriate job.

Review: In 2013 the pay range for our two highest job levels (level 13 and 12) were lowered as our pay was higher than comparable communities.

The entities included as comparable to Harrisonville are listed on the attached sheet titled "KC Metro Comparable Communities". These entities are similar in complexity, number of employees or budget size to Harrisonville. Those that have submitted information for positions consistent with Harrisonville are included in the "Advanced Comparison Detailed Report" also attached. This report is in order by Job # assigned by MARC. Within each job, data is listed in descending order on the "Mid" point of the pay range for that position for each entity. I look for Harrisonville's Midpoint to be within \$3,000 (+ or -) of the average. If our midpoint is outside of this range I consider if we need to move the position into a higher or lower pay range. A move is not automatic; we will consider budget impacts, other positions in the chain of command impacted, if we have experienced more than average turnover in the position and if we have a sufficient number of comparable communities responding. In the end we may choose no action and monitor the position until next year.

I am recommending the Director of Codes Administration position be change to a Building Official position and moved down one pay grade (to level 7); that the Public Information Specialist position to be moved up one pay grade (to level 6); these changes will not impact the pay of the person in this position. I am also recommending the Animal Control Officer and Chief Animal Control Officer positions both be moved up one pay grade. This will not impact the pay of the Chief Animal Control Officer but will impact the Animal Control Officers pay. We will monitor the Recreation Coordinator position and may recommend increasing their pay grade for 2015.

The other pay ranges are in line with the survey and therefore I recommend increasing the mid-point pay by \$.25/hr (minimum pay by \$.20/hour and the maximum by \$.30/hr) to keep pace with inflation. This equates to an average increase of .8% for all of our pay ranges. This is in step with the three year weighted average ECI for Wages Only of 1.08% and conservative relative to the Consumer Price Index of 2.81% (refer to Figure #1 attached). I look at how well we compare in the MARC Survey as the leading indicator for making pay scale adjustments and look to the indexes as a guide to what is a reasonable adjustment based upon inflationary impacts. The fact that our pay ranges are competitive with comparable communities is the primary reason for recommending only modest changes. I anticipate modest changes will be proposed each year in order to keep the pay structure competitive.

Policy Question: Should the Board of Aldermen adopt the proposed revisions to the City's Compensation Structure to be effective January 1, 2014?

Budget Impact: Adoption of the revisions effective January 1, 2014 prevents any impact on the current year (2013) budget. The impact the new pay scale has on next year's (2014) budget, is that an employee previously at the top of their pay range (currently only two employees are at the top of their pay range) will now have a higher maximum wage limit which affords them the opportunity to receive a pay increase and two Animal Control Officers will see their wage increased to their new minimum on 1/1/14 with that impact reflected in the 2014 (roughly a \$5,000 increase to the animal control budget).

Recommendation: The procedures and standards employed during this review are consistent with the policy set out in Section IV-A of the Personnel Policy. The pay per position changes will sustain Harrisonville as market competitive. I recommend adopting the proposed pay scale changes as presented effective 1/1/14.

Council Bill No. 040**Resolution No.****A Resolution to Accept Amendments to the Pay Compensation Structure for Fiscal Year 2014**

WHEREAS, the City Administrator has reviewed and compared data from the Mid America Regional Council's most recent Salary and Benefits Survey;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE, MISSOURI, AS FOLLOWS:

Section 1: That the Harrisonville Board of Aldermen accepts the amendments to the Pay & Classification/Pay for Performance Study as presented in the attached document.

Section 2: That this resolution shall become effective January 1, 2014 for the City of Harrisonville.

PASSED AND RESOLVED by the Board of Aldermen and **APPROVED** by the Mayor of the City of Harrisonville, Missouri, this 15th day of July 2013.

Kevin W. Wood, Mayor and Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

WITNESS my hand and seal this 15th day of July 2013.



Compensation Survey System

In partnership with Technology Net

HARRISONVILLE
Full Mode

Entity Group - KC Metro Comparable Communities

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Rename Group

	Entity	Contact	Phone	Email	Web	Population	FTEs	Budget	Updated	
Job Matches	BELTON, MO	Brad Foster	816-331-4331	bfoster@belton.org				\$0.00	03/16/2013	Remove
Job Matches	BLUE SPRINGS, MO	Sue Heiman	816-228-0138	sheiman@bluespringsgov.com				\$0.00	03/16/2013	Remove
Job Matches	CLAY COUNTY, MO	Laurie Bonk	816-407-3672	lbbonk@claycountymo.gov		0	0.00	\$0.00	03/16/2013	Remove
Job Matches	EXCELSIOR SPRINGS, MO	Stephanie Baker	816-630-0761	sbaker@ci.excelsior-springs.mo.us				\$0.00	03/16/2013	Remove
Job Matches	GARDNER, KS	Mary Bush	913-856-0943	mbush@gardnerkansas.gov				\$0.00	03/16/2013	Remove
Job Matches	GLADSTONE, MO	Charlene Leslie	816-436-2200	charlene@gladstone.mo.us				\$0.00	03/16/2013	Remove
Job Matches	GRAIN VALLEY, MO	Jaime Rehmsmeyer	816-847-6213	jrehmsmeyer@cityofgrainvalley.org				\$0.00	03/16/2013	Remove
Job Matches	GRANDVIEW, MO	Deb Angell	816-316-4800	dangell@ci.grandview.mo.us		24,475	0.00	\$29,412,435.00	05/01/2013	Remove
Job Matches	HARRISONVILLE, MO	Kim Hubbard	816-380-8916	khubbard@ci.harrisonville.mo.us	www.ci.harrisonville.mo.us	10,016	154.00	\$29,284,000.00	04/19/2013	Remove
Job Matches	KC METRO PRIVATE SECTOR, MO	Dorothy Pope				0	0.00	\$0.00	05/13/2013	Remove
Job Matches	KEARNEY, MO	James Eldridge	816-628-4142	jeldridge@ci.kearney.mo.us	ci.kearney.mo.us	8,381	31.00	\$2,894,348.00	04/24/2013	Remove
Job Matches	LEAVENWORTH, KS	Lona M. Lanter	913-680-2608	llanter@firstcity.org				\$0.00	03/16/2013	Remove
Job Matches	LIBERTY, MO	Amy Brusven	816-439-4441	abrusven@ci.liberty.mo.us				\$0.00	03/16/2013	Remove
Job Matches	MERRIAM, KS	Karen Kline	913-322-5502	karenk@merriam.org				\$0.00	03/16/2013	Remove
Job Matches	MIAMI COUNTY, KS	Brenda Reed	913-294-9530	breed@miamicountyks.org		32,800	200.00	\$34,552,862.00	05/22/2013	Remove
Job Matches	MISSION, KS	Sari Maple	913-676-5354	smapple@missionks.org		10,000	70.00	\$3,200,000.00	05/01/2013	Remove
Job Matches	NORTH KANSAS CITY, MO	Jan Gall	816-274-6000	jjgall@nkc.org				\$0.00	03/16/2013	Remove
Job Matches	PLEASANT HILL, MO	Shelby Teufel	816-540-3135	shelbyt@pleasanthill.com		8,113	40.00	\$11,875,051.00	05/08/2013	Remove
Job Matches	PLEASANT HILL FIRE & RESCUE, MO	Steve Long	816-540-9108	slong702@comcast.net		0	0.00	\$0.00	03/16/2013	Remove
Job Matches	PRAIRIE VILLAGE, KS	Nicholas Sanders	913-385-4664	nsanders@pvkansas.com				\$0.00	03/16/2013	Remove
Job Matches	RAYMORE, MO	Lisa York	816-892-3005	lyork@raymore.com		19,206	0.00	\$0.00	06/20/2013	Remove
Job Matches	RAYTOWN, MO	Debbie Duncan	816-737-6006	debbied@raytown.mo.us	www.raytown.mo.us	0	0.00	\$0.00	04/29/2013	Remove
Job Matches	RIVERSIDE, MO	Meredith Hauck	816-741-3993	mhauck@riversidemo.com	www.riversidemo.com	3,000	73.00	\$9,700,000.00	04/29/2013	Remove
Job Matches	SOUTH METRO FIRE PROTECTION DISTRICT, MO	Mary Lacy	816-331-3008	mlsmfd@yahoo.com		0	0.00	\$0.00	03/16/2013	Remove
Job Matches	WARRENSBURG, MO	Sandra Silkwood	660-262-4607	personnel@warrensburg-mo.com				\$0.00	03/16/2013	Remove

Add to group

Attachment: MARC Comparable Communities List- 2013 (1089 : Proposed 2014 Pay Scale)

The following are all the email addresses listed above.
You may cut and paste any or all of these addresses into your email program.

bfoster@belton.org; sheiman@bluespringsgov.com; lbonk@claycountymo.gov;
sbaker@ci.excelsior-springs.mo.us; mbush@gardnerkansas.gov;
charlenel@gladstone.mo.us; jrehmsmeyer@cityofgrainvalley.org;
dangell@ci.grandview.mo.us; khubbard@ci.harrisonville.mo.us;
jeldridge@ci.kearney.mo.us; llanter@firstcity.org; abrusven@ci.liberty.mo.us;
karenk@merriam.org; breed@miamicountyks.org; smaple@missionks.org;

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Technology Net
Advanced Comparison Detailed Report
07/01/2013

Job # 100 - ASSISTANT CITY MANAGER / ADMINISTRATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
MISSION	ASST CITY ADMIN/FINANCE DIR	City Administrator	01/2013	2080.0	=	Y	0	0	1	\$89,300	\$109,392	\$129,484	\$0	\$0	\$0	\$0	1.45%	\$0	04/15/2013
RAYMORE	ASSISTANT CITY MANAGER		11/2012	2080.0			0	0	1	\$83,107	\$105,961	\$128,815	\$0	\$0	\$99,439	\$0	1.45%	\$100,881	05/10/2013
BELTON	ASSISTANT CITY MANAGER		01/2012	2080.0			0	0	1	\$82,860	\$104,466	\$126,072	\$0	\$0	\$89,232	\$0	1.45%	\$90,526	03/21/2013
MERRIAM	ASST CITY ADMINISTRATOR		01/2012	2080.0			0	0	0	\$78,456	\$99,246	\$120,036	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
LIBERTY	ASST CITY ADMINISTRATOR	City Administrator	01/2012	2080.0	=	Y	0	0	1	\$74,760	\$96,870	\$118,980	\$0	\$0	\$95,724	\$0	1.45%	\$97,112	05/07/2013
GLADSTONE	ASST CITY MGR/COMM DEV DIR		01/2012	2080.0			0	0	1	\$75,576	\$94,470	\$113,364	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
BLUE SPRINGS	ASST CITY ADMINISTRATOR		04/2013	2080.0			0	0	2	\$70,717	\$93,165	\$115,614	\$0	\$0	\$104,459	\$0	1.45%	\$105,973	04/04/2013
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$74,400	\$93,000	\$111,600	\$96,250	\$96,250	\$96,250	\$6,768	21.21%	\$123,433	04/09/2013
GRANDVIEW	ASST CITY ADMINISTRATOR	City Administrator	01/2013	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727	\$94,209	\$94,209	\$94,209	\$0	1.45%	\$95,575	05/07/2013
PRAIRIE VILLAGE	ASST CITY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$71,508	\$89,388	\$107,268	\$0	\$0	\$98,892	\$0	1.45%	\$100,326	03/21/2013
CLAY COUNTY	ASST COUNTY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$75,852	\$89,220	\$102,588	\$0	\$0	\$89,004	\$0	1.45%	\$90,295	03/21/2013
LEAVENWORTH	ASST TO THE CITY MANAGER		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758	\$68,505	\$68,505	\$68,505	\$0	1.45%	\$69,498	06/25/2013
PLEASANT HILL	ASSISTANT CITY ADMINISTRATOR	CITY ADMINISTRATOR	04/2013	2080.0	=	N	6	0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	\$62,620	\$0	1.45%	\$63,528	05/08/2013
NORTH KANSAS CITY	ASST CITY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$55,656	\$69,576	\$83,496	\$0	\$0	\$75,156	\$0	1.45%	\$76,246	03/21/2013
Average										\$74,105	\$92,130	\$110,154	\$86,321	\$86,321	\$88,499	\$6,768	2.86%	\$92,127	
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$74,400	\$93,000	\$111,600	\$96,250	\$96,250	\$96,250	\$6,768	21.21%	\$123,433	04/09/2013
Difference										\$295	\$870	\$1,446	\$9,929	\$9,929	\$7,751	\$0	18.35%	\$31,306	
Difference %										0.4%	0.9%	1.3%	10.3%	10.3%	8.1%	0.0%	86.51%	25.4%	
# of Respondents										14	14	14	3	3	11	1	14	11	
Standard Deviation										\$8,551	\$11,763	\$15,515	\$15,463	\$15,463	\$13,695	\$0	5.0%	\$17,148	
Standard Error										\$2,285	\$3,144	\$4,146	\$8,928	\$8,928	\$4,129	\$0	1.3%	\$5,170	

Job # 115 - CITY CLERK

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
LEAVENWORTH	CITY CLERK		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758	\$83,174	\$83,174	\$83,174	\$0	1.45%	\$84,380	06/25/2013
MISSION	CITY CLERK		01/2013	2080.0			0	0	1	\$57,563	\$70,515	\$83,467	\$0	\$0	\$0	\$0	1.45%	\$0	04/15/2013
PRAIRIE VILLAGE	CITY CLERK		01/2012	2080.0			0	0	1	\$53,736	\$67,170	\$80,604	\$0	\$0	\$68,340	\$0	1.45%	\$69,331	03/21/2013
HARRISONVILLE	CITY CLERK	City Administrator and Mayor	12/2012	2080.0	=	Y	0	0	1	\$46,744	\$58,430	\$70,116	\$58,500	\$58,500	\$58,500	\$6,768	21.21%	\$77,676	04/09/2013
BELTON	CITY CLERK		01/2012	2080.0			0	0	1	\$45,804	\$57,750	\$69,696	\$0	\$0	\$63,144	\$0	1.45%	\$64,060	03/21/2013
RAYMORE	CITY CLERK		11/2012	2080.0			0	0	1	\$44,432	\$55,540	\$66,647	\$0	\$0	\$56,453	\$0	1.45%	\$57,272	05/13/2013
NORTH KANSAS CITY	CITY CLERK		01/2012	2080.0			0	0	1	\$43,608	\$54,516	\$65,424	\$0	\$0	\$45,240	\$0	1.45%	\$45,896	03/21/2013
GLADSTONE	CITY CLERK		01/2012	2080.0			0	0	1	\$41,784	\$53,796	\$65,808	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
KEARNEY	CITY CLERK		04/2013	2080.0			0	0	0	\$45,041	\$52,133	\$59,225	\$0	\$0	\$0	\$0	1.45%	\$0	04/25/2013
GRANDVIEW	CITY CLERK	Assistant City Administrator	01/2013	2080.0	=	N	0	0	1	\$42,278	\$50,704	\$59,131	\$45,516	\$45,516	\$45,516	\$0	1.45%	\$46,176	05/07/2013
RAYTOWN	CITY CLERK		01/2012	2080.0			0	0	1	\$40,140	\$49,164	\$58,188	\$0	\$0	\$50,364	\$0	1.45%	\$51,094	03/21/2013
RIVERSIDE	CITY CLERK		07/2012	2080.0			0	0	1	\$37,000	\$48,150	\$59,300	\$0	\$0	\$48,692	\$0	1.45%	\$49,398	04/29/2013
GARDNER	CITY CLERK		01/2012	2080.0			0	0	1	\$37,944	\$45,486	\$53,028	\$0	\$0	\$47,388	\$0	1.45%	\$48,075	03/21/2013
MERRIAM	CITY CLERK		01/2012	2080.0			0	0	1	\$33,804	\$42,762	\$51,720	\$0	\$0	\$44,736	\$0	1.45%	\$45,385	03/21/2013
PLEASANT HILL	CITY CLERK	ASSISTANT CITY ADMINISTRATOR	04/2013	2080.0	>	N	0	0	1	\$35,507	\$39,895	\$44,283	\$0	\$0	\$40,726	\$0	1.45%	\$41,317	05/07/2013
EXCELSIOR SPRINGS	EXEC SEC TO THE CITY MGR		01/2012	2080.0			0	0	1	\$31,068	\$37,806	\$44,544	\$0	\$0	\$40,668	\$0	1.45%	\$41,258	03/21/2013
BLUE SPRINGS	EXEC SEC/CITY CLERK		04/2013	2080.0			0	0	1	\$29,869	\$37,339	\$44,809	\$0	\$0	\$44,797	\$0	1.45%	\$45,446	04/04/2013
WARRENSBURG	CITY CLERK		01/2012	2080.0			0	0	1	\$0	\$0	\$0	\$0	\$0	\$40,248	\$0	1.45%	\$40,832	03/21/2013
Average										\$43,225	\$53,340	\$63,456	\$62,397	\$62,397	\$51,866	\$6,768	2.55%	\$53,840	
HARRISONVILLE	CITY CLERK	City Administrator and Mayor	12/2012	2080.0	=	Y	0	0	1	\$46,744	\$58,430	\$70,116	\$58,500	\$58,500	\$58,500	\$6,768	21.21%	\$77,676	04/09/2013
Difference										\$3,519	\$5,090	\$6,660	(\$3,897)	(\$3,897)	\$6,634	\$0	18.66%	\$23,836	

Attachment: MARC Wage Survey- Comparable Communities- 2013 (1089 : Proposed 2014 Pay Scale)

Difference %	7.5%	8.7%	9.5%	-6.7%	-6.7%	11.3%	0.0%	87.99%	30.7%
# of Respondents	17	17	17	3	3	15	1	18	15
Standard Deviation	\$9,788	\$12,463	\$15,295	\$19,129	\$19,129	\$12,088	\$0	5.0%	\$13,799
Standard Error	\$2,374	\$3,023	\$3,710	\$11,044	\$11,044	\$3,121	\$0	1.2%	\$3,563

Job # 125 - CITY/COUNTY MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
BELTON	CITY MANAGER		01/2012	2080.0		0	0	1	\$114,216	\$144,006	\$173,796	\$0	\$0	\$117,072	\$0	1.45%	\$118,770	03/21/2013
PRAIRIE VILLAGE	CITY ADMINISTRATOR		01/2012	2080.0		0	0	1	\$106,500	\$133,122	\$159,744	\$0	\$0	\$124,572	\$0	1.45%	\$126,378	03/21/2013
LEAVENWORTH	CITY MANAGER		01/2013	2080.0		0	0	1	\$104,032	\$130,040	\$156,048	\$142,364	\$142,364	\$142,364	\$0	1.45%	\$144,428	06/26/2013
MISSION	CITY ADMINISTRATOR		01/2013	2080.0		0	0	1	\$98,452	\$120,604	\$142,756	\$0	\$0	\$0	\$0	1.45%	\$0	04/15/2013
GLADSTONE	CITY MANAGER		01/2012	2080.0		0	0	1	\$92,088	\$115,104	\$138,120	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
HARRISONVILLE	CITY ADMINISTRATOR	Mayor and Board of Aldermen	12/2012	2080.0	=	Y	0	0	\$89,600	\$112,000	\$134,400	\$110,250	\$110,250	\$110,250	\$12,768	23.21%	\$148,607	06/18/2013
CLAY COUNTY	COUNTY ADMINISTRATOR		01/2012	2080.0		0	0	1	\$88,200	\$110,250	\$132,300	\$0	\$0	\$99,900	\$0	1.45%	\$101,349	03/21/2013
MERRIAM	CITY ADMINISTRATOR		01/2012	2080.0		0	0	1	\$82,188	\$103,968	\$125,748	\$0	\$0	\$117,312	\$0	1.45%	\$119,013	03/21/2013
GARDNER	CITY ADMINISTRATOR		01/2012	2080.0		0	0	1	\$80,964	\$97,152	\$113,340	\$0	\$0	\$112,992	\$0	1.45%	\$114,630	03/21/2013
MIAMI COUNTY	COUNTY ADMINISTRATOR	Board of County Commissioners	01/2013	2080.0	=	Y	0	0	\$77,293	\$94,684	\$112,075	\$89,936	\$89,936	\$89,936	\$5,400	7.65%	\$102,216	05/30/2013
PLEASANT HILL	CITY ADMINISTRATOR	MAYOR AND COUNCIL	04/2013	2080.0	=	N	0	0	\$77,563	\$87,162	\$96,762	\$0	\$0	\$86,758	\$0	1.45%	\$88,016	05/07/2013
KEARNEY	CITY ADMINISTRATOR		04/2013	2080.0		0	0	1	\$73,320	\$81,916	\$90,513	\$0	\$0	\$90,531	\$0	1.45%	\$91,844	04/25/2013
BLUE SPRINGS	CITY ADMINISTRATOR		04/2013	2080.0		0	0	1	\$0	\$0	\$0	\$0	\$0	\$143,231	\$0	1.45%	\$145,308	04/04/2013
EXCELSIOR SPRINGS	CITY MANAGER		01/2012	2080.0		0	0	1	\$0	\$0	\$0	\$0	\$0	\$118,392	\$0	1.45%	\$120,109	03/21/2013
GRANDVIEW	CITY ADMINISTRATOR		01/2013	2080.0	=	N	0	0	\$0	\$0	\$0	\$132,960	\$132,960	\$132,960	\$0	1.45%	\$134,888	05/08/2013
LIBERTY	CITY ADMINISTRATOR	Mayor/City Council	01/2012	2080.0	=	Y	0	0	\$0	\$0	\$0	\$0	\$0	\$115,584	\$0	1.45%	\$117,260	05/07/2013
NORTH KANSAS CITY	CITY ADMINISTRATOR		01/2012	2080.0		0	0	1	\$0	\$0	\$0	\$0	\$0	\$102,000	\$0	1.45%	\$103,479	03/21/2013
RAYMORE	CITY MANAGER		04/2013	2080.0		0	0	1	\$0	\$0	\$0	\$0	\$0	\$110,412	\$0	1.45%	\$112,013	05/10/2013
RAYTOWN	CITY ADMINISTRATOR		01/2012	2080.0		0	0	1	\$0	\$0	\$0	\$0	\$0	\$107,460	\$0	1.45%	\$109,018	03/21/2013
RIVERSIDE	CITY ADMINISTRATOR		07/2012	2080.0		0	0	1	\$0	\$0	\$0	\$0	\$0	\$120,000	\$0	1.45%	\$121,740	04/29/2013
WARRENSBURG	CITY MANAGER		01/2012	2080.0		0	0	1	\$0	\$0	\$0	\$0	\$0	\$99,996	\$0	1.45%	\$101,446	03/21/2013
Average									\$90,368	\$110,834	\$131,300	\$118,878	\$118,878	\$112,722	\$9,084	2.78%	\$116,869	
HARRISONVILLE	CITY ADMINISTRATOR	Mayor and Board of Aldermen	12/2012	2080.0	=	Y	0	0	\$89,600	\$112,000	\$134,400	\$110,250	\$110,250	\$110,250	\$12,768	23.21%	\$148,607	06/18/2013
Difference									(\$768)	\$1,166	\$3,100	(\$8,628)	(\$8,628)	(\$2,472)	\$3,684	20.43%	\$31,738	
Difference %									-0.9%	1.0%	2.3%	-7.8%	-7.8%	-2.2%	28.9%	88.02%	21.4%	
# of Respondents									12	12	12	4	4	19	2	21	19	
Standard Deviation									\$13,039	\$19,005	\$25,218	\$23,537	\$23,537	\$16,088	\$5,210	5.0%	\$17,409	
Standard Error									\$3,764	\$5,486	\$7,280	\$11,769	\$11,769	\$3,691	\$3,684	1.1%	\$3,994	

Job # 190 - HUMAN RESOURCE ANALYST II

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
LEAVENWORTH	HR SPECIALIST		01/2013	2080.0		0	0	1	\$44,194	\$55,243	\$66,292	\$44,194	\$44,194	\$44,194	\$0	1.45%	\$44,835	06/27/2013
MISSION	HR Specialist	Asst City Administrator/Dir of Finance	01/2013	2080.0	=	Y	0	0	\$42,954	\$52,620	\$62,285	\$0	\$0	\$0	\$0	1.45%	\$0	04/26/2013
PRAIRIE VILLAGE	HR SPECIALIST		01/2012	2080.0		0	0	1	\$41,856	\$52,320	\$62,784	\$0	\$0	\$62,052	\$0	1.45%	\$62,952	03/21/2013
HARRISONVILLE	HUMAN RESOURCES SPECIALIST		12/2012	2080.0		0	0	1	\$41,720	\$52,150	\$62,580	\$52,624	\$52,624	\$52,624	\$6,768	21.21%	\$70,554	04/09/2013
EXCELSIOR SPRINGS	HUMAN RESOURCES COORD		01/2012	2080.0		0	0	1	\$40,668	\$51,096	\$61,524	\$0	\$0	\$47,724	\$0	1.45%	\$48,416	03/21/2013
CLAY COUNTY	HR GENERALIST/SPECIALIST		01/2012	2080.0		0	0	4	\$35,940	\$45,546	\$55,152	\$0	\$0	\$45,960	\$0	1.45%	\$46,626	03/21/2013
PLEASANT HILL	HR/PAYROLL SPECIALIST	ASSISTANT CITY ADMINISTRATOR	04/2013	2080.0	>	N	0	0	\$35,507	\$39,895	\$44,283	\$0	\$0	\$40,726	\$0	1.45%	\$41,317	05/07/2013
WARRENSBURG	PERSONNEL CLERK		01/2012	2080.0		0	0	1	\$30,936	\$39,306	\$47,676	\$0	\$0	\$39,120	\$0	1.45%	\$39,687	03/21/2013
LIBERTY	HR COORDINATOR	Human Resources & Loss Control Director	01/2012	2080.0	=	N	0	0	\$29,580	\$38,338	\$47,097	\$0	\$0	\$40,812	\$0	1.45%	\$41,404	05/07/2013
BLUE SPRINGS	HR ASSISTANT		04/2013	2080.0		0	0	1	\$29,869	\$37,339	\$44,809	\$0	\$0	\$44,809	\$0	1.45%	\$45,459	04/04/2013
GARDNER	PERSONNEL SPECIALIST		01/2012	2080.0		0	0	1	\$29,784	\$35,718	\$41,652	\$0	\$0	\$37,824	\$0	1.45%	\$38,372	03/21/2013
MIAMI COUNTY	OFFICE ASSISTANT II - HR Assistant	Human Resources Director	01/2013	2080.0	>	N	0	0	\$24,648	\$30,462	\$36,275	\$26,541	\$26,541	\$26,541	\$0	7.65%	\$28,571	05/31/2013
Average									\$35,638	\$44,169	\$52,701	\$41,120	\$41,120	\$43,853	\$6,768	3.61%	\$46,199	
HARRISONVILLE	HUMAN RESOURCES SPECIALIST		12/2012	2080.0		0	0	1	\$41,720	\$52,150	\$62,580	\$52,624	\$52,624	\$52,624	\$6,768	21.21%	\$70,554	04/09/2013

Attachment: MARC Wage Survey- Comparable Communities- 2013 (1089 : Proposed 2014 Pay Scale)

Difference	\$6,082	\$7,981	\$9,879	\$11,504	\$11,504	\$8,771	\$0	17.60%	\$24,354
Difference %	14.6%	15.3%	15.8%	21.9%	21.9%	16.7%	0.0%	82.96%	34.5%
# of Respondents	12	12	12	3	3	11	1	12	11
Standard Deviation	\$6,571	\$8,290	\$10,186	\$13,310	\$13,310	\$8,978	\$0	6.0%	\$11,587
Standard Error	\$1,897	\$2,393	\$2,941	\$7,685	\$7,685	\$2,707	\$0	1.7%	\$3,494

Job # 216 - PUBLIC INFORMATION OFFICER

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
CLAY COUNTY	DIR COMMUNITY RELATIONS		01/2012	2080.0		0	0	1	\$61,380	\$76,728	\$92,076	\$0	\$0	\$76,728	\$0	1.45%	\$77,841	03/21/2013
BLUE SPRINGS	COMMUNICATIONS MANAGER		04/2013	2080.0		0	0	1	\$50,091	\$62,617	\$75,143	\$0	\$0	\$65,850	\$0	1.45%	\$66,804	04/04/2013
LIBERTY	COMMUNICATIONS MANAGER	City Administrator	01/2012	2080.0	=	Y	0	0	\$45,876	\$59,466	\$73,057	\$0	\$0	\$69,120	\$0	1.45%	\$70,122	05/07/2013
LEAVENWORTH	PUBLIC INFORMATION OFFICER		01/2013	2080.0		0	0	1	\$37,998	\$47,498	\$56,998	\$37,998	\$37,998	\$37,998	\$0	1.45%	\$38,549	06/25/2013
MERRIAM	COMMUNICATIONS COORD		01/2012	2080.0		0	0	1	\$37,188	\$47,040	\$56,892	\$0	\$0	\$56,892	\$0	1.45%	\$57,717	03/21/2013
HARRISONVILLE	COMMUNITY INFO SPECIALIST		12/2012	2080.0	=	Y	0	0	\$37,256	\$46,570	\$55,884	\$46,250	\$46,250	\$46,250	\$6,768	21.21%	\$62,828	04/09/2013
RAYMORE	COMMUNITY OUTREACH COORD		11/2012	2080.0		0	0	1	\$37,400	\$45,815	\$54,230	\$0	\$0	\$38,522	\$0	1.45%	\$39,081	05/13/2013
GRANDVIEW	PUBLIC INFORMATION OFFICER		01/2013	2080.0	=	N	0	0	\$37,240	\$44,677	\$52,114	\$47,589	\$47,589	\$47,589	\$0	1.45%	\$48,279	05/10/2013
WARRENSBURG	PUBLIC INFORMATION/MRKTG		01/2012	2080.0		0	0	1	\$28,908	\$36,732	\$44,556	\$0	\$0	\$36,228	\$0	1.45%	\$36,753	03/21/2013
RIVERSIDE	NO MATCH																	
Average									\$41,482	\$51,905	\$62,328	\$43,946	\$43,946	\$52,797	\$6,768	3.43%	\$55,330	
HARRISONVILLE	COMMUNITY INFO SPECIALIST		12/2012	2080.0	=	Y	0	0	\$37,256	\$46,570	\$55,884	\$46,250	\$46,250	\$46,250	\$6,768	21.21%	\$62,828	04/09/2013
Difference									(\$4,226)	(\$5,335)	(\$6,444)	\$2,304	\$2,304	(\$6,547)	\$0	17.78%	\$7,497	
Difference %									-11.3%	-11.5%	-11.5%	5.0%	5.0%	-14.2%	0.0%	83.85%	11.9%	
# of Respondents									9	9	9	3	3	9	1	10	9	
Standard Deviation									\$9,556	\$12,141	\$14,788	\$5,194	\$5,194	\$14,973	\$0	6.0%	\$15,246	
Standard Error									\$3,185	\$4,047	\$4,929	\$2,999	\$2,999	\$4,991	\$0	1.9%	\$5,082	

Job # 305 - BUILDING INSPECTOR II

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
RAYMORE	BUILDING CODE INSPECTOR II		11/2012	2080.0		0	0	1	\$43,025	\$53,782	\$64,538	\$0	\$0	\$55,141	\$0	1.45%	\$55,941	05/13/2013
MERRIAM	BUILDING INSPECTOR		01/2012	2080.0		0	0	1	\$41,808	\$52,884	\$63,960	\$0	\$0	\$63,960	\$0	1.45%	\$64,887	03/21/2013
RAYTOWN	BUILDING OFFICIAL		01/2012	2080.0		0	0	1	\$42,132	\$51,618	\$61,104	\$0	\$0	\$56,160	\$0	1.45%	\$56,974	03/21/2013
PRAIRIE VILLAGE	BUILDING INSPECTOR		01/2012	2080.0		0	0	1	\$40,476	\$50,598	\$60,720	\$0	\$0	\$44,892	\$0	1.45%	\$45,543	03/21/2013
RIVERSIDE	BUILDING OFFICIAL		07/2012	2080.0		0	0	1	\$37,500	\$48,750	\$60,000	\$0	\$0	\$53,000	\$0	1.45%	\$53,768	04/29/2013
GRANDVIEW	BUILDING INSPECTOR		01/2013	2080.0	=	N	0	0	\$39,388	\$47,278	\$55,169	\$43,555	\$43,555	\$43,555	\$0	1.45%	\$44,187	05/08/2013
NORTH KANSAS CITY	COMBINATION BLDG INSPECTOR		01/2012	2080.0		0	0	1	\$37,680	\$47,076	\$56,472	\$0	\$0	\$53,652	\$0	1.45%	\$54,430	03/21/2013
HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		12/2012	2080.0		0	0	1	\$37,256	\$46,570	\$55,884	\$48,672	\$48,672	\$48,672	\$6,768	21.21%	\$65,763	04/09/2013
LEAVENWORTH	INSPECTOR III		01/2013	2080.0		0	0	1	\$36,916	\$46,145	\$55,374	\$49,210	\$49,210	\$49,210	\$0	1.45%	\$49,924	06/26/2013
CLAY COUNTY	BUILDING INSPECTOR		01/2012	2080.0		0	0	1	\$35,940	\$45,546	\$55,152	\$0	\$0	\$45,960	\$0	1.45%	\$46,626	03/21/2013
GARDNER	BUILDING INSPECTOR		01/2012	2080.0		0	0	1	\$37,944	\$45,486	\$53,028	\$0	\$0	\$52,224	\$0	1.45%	\$52,981	03/21/2013
BELTON	BUILDING INSPECTOR		01/2012	2080.0		0	0	2	\$35,784	\$45,114	\$54,444	\$0	\$0	\$46,956	\$0	1.45%	\$47,637	03/21/2013
LIBERTY	BUILDING INSPECTOR	Chief Building Official	01/2012	2080.0	=	N	0	0	\$34,248	\$44,380	\$54,512	\$0	\$0	\$38,328	\$0	1.45%	\$38,884	05/07/2013
BLUE SPRINGS	BUILDING INSPECTOR		04/2013	2080.0		0	0	2	\$35,490	\$44,363	\$53,235	\$0	\$0	\$48,758	\$0	1.45%	\$49,465	04/04/2013
KEARNEY	BUILDING INSPECTOR		04/2013	2080.0		0	0	1	\$39,682	\$43,685	\$47,688	\$0	\$0	\$45,931	\$0	1.45%	\$46,597	04/25/2013
MIAMI COUNTY	COMPLIANCE OFFICER II - CODES	Chief Building Inspector	01/2013	2080.0	=	N	0	0	\$35,131	\$43,430	\$51,730	\$41,371	\$41,371	\$41,371	\$0	7.65%	\$44,536	05/30/2013
EXCELSIOR SPRINGS	BUILDING INSPECTOR		01/2012	2080.0		0	0	1	\$33,972	\$42,546	\$51,120	\$0	\$0	\$38,016	\$0	1.45%	\$38,567	03/21/2013
WARRENSBURG	BUILDING INSPECTOR		01/2012	2080.0		0	0	1	\$30,924	\$39,312	\$47,700	\$0	\$0	\$39,120	\$0	1.45%	\$39,687	03/21/2013
PLEASANT HILL	BUILDING INSPECTOR	COMMUNITY DEVELOPMENT DIRECTOR	04/2013	500.0	=	N	0	0	\$0	\$0	\$0	\$0	\$0	\$8,825	\$0	1.45%	\$8,953	05/08/2013
Average									\$37,516	\$46,587	\$55,657	\$45,702	\$45,702	\$45,986	\$6,768	2.82%	\$47,650	
HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		12/2012	2080.0		0	0	1	\$37,256	\$46,570	\$55,884	\$48,672	\$48,672	\$48,672	\$6,768	21.21%	\$65,763	04/09/2013
Difference									(\$260)	(\$17)	\$227	\$2,970	\$2,970	\$2,686	\$0	18.39%	\$18,113	
Difference %									-0.7%	-0.0%	0.4%	6.1%	6.1%	5.5%	0.0%	86.72%	27.5%	

Attachment: MARC Wage Survey- Comparable Communities- 2013 (1089 : Proposed 2014 Pay Scale)

# of Respondents	18	18	18	4	4	19	1	19	19
Standard Deviation	\$3,159	\$3,760	\$4,861	\$3,851	\$3,851	\$11,210	\$0	5.0%	\$12,133
Standard Error	\$745	\$886	\$1,146	\$1,926	\$1,926	\$2,572	\$0	1.1%	\$2,783

Job # 325 - CHIEF BUILDING OFFICIAL

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
PRAIRIE VILLAGE	BUILDING OFFICIAL		01/2012	2080.0		0	0	1	\$57,936	\$72,420	\$86,904	\$0	\$0	\$63,864	\$0	1.45%	\$64,790	03/21/2013
GARDNER	CODES ADMINISTRATOR		01/2012	2080.0		0	0	1	\$55,872	\$67,056	\$78,240	\$0	\$0	\$75,048	\$0	1.45%	\$76,136	03/21/2013
HARRISONVILLE	DIR CODES ADMINISTRATION	Community Development Director	12/2012	2080.0	=	Y	0	0	\$52,384	\$65,480	\$78,576	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
RAYMORE	BUILDING OFFICIAL		11/2012	2080.0		0	0	1	\$50,760	\$63,450	\$76,141	\$0	\$0	\$61,101	\$0	1.45%	\$61,987	05/13/2013
LEAVENWORTH	CHIEF BUILDING INSPECTOR		01/2013	2080.0		0	0	1	\$50,506	\$63,132	\$75,758	\$68,746	\$68,746	\$68,746	\$0	1.45%	\$69,743	06/25/2013
NORTH KANSAS CITY	CODE COMPLIANCE MANAGER		01/2012	2080.0		0	0	1	\$50,484	\$63,108	\$75,732	\$0	\$0	\$66,480	\$0	1.45%	\$67,444	03/21/2013
LIBERTY	CHIEF BUILDING OFFICIAL	City Administrator	01/2012	2080.0	=	Y	0	0	\$48,180	\$62,450	\$76,720	\$0	\$0	\$55,176	\$0	1.45%	\$55,976	05/07/2013
MIAMI COUNTY	CHIEF BUILDING INSPECTOR	County Administrator	01/2013	2080.0	=	Y	4	4	\$47,565	\$58,267	\$68,969	\$60,641	\$60,641	\$60,641	\$0	7.65%	\$65,280	05/30/2013
BLUE SPRINGS	CODES ADMINISTRATOR		04/2013	2080.0		0	0	1	\$45,966	\$57,455	\$68,943	\$0	\$0	\$65,145	\$0	1.45%	\$66,090	04/04/2013
EXCELSIOR SPRINGS	CHIEF BUILDING OFFICER		01/2012	2080.0		0	0	1	\$44,544	\$56,040	\$67,536	\$0	\$0	\$51,120	\$0	1.45%	\$51,861	03/21/2013
GRANDVIEW	BUILDING OFFICIAL		01/2013	2080.0	=	N	0	0	\$45,953	\$55,132	\$64,311	\$57,000	\$57,000	\$57,000	\$0	1.45%	\$57,826	05/08/2013
PLEASANT HILL	BUILDING OFFICIAL	COMMUNITY DEVELOPMENT DIRECTOR	04/2013	2080.0	=	N	0	0	\$45,780	\$51,438	\$57,096	\$0	\$0	\$48,963	\$0	1.45%	\$49,673	05/07/2013
WARRENSBURG	BUILDING OFFICIAL		01/2012	2080.0		0	0	1	\$37,872	\$48,150	\$58,428	\$0	\$0	\$47,508	\$0	1.45%	\$48,197	03/21/2013
Average									\$48,754	\$60,275	\$71,796	\$62,129	\$62,129	\$60,066	\$6,768	3.45%	\$61,250	
HARRISONVILLE	DIR CODES ADMINISTRATION	Community Development Director	12/2012	2080.0	=	Y	0	0	\$52,384	\$65,480	\$78,576	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
Difference									\$3,630	\$5,205	\$6,780	(\$62,129)	(\$62,129)	(\$60,066)	\$0	17.76%	(\$61,250)	
Difference %									6.9%	7.9%	8.6%	0.0%	0.0%	0.0%	0.0%	83.75%	0.0%	
# of Respondents									13	13	13	3	3	12	1	13	12	
Standard Deviation									\$5,169	\$6,665	\$8,540	\$6,013	\$6,013	\$8,404	\$0	6.0%	\$8,618	
Standard Error									\$1,434	\$1,849	\$2,369	\$3,471	\$3,471	\$2,426	\$0	1.7%	\$2,488	

Job # 330 - CODE ENFORCEMENT OFFICER I

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
PRAIRIE VILLAGE	CODE ENFORCEMENT OFFICER		01/2012	2080.0		0	0	1	\$37,332	\$46,662	\$55,992	\$0	\$0	\$44,844	\$0	1.45%	\$45,494	03/21/2013
MISSION	NEIGHBORHOOD SVCS OFFCR	Neighborhood Services Coordinator	01/2013	2080.0	=	N	0	0	\$37,106	\$45,454	\$53,803	\$0	\$0	\$0	\$0	1.45%	\$0	04/26/2013
RAYMORE	CODE ENFORCEMENT OFFICER		11/2012	2080.0		0	0	1	\$35,993	\$44,092	\$52,190	\$0	\$0	\$39,270	\$0	1.45%	\$39,839	05/13/2013
BELTON	CODE ENFORCEMENT OFFICER		01/2012	2080.0		0	0	1	\$34,056	\$42,942	\$51,828	\$0	\$0	\$46,956	\$0	1.45%	\$47,637	03/21/2013
MERRIAM	CODE COMPLIANCE OFFICER		01/2012	2080.0		0	0	2	\$33,804	\$42,762	\$51,720	\$0	\$0	\$48,480	\$0	1.45%	\$49,183	03/21/2013
NORTH KANSAS CITY	NEIGHBORHOOD SVCS INSPCTR		01/2012	2080.0		0	0	0	\$34,176	\$42,714	\$51,252	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
EXCELSIOR SPRINGS	CODE ENFORCEMENT OFFICER		01/2012	2080.0		0	0	1	\$33,972	\$42,546	\$51,120	\$0	\$0	\$34,740	\$0	1.45%	\$35,244	03/21/2013
LIBERTY	CODE ENFORCEMENT OFFICER	Community Development Manager	01/2012	2080.0	=	N	0	0	\$32,616	\$42,268	\$51,920	\$0	\$0	\$43,188	\$0	1.45%	\$43,814	05/07/2013
GLADSTONE	NEIGHBORHOOD SVCS COORD		01/2012	2080.0		0	0	2	\$29,568	\$39,738	\$49,908	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
RAYTOWN	NBHD SVCS SPECIALIST II		01/2012	2080.0		0	0	3	\$32,436	\$39,738	\$47,040	\$0	\$0	\$36,960	\$0	1.45%	\$37,496	03/21/2013
GRANDVIEW	NEIGHBORHOOD SVCS OFFICER		01/2013	2080.0	=	N	0	0	\$32,848	\$39,414	\$45,979	\$35,318	\$40,165	\$38,431	\$0	1.45%	\$38,989	05/08/2013
HARRISONVILLE	CODE COMPLIANCE OFFICER		12/2012	2080.0		0	0	0	\$33,288	\$37,449	\$41,610	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/08/2013
MIAMI COUNTY	COMPLIANCE OFFICER I	Chief Building Inspector	01/2013	2080.0	=	N	0	0	\$29,411	\$36,368	\$43,326	\$36,691	\$36,691	\$36,691	\$0	7.65%	\$39,498	05/30/2013
WARRENSBURG	CODE ENFORCEMENT INSPCTR		01/2012	2080.0		0	0	1	\$27,024	\$34,398	\$41,772	\$0	\$0	\$34,068	\$0	1.45%	\$34,562	03/21/2013
BLUE SPRINGS	CODES INSPECTOR		04/2013	2080.0		0	0	1	\$27,404	\$34,258	\$41,112	\$0	\$0	\$41,451	\$0	1.45%	\$42,053	04/04/2013
CLAY COUNTY	WASTEWATER & PRAIRIE TECHN		01/2012	2080.0		0	0	1	\$26,856	\$33,570	\$40,284	\$0	\$0	\$33,564	\$0	1.45%	\$34,051	03/21/2013
RIVERSIDE	NO MATCH																	
Average									\$32,368	\$40,273	\$48,178	\$36,005	\$38,428	\$39,887	\$6,768	2.98%	\$40,655	
HARRISONVILLE	CODE COMPLIANCE OFFICER		12/2012	2080.0		0	0	0	\$33,288	\$37,449	\$41,610	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/08/2013

Attachment: MARC Wage Survey- Comparable Communities- 2013 (1089 : Proposed 2014 Pay Scale)

Difference	\$920	(\$2,824)	(\$6,568)	(\$36,005)	(\$38,428)	(\$39,887)	\$0	18.23%	(\$40,655)
Difference %	2.8%	-7.5%	-15.8%	0.0%	0.0%	0.0%	0.0%	85.96%	0.0%
# of Respondents	16	16	16	2	2	12	1	17	12
Standard Deviation	\$3,389	\$4,089	\$5,137	\$971	\$2,456	\$5,075	\$0	5.0%	\$5,060
Standard Error	\$847	\$1,022	\$1,284	\$686	\$1,737	\$1,465	\$0	1.2%	\$1,461

Job # 335 - COMMUNITY DEVELOPMENT DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
MISSION	COMMUNITY DEVELOPMENT DIR	City Administrator	01/2013	2080.0	=	Y	11	0	1	\$80,997	\$99,222	\$117,446	\$0	\$0	\$0	\$0	1.45%	\$0	04/26/2013
LIBERTY	Planning & DEVELOPMENT DIR	City Administrator	01/2012	2080.0	=	Y	0	0	0	\$74,760	\$96,870	\$118,980	\$0	\$0	\$0	\$0	1.45%	\$0	05/07/2013
MERRIAM	COMMUNITY DEVELOPMENT DIR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324	\$0	\$0	\$88,596	\$0	1.45%	\$89,881	03/21/2013
RAYMORE	DIR OF COMMUNITY DEVELOP		11/2012	2080.0			0	0	1	\$71,856	\$91,616	\$111,376	\$0	\$0	\$90,399	\$0	1.45%	\$91,710	05/13/2013
BELTON	DIR OF COMMUNITY DEVELOP		01/2012	2080.0			0	0	1	\$71,448	\$90,084	\$108,720	\$0	\$0	\$89,220	\$0	1.45%	\$90,514	03/21/2013
RIVERSIDE	COMMUNITY DEVELOPMENT DIR		07/2012	2080.0			0	0	1	\$69,200	\$90,000	\$110,800	\$0	\$0	\$94,428	\$0	1.45%	\$95,797	04/29/2013
BLUE SPRINGS	DIR OF COMMUNITY DEVELOP		04/2013	2080.0			0	0	1	\$70,717	\$88,393	\$106,069	\$0	\$0	\$86,072	\$0	1.45%	\$87,320	04/04/2013
CLAY COUNTY	PLANNING & ZONING DIRECTOR		01/2012	2080.0			0	0	1	\$68,376	\$85,482	\$102,588	\$0	\$0	\$69,000	\$0	1.45%	\$70,000	03/21/2013
GRANDVIEW	director-community development		01/2013	2080.0	=	N	0	0	1	\$69,229	\$83,074	\$96,920	\$86,535	\$86,535	\$86,535	\$0	1.45%	\$87,790	05/08/2013
GARDNER	DIR COMMUNITY DEVELOPMENT		01/2012	2080.0			0	0	0	\$66,744	\$79,968	\$93,192	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
HARRISONVILLE	COMMUNITY DEVELOPMENT DIR	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$63,680	\$79,600	\$95,520	\$71,500	\$71,500	\$71,500	\$6,768	21.21%	\$93,433	04/09/2013
RAYTOWN	(INTERIM) COMM DEVELOP DIR		01/2012	2080.0			0	0	1	\$64,080	\$78,498	\$92,916	\$0	\$0	\$73,152	\$0	1.45%	\$74,213	03/21/2013
PLEASANT HILL	COMMUNITY DEVELOPMENT DIR	CITY ADMINISTRATOR	04/2013	2080.0	=	N	3	0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	\$74,810	\$0	1.45%	\$75,895	05/07/2013
MIAMI COUNTY	DIRECTOR OF PLANNING	County Administrator	01/2013	2080.0	<	Y	1	1	1	\$55,889	\$68,464	\$81,039	\$65,224	\$65,224	\$65,224	\$0	7.65%	\$70,214	05/30/2013
KEARNEY	COMMUNITY DEVELOPMENT DIR		04/2013	2080.0			0	0	1	\$59,841	\$66,270	\$72,700	\$0	\$0	\$72,700	\$0	1.45%	\$73,754	04/25/2013
EXCELSIOR SPRINGS	PLANNING & ZONING DIRECTOR		01/2012	2080.0			0	0	1	\$44,544	\$56,040	\$67,536	\$0	\$0	\$46,632	\$0	1.45%	\$47,308	03/21/2013
LEAVENWORTH	NO MATCH																		
WARRENSBURG	COMMUNITY DEVELOPMENT DIR		01/2012	2080.0			0	0	1	\$0	\$0	\$0	\$0	\$0	\$67,476	\$0	1.45%	\$68,454	03/21/2013
Average										\$66,754	\$82,361	\$97,968	\$74,420	\$74,420	\$76,839	\$6,768	2.89%	\$79,734	
HARRISONVILLE	COMMUNITY DEVELOPMENT DIR	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$63,680	\$79,600	\$95,520	\$71,500	\$71,500	\$71,500	\$6,768	21.21%	\$93,433	04/09/2013

Difference	(\$3,074)	(\$2,761)	(\$2,448)	(\$2,920)	(\$2,920)	(\$5,339)	\$0	18.32%	\$13,699
Difference %	-4.8%	-3.5%	-2.6%	-4.1%	-4.1%	-7.5%	0.0%	86.36%	14.7%
# of Respondents	16	16	16	3	3	14	1	18	14
Standard Deviation	\$8,592	\$12,185	\$16,262	\$10,951	\$10,951	\$13,079	\$0	5.0%	\$13,518
Standard Error	\$2,148	\$3,046	\$4,066	\$6,323	\$6,323	\$3,496	\$0	1.2%	\$3,613

Job # 455 - CITY/COUNTY ENGINEER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
MERRIAM	CITY ENGR/ASST COMM DEV DIR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324	\$0	\$0	\$93,324	\$0	1.45%	\$94,677	03/21/2013
RIVERSIDE	CAPITAL PROJECTS ENGINEER		07/2012	2080.0			0	0	1	\$69,200	\$90,000	\$110,800	\$0	\$0	\$82,180	\$0	1.45%	\$83,372	04/29/2013
HARRISONVILLE	CITY ENGINEER	Public Works Director	12/2012	2080.0	=	Y	0	0	0	\$70,244	\$87,805	\$105,366	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
LEAVENWORTH	DEP PUBLIC WORKS DIRECTOR		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758	\$94,568	\$94,568	\$94,568	\$0	1.45%	\$95,939	06/26/2013
BELTON	CITY ENGINEER		01/2012	2080.0			0	0	1	\$63,144	\$79,614	\$96,084	\$0	\$0	\$68,004	\$0	1.45%	\$68,990	03/21/2013
GLADSTONE	CITY ENGR/ASST PUB WRKS DIR		01/2012	2080.0			0	0	1	\$62,028	\$77,538	\$93,048	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
GRANDVIEW	CITY ENGINEER		01/2013	2080.0	=	N	0	0	1	\$64,598	\$77,502	\$90,405	\$90,404	\$90,404	\$90,404	\$0	1.45%	\$91,715	05/08/2013
LIBERTY	City Engineer/Assistant Public Works Director	Public Works Director	01/2012	2080.0	=	Y	0	0	1	\$58,560	\$75,894	\$93,227	\$0	\$0	\$86,388	\$0	1.45%	\$87,641	05/07/2013
BLUE SPRINGS	CITY ENGINEER		04/2013	2080.0			0	0	1	\$59,524	\$74,401	\$89,279	\$0	\$0	\$89,279	\$0	1.45%	\$90,574	04/04/2013
GARDNER	CITY ENGINEER		01/2012	2080.0			0	0	1	\$60,444	\$72,492	\$84,540	\$0	\$0	\$82,404	\$0	1.45%	\$83,599	03/21/2013
PRAIRIE VILLAGE	PROJECT MANAGER		01/2012	2080.0			0	0	1	\$57,936	\$72,420	\$86,904	\$0	\$0	\$84,216	\$0	1.45%	\$85,437	03/21/2013
Average										\$64,445	\$80,710	\$96,976	\$92,486	\$92,486	\$85,641	\$6,768	3.25%	\$86,883	

HARRISONVILLE CITY ENGINEER	Public Works Director	12/2012	2080.0	=	Y	0	0	0	\$70,244	\$87,805	\$105,366	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
Difference									\$5,799	\$7,095	\$8,390	(\$92,486)	(\$92,486)	(\$85,641)	\$0	17.96%	(\$86,883)	
Difference %									8.3%	8.1%	8.0%	0.0%	0.0%	0.0%	0.0%	84.69%	0.0%	
# of Respondents									11	11	11	2	2	9	1	11	9	
Standard Deviation									\$5,504	\$7,565	\$9,923	\$2,944	\$2,944	\$7,990	\$0	6.0%	\$8,106	
Standard Error									\$1,659	\$2,281	\$2,992	\$2,082	\$2,082	\$2,663	\$0	1.8%	\$2,702	

Job # 470 - ENGINEER-IN-TRAINING (EIT)

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
RAYMORE	SR ENGINEERING TECHNICIAN		11/2012	2080.0		0	0	3	\$40,213	\$50,266	\$60,319	\$0	\$0	\$57,325	\$0	1.45%	\$58,156	05/13/2013
BLUE SPRINGS	ENGINEERING DESIGNER		04/2013	2080.0		0	0	1	\$38,685	\$48,356	\$58,027	\$0	\$0	\$56,065	\$0	1.45%	\$56,878	04/04/2013
LEAVENWORTH			01/2013	2080.0		0	0	1	\$37,998	\$47,498	\$56,998	\$43,104	\$43,104	\$43,104	\$0	1.45%	\$43,729	06/27/2013
BELTON	ENGINEERING TECHNICIAN		01/2012	2080.0		0	0	1	\$37,596	\$47,400	\$57,204	\$0	\$0	\$54,444	\$0	1.45%	\$55,233	03/21/2013
NORTH KANSAS CITY	ENGINEERING/GIS TECHNICIAN		01/2012	2080.0		0	0	1	\$37,880	\$47,076	\$56,472	\$0	\$0	\$56,508	\$0	1.45%	\$57,327	03/21/2013
HARRISONVILLE	ENGINEERING TECHNICIAN	City Engineer or Asst Public Works Director	12/2012	2080.0	=	N	0	0	\$37,256	\$46,570	\$55,884	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
GARDNER	ENGINEERING TECHNICIAN		01/2012	2080.0		0	0	2	\$37,944	\$45,486	\$53,028	\$0	\$0	\$47,220	\$0	1.45%	\$47,905	03/21/2013
WARRENSBURG	PROJECT MANAGER		01/2012	2080.0		0	0	4	\$33,096	\$42,060	\$51,024	\$0	\$0	\$41,496	\$0	1.45%	\$42,098	03/21/2013
LIBERTY			01/2012	2080.0	=	N	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	1.45%	\$0	05/07/2013
Average									\$37,558	\$46,839	\$56,120	\$43,104	\$43,104	\$50,880	\$6,768	3.65%	\$51,618	
HARRISONVILLE	ENGINEERING TECHNICIAN	City Engineer or Asst Public Works Director	12/2012	2080.0	=	N	0	0	\$37,256	\$46,570	\$55,884	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
Difference									(\$302)	(\$269)	(\$236)	(\$43,104)	(\$43,104)	(\$50,880)	\$0	17.56%	(\$51,618)	
Difference %									-0.8%	-0.6%	-0.4%	0.0%	0.0%	0.0%	0.0%	82.81%	0.0%	
# of Respondents									8	8	8	1	1	7	1	9	7	
Standard Deviation									\$2,024	\$2,378	\$2,901	\$0	\$0	\$6,767	\$0	7.0%	\$6,865	
Standard Error									\$716	\$841	\$1,026	\$0	\$0	\$2,558	\$0	2.3%	\$2,595	

Job # 495 - GIS SPECIALIST I

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
LIBERTY	GIS SPECIALIST II	I.S. Director	01/2012	2080.0	=	N	0	0	\$41,616	\$53,945	\$66,274	\$0	\$0	\$43,872	\$0	1.45%	\$44,508	05/07/2013
RAYMORE	GIS TECHNICIAN		11/2012	2080.0		0	0	1	\$43,025	\$53,782	\$64,538	\$0	\$0	\$51,463	\$0	1.45%	\$52,209	05/13/2013
GLADSTONE	GIS/IT ANALYST		01/2012	2080.0		0	0	1	\$39,768	\$51,834	\$63,900	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
LEAVENWORTH	ENGINEERING TECHNICIAN		01/2013	2080.0		0	0	1	\$37,998	\$47,498	\$56,998	\$43,059	\$43,059	\$43,059	\$0	1.45%	\$43,683	06/27/2013
BELTON	GIS/IT SPECIALIST		01/2012	2080.0		0	0	1	\$37,596	\$47,400	\$57,204	\$0	\$0	\$43,596	\$0	1.45%	\$44,228	03/21/2013
HARRISONVILLE	GIS TECHNICIAN II/PLANNER		12/2012	2080.0		0	0	1	\$37,256	\$46,570	\$55,884	\$43,784	\$43,784	\$43,784	\$6,768	21.21%	\$59,839	04/09/2013
MIAMI COUNTY	GIS CARTOGRAPHER	Director of Land Info Mgmt	01/2013	2080.0	=	N	0	0	\$35,131	\$43,430	\$51,730	\$37,274	\$37,274	\$37,274	\$0	7.65%	\$40,125	05/31/2013
PLEASANT HILL	GIS TECHNICIAN	COMMUNITY DEVELOPMENT DIRECTOR	04/2013	2080.0	=	N	0	0	\$33,738	\$37,960	\$42,182	\$0	\$0	\$38,043	\$0	1.45%	\$38,595	05/07/2013
CLAY COUNTY	GIS TECHNICIAN		01/2012	2080.0		0	0	5	\$26,856	\$33,570	\$40,284	\$0	\$0	\$33,564	\$0	1.45%	\$34,051	03/21/2013
Average									\$36,998	\$46,221	\$55,444	\$41,372	\$41,372	\$41,832	\$6,768	4.33%	\$44,655	
HARRISONVILLE	GIS TECHNICIAN II/PLANNER		12/2012	2080.0		0	0	1	\$37,256	\$46,570	\$55,884	\$43,784	\$43,784	\$43,784	\$6,768	21.21%	\$59,839	04/09/2013
Difference									\$258	\$349	\$440	\$2,412	\$2,412	\$1,952	\$0	16.88%	\$15,184	
Difference %									0.7%	0.7%	0.8%	5.5%	5.5%	4.5%	0.0%	79.56%	25.4%	
# of Respondents									9	9	9	3	3	8	1	9	8	
Standard Deviation									\$4,792	\$6,960	\$9,332	\$3,568	\$3,568	\$5,462	\$0	7.0%	\$8,093	
Standard Error									\$1,597	\$2,320	\$3,111	\$2,060	\$2,060	\$1,931	\$0	2.3%	\$2,861	

Job # 600 - BUILDING CUSTODIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
MERRIAM	FACILITY MAINT WORKER II		01/2012	2080.0		0	0	3	\$25,680	\$35,790	\$45,900	\$0	\$0	\$36,840	\$0	1.45%	\$37,374	03/21/2013
GRANDVIEW			01/2013	2080.0	=	N	0	0	\$28,456	\$34,161	\$39,866	\$28,454	\$30,139	\$29,169	\$0	1.45%	\$29,591	05/08/2013

[illegible]

		Average				\$23,740	\$29,852	\$35,965	\$25,480	\$26,733	\$28,054	\$6,768	3.61%	\$29,770		
HARRISONVILLE	CUSTODIAN	12/2012	2080.0	0	0	1	\$23,808	\$29,760	\$35,712	\$24,232	\$24,232	\$24,232	\$6,768	21.21%	\$36,140	04/09/2013
Difference							\$68	(\$92)	(\$253)	(\$1,248)	(\$2,501)	(\$3,822)	\$0	17.60%	\$6,369	
Difference %							0.3%	-0.3%	-0.7%	-5.1%	-10.3%	-15.8%	0.0%	82.96%	17.6%	
# of Respondents							11	11	11	4	4	10	1	12	10	
Standard Deviation							\$3,051	\$4,277	\$5,881	\$2,297	\$2,477	\$5,286	\$0	6.0%	\$5,558	
Standard Error							\$920	\$1,290	\$1,773	\$1,149	\$1,238	\$1,672	\$0	1.7%	\$1,758	

Job # 719 - ACCOUNTING CLERK I

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	12/2012	2080.0	=	N	0	0	2	\$26,608	\$33,260	\$39,912	\$27,040	\$36,712	\$31,876	\$6,768	21.21%	\$45,405	04/09/2013
KC METRO PRIVATE SECTOR	Accounting Clerk I		05/2013	2080.0	=	N	0	0	0	\$25,043	\$33,858	\$38,673	\$0	\$0	\$0	\$0	1.45%	\$0	05/29/2013
Average										\$25,826	\$32,559	\$39,292	\$27,040	\$36,712	\$31,876	\$6,768	11.33%	\$45,405	
HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	12/2012	2080.0	=	N	0	0	2	\$26,608	\$33,260	\$39,912	\$27,040	\$36,712	\$31,876	\$6,768	21.21%	\$45,405	04/09/2013
Difference										\$782	\$701	\$620	\$0	\$0	\$0	\$0	9.88%	\$0	
Difference %										2.9%	2.1%	1.6%	0.0%	0.0%	0.0%	0.0%	46.58%	0.0%	
# of Respondents										2	2	2	1	1	1	1	2	1	
Standard Deviation										\$1,107	\$991	\$876	\$0	\$0	\$0	\$0	14.0%	\$0	
Standard Error										\$782	\$701	\$620	\$0	\$0	\$0	\$0	9.9%	\$0	

Job # 720 - ACCOUNTING CLERK II

											Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
KEARNEY	Finance/Payroll Officer		04/2013	2080.0	=	N	0	0	1	\$37,340	\$43,482	\$49,625	\$0	\$0	\$42,255	\$0	1.45%	\$42,868	04/25/2013	
LEAVENWORTH	ACCOUNTING CLERK		01/2013	2080.0			0	0	1	\$33,306	\$41,856	\$50,407	\$37,209	\$37,209	\$37,209	\$0	1.45%	\$37,749	06/25/2013	
NORTH KANSAS CITY	ACCOUNTING TECHNICIAN		01/2012	2080.0			0	0	1	\$32,544	\$40,680	\$48,816	\$0	\$0	\$41,928	\$0	1.45%	\$42,536	03/21/2013	
HARRISONVILLE	Accounts Receivable Clerks-EMS	Finance Director	12/2012	2080.0	=	N	0	0	2	\$29,752	\$37,190	\$44,628	\$30,680	\$39,520	\$35,100	\$6,768	21.21%	\$49,313	04/09/2013	
KC METRO PRIVATE SECTOR	Accounting Clerk II		05/2013	2080.0	=	N	0	0	0	\$29,471	\$36,837	\$44,203	\$0	\$0	\$0	\$0	1.45%	\$0	05/29/2013	
LIBERTY	FINANCE TECHNICIAN	Utilities Supervisor-Finance	01/2012	2080.0	=	N	0	0	4	\$26,844	\$34,784	\$42,725	\$30,000	\$34,704	\$32,928	\$0	1.45%	\$33,405	05/07/2013	
EXCELSIOR SPRINGS	ACCOUNTING TECH I		01/2012	2080.0			0	0	1	\$28,452	\$34,560	\$40,668	\$0	\$0	\$38,016	\$0	1.45%	\$38,567	03/21/2013	
BLUE SPRINGS	ACCOUNTS PAYABLE TECH		04/2013	2080.0			0	0	1	\$27,404	\$34,258	\$41,112	\$0	\$0	\$28,988	\$0	1.45%	\$29,409	04/04/2013	
BELTON	ACCOUNTING CLERK		01/2012	2080.0			0	0	2	\$26,604	\$33,546	\$40,488	\$0	\$0	\$35,784	\$0	1.45%	\$36,303	03/21/2013	
RAYTOWN	ACCOUNTING CLERK		01/2012	2080.0			0	0	6	\$25,152	\$30,822	\$36,492	\$0	\$0	\$27,240	\$0	1.45%	\$27,635	03/21/2013	
MIAMI COUNTY	OFFICE ASSISTANT II - CLERK	Fiscal Services Manager	01/2013	2080.0	=	N	0	0	1	\$24,648	\$30,462	\$36,275	\$26,541	\$26,541	\$26,541	\$0	7.65%	\$28,571	05/30/2013	
Average											\$29,229	\$36,225	\$43,222	\$31,108	\$34,494	\$34,599	\$6,768	3.81%	\$36,636	
HARRISONVILLE	Accounts Receivable Clerks-EMS	Finance Director	12/2012	2080.0	=	N	0	0	2	\$29,752	\$37,190	\$44,628	\$30,680	\$39,520	\$35,100	\$6,768	21.21%	\$49,313	04/09/2013	
Difference										\$523	\$965	\$1,406	(\$428)	\$5,026	\$501	\$0	17.40%	\$12,677		
Difference %										1.8%	2.6%	3.2%	-1.4%	12.7%	1.4%	0.0%	82.04%	25.7%		
# of Respondents										11	11	11	4	4	10	1	11	10		

Standard Deviation

\$3,845 \$4,288 \$4,890 \$4,453 \$5,655 \$5,636 \$0 6.0% \$7,056

Standard Error

\$1,159 \$1,293 \$1,474 \$2,227 \$2,827 \$1,782 \$0 1.8% \$2,231

Job # 725 - ACCOUNTING TECHNICIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
LIBERTY	UTILITY SUPERVISOR-FINANCE	Assistant Finance Director	01/2012	2080.0	=	N	0	0	1	\$32,616	\$42,268	\$51,920	\$0	\$0	\$42,708	\$0	1.45%	\$43,327	05/07/2013
HARRISONVILLE	ACCTNG CLERK II & SPECIALISTS		12/2012	2080.0			0	0	3	\$33,288	\$41,610	\$49,932	\$42,120	\$49,316	\$46,321	\$6,768	21.21%	\$62,914	04/08/2013
CLAY COUNTY	ACCOUNTANT II		01/2012	2080.0			0	0	1	\$33,000	\$41,256	\$49,512	\$0	\$0	\$41,256	\$0	1.45%	\$41,854	03/21/2013
GARDNER	ACCOUNTING SPECIALIST		01/2012	2080.0			0	0	1	\$33,720	\$40,440	\$47,160	\$0	\$0	\$33,720	\$0	1.45%	\$34,209	03/21/2013
BLUE SPRINGS	ACCOUNT TECHNICIAN		04/2013	2080.0			0	0	3	\$29,869	\$37,339	\$44,809	\$0	\$0	\$35,050	\$0	1.45%	\$35,558	04/04/2013
RAYMORE	ACCOUNTING TECHNICIAN		11/2012	2080.0			0	0	1	\$30,369	\$37,201	\$44,033	\$0	\$0	\$38,022	\$0	1.45%	\$38,573	05/10/2013
RIVERSIDE	ACCOUNTING ASSISTANT		07/2012	2080.0			0	0	1	\$28,600	\$37,150	\$45,700	\$0	\$0	\$39,270	\$0	1.45%	\$39,839	04/29/2013
EXCELSIOR SPRINGS	ACCOUNTING TECH II		01/2012	2080.0			0	0	1	\$28,452	\$34,560	\$40,668	\$0	\$0	\$34,740	\$0	1.45%	\$35,244	03/21/2013
RAYTOWN	SR ACCOUNTING CLERK		01/2012	2080.0			0	0	1	\$26,712	\$32,724	\$38,736	\$0	\$0	\$36,900	\$0	1.45%	\$37,435	03/21/2013
WARRENSBURG	FINANCE ASST/A/P		01/2012	2080.0			0	0	1	\$25,236	\$32,082	\$38,928	\$0	\$0	\$33,456	\$0	1.45%	\$33,941	03/21/2013
Average										\$30,186	\$37,663	\$45,140	\$42,120	\$49,316	\$38,144	\$6,768	3.43%	\$40,290	
HARRISONVILLE	ACCTNG CLERK II & SPECIALISTS		12/2012	2080.0			0	0	3	\$33,288	\$41,610	\$49,932	\$42,120	\$49,316	\$46,321	\$6,768	21.21%	\$62,914	04/08/2013
Difference										\$3,102	\$3,947	\$4,792	\$0	\$0	\$8,177	\$0	17.78%	\$22,624	
Difference %										9.3%	9.5%	9.6%	0.0%	0.0%	17.7%	0.0%	83.85%	36.0%	
# of Respondents										10	10	10	1	1	10	1	10	10	
Standard Deviation										\$2,947	\$3,699	\$4,635	\$0	\$0	\$4,255	\$0	6.0%	\$8,563	
Standard Error										\$932	\$1,170	\$1,466	\$0	\$0	\$1,345	\$0	1.9%	\$2,708	

Job # 780 - FINANCE DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
LEAVENWORTH	FINANCE DIRECTOR		01/2013	2080.0			0	0	1	\$80,267	\$100,334	\$120,401	\$113,949	\$113,949	\$113,949	\$0	1.45%	\$115,601	06/25/2013
PRAIRIE VILLAGE	FINANCE DIRECTOR		01/2012	2080.0			0	0	1	\$79,104	\$98,880	\$118,656	\$0	\$0	\$95,004	\$0	1.45%	\$96,382	03/21/2013
LIBERTY	FINANCE DIRECTOR	City Administrator	01/2012	2080.0	=	Y	0	0	0	\$74,760	\$96,870	\$118,980	\$0	\$0	\$0	\$0	1.45%	\$0	05/07/2013
MERRIAM	FINANCE DIRECTOR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324	\$0	\$0	\$88,356	\$0	1.45%	\$89,637	03/21/2013
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$74,400	\$93,000	\$111,600	\$96,250	\$96,250	\$96,250	\$6,768	21.21%	\$123,433	04/09/2013
RAYMORE	DIRECTOR OF FINANCE		11/2012	2080.0			0	0	1	\$71,856	\$91,616	\$111,376	\$0	\$0	\$78,576	\$0	1.45%	\$79,715	05/13/2013
BELTON	DIRECTOR OF FINANCE		01/2012	2080.0			0	0	1	\$71,448	\$90,084	\$108,720	\$0	\$0	\$80,832	\$0	1.45%	\$82,004	03/21/2013
RIVERSIDE	FINANCE DIRECTOR		07/2012	2080.0			0	0	1	\$69,200	\$90,000	\$110,800	\$0	\$0	\$83,924	\$0	1.45%	\$85,141	04/29/2013
GLADSTONE	DIRECTOR OF FINANCE		01/2012	2080.0			0	0	1	\$68,472	\$85,590	\$102,708	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
GRANDVIEW	DIRECTOR OF FINANCE		01/2013	2080.0	=	N	0	0	1	\$69,229	\$83,074	\$96,920	\$96,920	\$96,920	\$96,920	\$0	1.45%	\$98,325	05/08/2013
RAYTOWN	DIRECTOR OF FINANCE		01/2012	2080.0			0	0	1	\$67,764	\$83,004	\$98,244	\$0	\$0	\$79,500	\$0	1.45%	\$80,653	03/21/2013
GARDNER	FINANCE DIRECTOR		01/2012	2080.0			0	0	1	\$66,744	\$79,968	\$93,192	\$0	\$0	\$89,244	\$0	1.45%	\$90,538	03/21/2013
BLUE SPRINGS	DIRECTOR OF FINANCE		04/2013	2080.0			0	0	1	\$59,524	\$74,401	\$89,279	\$0	\$0	\$63,133	\$0	1.45%	\$64,048	04/04/2013
EXCELSIOR SPRINGS	FINANCE DIRECTOR		01/2012	2080.0			0	0	1	\$58,908	\$74,316	\$89,724	\$0	\$0	\$85,596	\$0	1.45%	\$86,837	03/21/2013
NORTH KANSAS CITY	FINANCE MANAGER		01/2012	2080.0			0	0	1	\$58,440	\$73,056	\$87,672	\$0	\$0	\$82,776	\$0	1.45%	\$83,976	03/21/2013
PLEASANT HILL	NO MATCH																		
Average										\$69,655	\$87,247	\$104,840	\$102,373	\$102,373	\$87,235	\$6,768	2.69%	\$90,484	
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$74,400	\$93,000	\$111,600	\$96,250	\$96,250	\$96,250	\$6,768	21.21%	\$123,433	04/09/2013
Difference										\$4,745	\$5,753	\$6,760	(\$6,123)	(\$6,123)	\$9,015	\$0	18.52%	\$32,949	
Difference %										6.4%	6.2%	6.1%	-6.4%	-6.4%	9.4%	0.0%	87.34%	26.7%	
# of Respondents										15	15	15	3	3	13	1	16	13	
Standard Deviation										\$6,771	\$9,042	\$11,569	\$10,031	\$10,031	\$12,058	\$0	5.0%	\$15,495	
Standard Error										\$1,748	\$2,335	\$2,987	\$5,791	\$5,791	\$3,344	\$0	1.2%	\$4,297	

Job # 800 - UTILITY METER READER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
NORTH KANSAS CITY	METER & BACK FLOW TECH		01/2012	2080.0			0	0	1	\$34,176	\$42,714	\$51,252	\$0	\$0	\$49,788	\$0	1.45%	\$50,510	03/21/2013
HARRISONVILLE	METER READER - ELEC/WATER		12/2012	2080.0			0	0	2	\$29,752	\$37,190	\$44,628	\$33,176	\$36,192	\$34,684	\$6,768	21.21%	\$48,808	04/08/2013

RAYMORE	METER READER		11/2012	2080.0		0	0	1	\$27,555	\$33,756	\$39,956	\$0	\$0	\$28,954	\$0	1.45%	\$29,374	05/13/2013	
LIBERTY	METER SERVICE TECHNICIAN	Utilities Supervisor-Finance	01/2012	2080.0	=	N	0	0	1	\$25,548	\$33,118	\$40,688	\$0	\$0	\$29,232	\$0	1.45%	\$29,656	05/07/2013
EXCELSIOR SPRINGS	METER READER		01/2012	2080.0			0	0	1	\$27,228	\$33,048	\$38,868	\$0	\$0	\$38,868	\$0	1.45%	\$39,432	03/21/2013
GARDNER	METER READER		01/2012	2080.0			0	0	4	\$27,432	\$33,000	\$38,568	\$0	\$0	\$27,768	\$0	1.45%	\$28,171	03/21/2013
Average									\$28,615	\$35,471	\$42,327	\$33,176	\$36,192	\$34,882	\$6,768	4.74%	\$37,658		
HARRISONVILLE	METER READER - ELEC/WATER		12/2012	2080.0			0	0	2	\$29,752	\$37,190	\$44,628	\$33,176	\$36,192	\$34,684	\$6,768	21.21%	\$48,808	04/08/2013
Difference									\$1,137	\$1,719	\$2,301	\$0	\$0	(\$198)	\$0	16.47%	\$11,150		
Difference %									3.8%	4.6%	5.2%	0.0%	0.0%	-0.6%	0.0%	77.64%	22.8%		
# of Respondents									6	6	6	1	1	6	1	6	6		
Standard Deviation									\$3,035	\$3,895	\$4,886	\$0	\$0	\$8,436	\$0	8.0%	\$10,152		
Standard Error									\$1,239	\$1,590	\$1,995	\$0	\$0	\$3,444	\$0	3.3%	\$4,145		

Job # 850 - NETWORK ADMINISTRATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
MERRIAM	NETWORK & COMM ADMIN		01/2012	2080.0		0	0	1	\$71,268	\$79,254	\$87,240	\$0	\$0	\$87,240	\$0	1.45%	\$88,505	03/21/2013
BLUE SPRINGS	NETWORK MANAGER		04/2013	2080.0		0	0	1	\$59,524	\$74,401	\$89,279	\$0	\$0	\$84,890	\$0	1.45%	\$86,121	04/04/2013
RAYMORE	MGR OF INFORMATION SYSTEMS		11/2012	2080.0		0	0	1	\$59,198	\$73,992	\$88,787	\$0	\$0	\$73,138	\$0	1.45%	\$74,199	05/13/2013
NORTH KANSAS CITY	IT MANAGER		01/2012	2080.0		0	0	1	\$58,440	\$73,056	\$87,672	\$0	\$0	\$73,596	\$0	1.45%	\$74,663	03/21/2013
HARRISONVILLE	SYSTEMS ADMINISTRATOR		12/2012	2080.0		0	0	1	\$57,824	\$72,280	\$86,736	\$76,500	\$76,500	\$76,500	\$6,768	21.21%	\$99,494	04/09/2013
LEAVENWORTH	MGR OF INFORMATION SYSTEMS		01/2013	2080.0		0	0	1	\$56,582	\$70,727	\$84,872	\$75,689	\$75,689	\$75,689	\$0	1.45%	\$76,786	06/25/2013
CLAY COUNTY	NETWORK ADMINISTRATOR		01/2012	2080.0		0	0	2	\$56,280	\$70,350	\$84,420	\$0	\$0	\$61,236	\$0	1.45%	\$62,124	03/21/2013
GLADSTONE	IT MANAGER		01/2012	2080.0		0	0	1	\$46,128	\$57,654	\$69,180	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
WARRENSBURG	COMPUTER SYSTEMS ADMIN		01/2012	2080.0		0	0	1	\$43,368	\$55,128	\$66,888	\$0	\$0	\$54,396	\$0	1.45%	\$55,185	03/21/2013
RAYTOWN	SR INFO SYS COORDINATOR		01/2012	2080.0		0	0	1	\$43,680	\$53,514	\$63,348	\$0	\$0	\$63,348	\$0	1.45%	\$64,267	03/21/2013
Average									\$55,229	\$68,036	\$80,842	\$76,094	\$76,094	\$72,226	\$6,768	3.43%	\$75,705	
HARRISONVILLE	SYSTEMS ADMINISTRATOR		12/2012	2080.0		0	0	1	\$57,824	\$72,280	\$86,736	\$76,500	\$76,500	\$76,500	\$6,768	21.21%	\$99,494	04/09/2013
Difference									\$2,595	\$4,244	\$5,894	\$406	\$406	\$4,274	\$0	17.78%	\$23,789	
Difference %									4.5%	5.9%	6.8%	0.5%	0.5%	5.8%	0.0%	83.85%	23.9%	
# of Respondents									10	10	10	2	2	9	1	10	9	
Standard Deviation									\$8,617	\$9,086	\$10,124	\$573	\$573	\$10,818	\$0	6.0%	\$14,050	
Standard Error									\$2,725	\$2,873	\$3,201	\$405	\$405	\$3,606	\$0	1.9%	\$4,683	

Job # 1030 - COURT ADMINISTRATOR

			Range										Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated		
MISSION	COURT ADMINISTRATOR	Asst City Administrator/Dir of Finance	01/2013	2080.0	=	Y	3	0	1	\$47,357	\$58,012	\$68,668	\$0	\$0	\$0	\$0	1.45%	\$0	04/26/2013		
PRAIRIE VILLAGE	COURT ADMINISTRATOR		01/2012	2080.0			0	0	1	\$45,408	\$56,760	\$68,112	\$0	\$0	\$54,936	\$0	1.45%	\$55,733	03/21/2013		
GRANDVIEW	MUNICIPAL COURT ADMINISTRATOR		01/2013	2080.0	=	N	0	0	1	\$45,953	\$55,132	\$64,311	\$58,167	\$58,167	\$58,167	\$0	1.45%	\$59,010	05/08/2013		
HARRISONVILLE	MUNICIPAL COURT ADMINSTR		12/2012	2080.0			0	0	1	\$41,720	\$52,150	\$62,580	\$49,296	\$49,296	\$49,296	\$6,768	21.21%	\$66,520	04/09/2013		
LIBERTY	COURT ADMINISTRATOR	Assistant to the City Administrator	01/2012	2080.0	=	N	0	0	1	\$39,648	\$51,374	\$63,101	\$0	\$0	\$50,076	\$0	1.45%	\$50,802	05/07/2013		
BELTON	MUNICIPAL COURT CLERK		01/2012	2080.0			0	0	1	\$39,492	\$49,800	\$60,108	\$0	\$0	\$57,204	\$0	1.45%	\$58,033	03/21/2013		
RAYMORE	MUNICIPAL COURT ADMINSTR		11/2012	2080.0			0	0	1	\$44,432	\$48,875	\$53,318	\$0	\$0	\$66,647	\$0	1.45%	\$67,613	05/13/2013		
RIVERSIDE	MUNICIPAL COURT CLERK		07/2012	2080.0			0	0	1	\$37,500	\$48,750	\$60,000	\$0	\$0	\$43,388	\$0	1.45%	\$44,017	04/29/2013		
BLUE SPRINGS	MUNICIPAL COURT ADMINSTR		04/2013	2080.0			0	0	1	\$38,685	\$48,356	\$58,027	\$0	\$0	\$51,638	\$0	1.45%	\$52,387	04/04/2013		
LEAVENWORTH	SR MUNICIPAL COURT CLERK		01/2013	2080.0			0	0	1	\$33,605	\$42,006	\$50,407	\$44,294	\$44,294	\$44,294	\$0	1.45%	\$44,936	06/25/2013		
EXCELSIOR SPRINGS	COURT ADMINISTRATOR		01/2012	2080.0			0	0	1	\$32,484	\$40,650	\$48,816	\$0	\$0	\$41,616	\$0	1.45%	\$42,219	03/21/2013		
PLEASANT HILL	COURT ADMINISTRATOR	ASSISTANT CITY ADMINISTRATOR	04/2013	2080.0	=	N	0	0	1	\$35,507	\$39,895	\$44,283	\$0	\$0	\$42,536	\$0	1.45%	\$43,153	05/07/2013		
RAYTOWN	CHIEF COURT CLERK		01/2012	2080.0			0	0	1	\$32,436	\$39,738	\$47,040	\$0	\$0	\$47,040	\$0	1.45%	\$47,722	03/21/2013		
CLAY COUNTY			01/2012	2080.0			0	0	4	\$20,160	\$24,846	\$29,532	\$0	\$0	\$22,788	\$0	1.45%	\$23,118	03/21/2013		

ADMINISTRATIVE COURT
CLERK

		Average																	
HARRISONVILLE	MUNICIPAL COURT ADMINSTR	12/2012	2080.0	0	0	1	\$41,720	\$52,150	\$62,580	\$49,296	\$49,296	\$49,296	\$6,768	21.21%	\$66,520	04/09/2013			

Difference**Difference %****# of Respondents****Standard Deviation****Standard Error**

\$3,550	\$5,268	\$6,987	(\$1,290)	(\$1,290)	\$863	\$0	18.35%	\$16,115
8.5%	10.1%	11.2%	-2.6%	-2.6%	1.8%	0.0%	86.51%	24.2%
14	14	14	3	3	13	1	14	13
\$7,186	\$8,787	\$10,788	\$7,026	\$7,026	\$10,579	\$0	5.0%	\$11,771
\$1,921	\$2,348	\$2,883	\$4,056	\$4,056	\$2,934	\$0	1.3%	\$3,265

Job # 1235 - PARK MAINTENANCE WORKER II

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
LEAVENWORTH	PARK TECH		01/2013	2080.0		0	0	6	\$30,442	\$41,289	\$52,136	\$30,442	\$31,052	\$30,564	\$0	1.45%	\$31,007	06/27/2013
RAYTOWN	MAINTENANCE III		01/2012	2080.0		0	0	1	\$31,608	\$40,614	\$49,620	\$0	\$0	\$45,828	\$0	1.45%	\$46,493	03/21/2013
LIBERTY	PARKS MAINTENANCE WORKER II	Parks & Open Space Manager	01/2012	2080.0	=	N	0	0	\$29,580	\$38,338	\$47,097	\$34,008	\$35,292	\$34,648	\$0	1.45%	\$35,150	05/07/2013
RAYMORE	PARK MAINTAINANCE WRKR I & II		11/2012	2080.0		0	0	4	\$28,961	\$37,517	\$46,073	\$0	\$0	\$32,567	\$0	1.45%	\$33,039	05/13/2013
BLUE SPRINGS	MAINTENANCE WORKER		04/2013	2080.0		0	0	3	\$29,869	\$37,339	\$44,809	\$0	\$0	\$35,930	\$0	1.45%	\$36,451	04/04/2013
HARRISONVILLE	PARK MAINTENANCE		12/2012	2080.0		0	0	2	\$29,752	\$37,190	\$44,628	\$41,912	\$43,680	\$42,796	\$6,768	21.21%	\$58,641	04/08/2013
GARDNER	MAINTENANCE WORKER		01/2012	2080.0		0	0	7	\$29,784	\$35,718	\$41,652	\$0	\$0	\$35,112	\$0	1.45%	\$35,621	03/21/2013
EXCELSIOR SPRINGS	PARK MAINTENANCE III		01/2012	2080.0		0	0	1	\$28,452	\$34,560	\$40,668	\$0	\$0	\$31,068	\$0	1.45%	\$31,518	03/21/2013
GRANDVIEW	PARK MAINTENANCE WORKER		01/2013	2080.0	=	N	0	0	\$28,456	\$34,161	\$39,866	\$28,454	\$29,078	\$28,662	\$0	1.45%	\$29,078	05/08/2013
WARRENSBURG	PARKS MAINTENANCE I & II		01/2012	2080.0		0	0	2	\$25,236	\$32,088	\$38,940	\$0	\$0	\$31,656	\$0	1.45%	\$32,115	03/21/2013
GLADSTONE	PARKS & FACILITIES WORKER		01/2012	2080.0		0	0	4	\$23,100	\$30,990	\$38,880	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
KEARNEY	PARKS MAINTENANCE TECH		01/2012	2080.0		0	0	0	\$26,232	\$30,696	\$35,160	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
CLAY COUNTY	PARK MAINTENANCE TECHN		01/2012	2080.0		0	0	8	\$21,840	\$27,300	\$32,760	\$0	\$0	\$27,300	\$0	1.45%	\$27,696	03/21/2013
PLEASANT HILL	NO MATCH																	
NORTH KANSAS CITY	PARK ATTENDANT		01/2012	2080.0		0	0	2	\$0	\$0	\$0	\$0	\$0	\$37,536	\$0	1.45%	\$38,080	03/21/2013

Average**Difference****Difference %****# of Respondents****Standard Deviation****Standard Error**

\$27,947	\$35,215	\$42,484	\$33,704	\$34,776	\$34,472	\$6,768	2.77%	\$36,241
\$1,805	\$1,975	\$2,144	\$8,208	\$8,904	\$8,324	\$0	18.44%	\$22,400
6.1%	5.3%	4.8%	19.6%	20.4%	19.4%	0.0%	86.95%	38.2%
13	13	13	4	4	12	1	15	12
\$2,961	\$4,103	\$5,574	\$5,935	\$6,478	\$5,509	\$0	5.0%	\$8,598
\$821	\$1,138	\$1,546	\$2,967	\$3,239	\$1,590	\$0	1.3%	\$2,482

Job # 1245 - PARK SUPERINTENDENT

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
LEAVENWORTH	PARKS SUPERINTENDENT		01/2013	2080.0		0	0	1	\$56,582	\$70,727	\$84,872	\$64,327	\$64,327	\$61,327	\$0	1.45%	\$62,216	06/25/2013
RAYMORE	SUPERINTENDENT, PARKS OPER		11/2012	2080.0		0	0	1	\$53,574	\$66,966	\$80,359	\$0	\$0	\$60,249	\$0	1.45%	\$61,123	05/13/2013
LIBERTY	PARKS AND OPEN SPACE MGR	Parks & Recreation Director	01/2012	2080.0	=	Y	0	0	\$48,180	\$62,450	\$76,720	\$0	\$0	\$57,234	\$0	1.45%	\$58,064	05/07/2013
MERRIAM	PUB WRKS SUPERINTENDENT		01/2012	2080.0		0	0	1	\$47,436	\$59,982	\$72,528	\$0	\$0	\$63,372	\$0	1.45%	\$64,291	03/21/2013
CLAY COUNTY	PARKS SUPER / OPS & ADMIN		01/2012	2080.0		0	0	2	\$45,444	\$56,808	\$68,172	\$0	\$0	\$56,808	\$0	1.45%	\$57,632	03/21/2013
GRANDVIEW	PARK SERVICES MANAGER		01/2013	2080.0	=	N	0	0	\$45,953	\$55,132	\$64,311	\$60,826	\$60,826	\$60,826	\$0	1.45%	\$61,708	05/08/2013
RAYTOWN	SUPERINTENDENT OF PARKS		01/2012	2080.0		0	0	1	\$42,180	\$54,198	\$66,216	\$0	\$0	\$59,892	\$0	1.45%	\$60,760	03/21/2013
BLUE SPRINGS	PARKS MAINTENANCE SUPT		04/2013	2080.0		0	0	1	\$42,168	\$52,707	\$63,246	\$0	\$0	\$63,246	\$0	1.45%	\$64,163	04/04/2013
HARRISONVILLE	PARK SUPERVISOR		12/2012	2080.0		0	0	1	\$41,720	\$52,150	\$62,580	\$52,208	\$52,208	\$52,208	\$6,768	21.21%	\$70,049	04/09/2013
GARDNER	MAINTENANCE SUPRVSR/PARKS		01/2012	2080.0		0	0	1	\$37,944	\$45,486	\$53,028	\$0	\$0	\$47,064	\$0	1.45%	\$47,746	03/21/2013
WARRENSBURG	OPERATIONS MGR - PARKS		01/2012	2080.0		0	0	1	\$35,772	\$45,414	\$55,056	\$0	\$0	\$45,432	\$0	1.45%	\$46,091	03/21/2013

Average

\$45,178	\$56,547	\$67,917	\$59,120	\$59,120	\$57,060	\$6,768	3.25%	\$59,440
\$41,720	\$52,150	\$62,580	\$52,208	\$52,208	\$52,208	\$6,768	21.21%	\$70,049

Difference	(\$3,458)	(\$4,397)	(\$5,337)	(\$6,912)	(\$6,912)	(\$4,852)	\$0	17.96%	\$10,609
Difference %	-8.3%	-8.4%	-8.5%	-13.2%	-13.2%	-9.3%	0.0%	84.69%	15.1%
# of Respondents	11	11	11	3	3	11	1	11	11
Standard Deviation	\$6,214	\$8,026	\$9,972	\$6,237	\$6,237	\$6,225	\$0	6.0%	\$7,042
Standard Error	\$1,874	\$2,420	\$3,007	\$3,601	\$3,601	\$1,877	\$0	1.8%	\$2,123

Job # 1250 - PARKS & RECREATION DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
MISSION	PARKS & RECREATION DIR	Asst City Administrator/Dir of Finance	01/2013	2080.0	=	Y	0	0	1	\$80,997	\$99,222	\$117,446	\$0	\$0	\$0	\$0	1.45%	\$0	04/26/2013
MERRIAM	PARKS & RECREATION DIR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324	\$0	\$0	\$102,924	\$0	1.45%	\$104,416	03/21/2013
RAYMORE	PARKS & RECREATION DIR		11/2012	2080.0			0	0	1	\$71,856	\$91,616	\$111,376	\$0	\$0	\$75,000	\$0	1.45%	\$76,088	05/13/2013
BLUE SPRINGS	DIRECTOR OF PARKS AND REC		04/2013	2080.0			0	0	1	\$70,717	\$88,393	\$106,069	\$0	\$0	\$95,894	\$0	1.45%	\$97,285	04/04/2013
LIBERTY	PARKS & RECREATION DIR	City Administrator	01/2012	2080.0	=	Y	0	0	1	\$67,800	\$87,858	\$107,915	\$0	\$0	\$90,000	\$0	1.45%	\$91,305	05/07/2013
LEAVENWORTH	PARKS & RECREATION DIR		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758	\$76,260	\$76,260	\$76,260	\$0	1.45%	\$77,366	06/25/2013
GLADSTONE	DIRECTOR OF PARKS AND REC		01/2012	2080.0			0	0	1	\$68,472	\$85,590	\$102,708	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
CLAY COUNTY	DIR PARKS, REC & HISTRC SITES		01/2012	2080.0			0	0	1	\$68,376	\$85,482	\$102,588	\$0	\$0	\$78,000	\$0	1.45%	\$79,131	03/21/2013
GRANDVIEW	DIRECTOR OF PARKS AND RECREATION		01/2013	2080.0	=	N	0	0	1	\$69,229	\$83,074	\$96,920	\$81,600	\$81,600	\$81,600	\$0	1.45%	\$82,783	05/08/2013
GARDNER	PARKS AND REC DIRECTOR		01/2012	2080.0			0	0	1	\$66,744	\$79,968	\$93,192	\$0	\$0	\$93,180	\$0	1.45%	\$94,531	03/21/2013
HARRISONVILLE	DIRECTOR OF PARKS AND REC	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$63,680	\$79,600	\$95,520	\$76,000	\$76,000	\$76,000	\$6,768	21.21%	\$98,888	04/09/2013
RAYTOWN	DIRECTOR OF PARKS AND REC		01/2012	2080.0			0	0	1	\$61,692	\$79,302	\$96,912	\$0	\$0	\$74,700	\$0	1.45%	\$75,783	03/21/2013
PLEASANT HILL	PARKS & FACILITIES DIRECTOR	CITY ADMINISTRATOR	04/2013	2080.0	=	N	6	0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	\$57,018	\$0	1.45%	\$57,845	05/08/2013
EXCELSIOR SPRINGS	PARKS & RECREATION DIR		01/2012	2080.0			0	0	1	\$44,544	\$56,040	\$67,536	\$0	\$0	\$60,024	\$0	1.45%	\$60,894	03/21/2013
KEARNEY	PARKS DIRECTOR		04/2013	2080.0			0	0	1	\$48,071	\$55,640	\$63,210	\$0	\$0	\$63,210	\$0	1.45%	\$64,127	04/25/2013
NORTH KANSAS CITY	DIRECTOR OF PARKS AND REC		01/2012	2080.0			0	0	1	\$0	\$0	\$0	\$0	\$0	\$69,396	\$0	1.45%	\$70,402	03/21/2013
WARRENSBURG	DIRECTOR OF PARKS AND REC		01/2012	2080.0			0	0	1	\$0	\$0	\$0	\$0	\$0	\$71,988	\$0	1.45%	\$73,032	03/21/2013

Average

\$65,825 \$81,440 \$97,055 \$77,953 \$77,953 \$77,680 \$6,768 2.61% \$80,258

HARRISONVILLE	DIRECTOR OF PARKS AND REC	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$63,680	\$79,600	\$95,520	\$76,000	\$76,000	\$76,000	\$6,768	21.21%	\$98,888	04/09/2013
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Difference	(\$2,145)	(\$1,840)	(\$1,535)	(\$1,953)	(\$1,953)	(\$1,680)	\$0	18.60%	\$18,629
Difference %	-3.4%	-2.3%	-1.6%	-2.6%	-2.6%	-2.2%	0.0%	87.68%	18.8%
# of Respondents	15	15	15	3	3	15	1	17	15
Standard Deviation	\$9,301	\$12,517	\$16,115	\$3,161	\$3,161	\$13,219	\$0	5.0%	\$14,359
Standard Error	\$2,401	\$3,232	\$4,161	\$1,825	\$1,825	\$3,413	\$0	1.2%	\$3,708

Job # 1251 - RECREATION MANAGER/DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
MERRIAM	ASSISTANT PARKS & REC DIR		01/2012	2080.0			0	0	1	\$55,188	\$69,816	\$84,444	\$0	\$0	\$62,100	\$0	1.45%	\$63,000	03/21/2013
LIBERTY	Sports Complex Manager	Parks & Recreation Director	01/2012	2080.0	=	Y	0	0	1	\$48,180	\$62,450	\$76,720	\$0	\$0	\$52,044	\$0	1.45%	\$52,799	05/07/2013
MISSION	ADMIN SUPV		01/2013	2080.0	=	Y	0	0	1	\$49,725	\$60,913	\$72,101	\$0	\$0	\$0	\$0	1.45%	\$0	05/01/2013
CLAY COUNTY	SUPERINTENDENT OF PARKS		01/2012	2080.0			0	0	4	\$47,148	\$58,932	\$70,716	\$0	\$0	\$50,124	\$0	1.45%	\$50,851	03/21/2013
BLUE SPRINGS	RECREATION SUPERINTENDENT		04/2013	2080.0			0	0	1	\$42,168	\$52,707	\$63,246	\$0	\$0	\$60,391	\$0	1.45%	\$61,267	04/04/2013
HARRISONVILLE	Recreation Services Manager	Parks and Recreation Director	12/2012	2080.0	=	Y	0	0	1	\$46,744	\$52,587	\$58,430	\$55,500	\$55,500	\$55,500	\$6,768	21.21%	\$74,040	04/09/2013
WARRENSBURG	COMM CNTR/PARKS MAINT SUPT		01/2012	2080.0			0	0	2	\$37,872	\$48,150	\$58,428	\$0	\$0	\$47,508	\$0	1.45%	\$48,197	03/21/2013

Average

\$46,718 \$57,936 \$69,155 \$55,500 \$55,500 \$54,611 \$6,768 4.27% \$58,359

HARRISONVILLE	Recreation Services Manager	Parks and Recreation Director	12/2012	2080.0	=	Y	0	0	1	\$46,744	\$52,587	\$58,430	\$55,500	\$55,500	\$55,500	\$6,768	21.21%	\$74,040	04/09/2013
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Difference	\$26	(\$5,349)	(\$10,725)	\$0	\$0	\$889	\$0	16.94%	\$15,681
Difference %	0.1%	-10.2%	-18.4%	0.0%	0.0%	1.6%	0.0%	79.85%	21.2%

of Respondents

Standard Deviation

Standard Error

7	7	7	1	1	6	1	7	6
\$5,508	\$7,338	\$9,722	\$0	\$0	\$5,787	\$0	7.0%	\$9,659
\$2,082	\$2,774	\$3,675	\$0	\$0	\$2,363	\$0	2.6%	\$3,943

Job # 1275 - RECREATION SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
LEAVENWORTH	RECREATION PROG SUPERVISOR		01/2013	2080.0			0	0	2	\$44,194	\$55,243	\$66,292	\$44,194	\$44,194	\$44,194	\$0	1.45%	\$44,835	06/25/2013
GLADSTONE	RECREATION SUPERVISOR		01/2012	2080.0			0	0	1	\$39,768	\$51,834	\$63,900	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
RAYMORE	RECREATION TECH SPECIALIST		02/2013	2080.0			0	0	1	\$40,213	\$50,266	\$60,319	\$0	\$0	\$40,997	\$0	1.45%	\$41,591	05/13/2013
NORTH KANSAS CITY	RECREATION SUPERVISOR		01/2012	2080.0			0	0	1	\$39,564	\$49,452	\$59,340	\$0	\$0	\$39,492	\$0	1.45%	\$40,065	03/21/2013
MERRIAM	RECREATION SUPERVISOR		01/2012	2080.0			0	0	1	\$38,652	\$48,894	\$59,136	\$0	\$0	\$48,012	\$0	1.45%	\$48,708	03/21/2013
RIVERSIDE	RECREATION SUPERVISOR		07/2012	2080.0			0	0	1	\$37,000	\$48,150	\$59,300	\$0	\$0	\$51,053	\$0	1.45%	\$51,793	04/29/2013
LIBERTY	SR RECREATION COORDINATOR	Division Managers	01/2012	2080.0	=	Y	0	0	3	\$35,964	\$46,605	\$57,246	\$36,684	\$51,348	\$44,808	\$0	1.45%	\$45,458	05/07/2013
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		12/2012	2080.0	=	Y	0	0	1	\$37,256	\$46,570	\$55,884	\$43,576	\$43,576	\$43,576	\$6,768	21.21%	\$59,586	04/09/2013
GARDNER	RECREATION SUPERVISOR		01/2012	2080.0			0	0	3	\$37,944	\$45,486	\$53,028	\$0	\$0	\$49,896	\$0	1.45%	\$50,619	03/21/2013
KEARNEY	PARKS AND REC COORDINATOR	PARK DIRECTOR	04/2013	2080.0	=	N	0	0	1	\$38,125	\$42,692	\$47,260	\$0	\$0	\$43,607	\$0	1.45%	\$44,239	04/25/2013
RAYTOWN	SUPV OF SPORTS/SERVICES		01/2012	2080.0			0	0	1	\$32,616	\$41,910	\$51,204	\$0	\$0	\$40,440	\$0	1.45%	\$41,026	03/21/2013
CLAY COUNTY	MARINA MGRS/GOLF CRSE MGR		01/2012	2080.0			0	0	3	\$33,000	\$41,256	\$49,512	\$0	\$0	\$41,244	\$0	1.45%	\$41,842	03/21/2013
BLUE SPRINGS	RECREATION SUPERVISOR		04/2013	2080.0			0	0	2	\$32,560	\$40,697	\$48,834	\$0	\$0	\$39,150	\$0	1.45%	\$39,718	04/04/2013
PLEASANT HILL	PARK PROGRAMMER	PARKS & FACILITIES DIRECTOR	04/2013	2080.0	=	N	0	0	1	\$33,738	\$37,960	\$42,182	\$0	\$0	\$35,906	\$0	1.45%	\$36,427	05/08/2013
WARRENSBURG	RECREATION SUPERVISOR		01/2012	2080.0			0	0	2	\$27,024	\$34,398	\$41,772	\$0	\$0	\$34,068	\$0	1.45%	\$34,562	03/21/2013
Average										\$36,508	\$45,428	\$54,347	\$41,485	\$46,373	\$42,603	\$6,768	2.77%	\$44,319	
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		12/2012	2080.0	=	Y	0	0	1	\$37,256	\$46,570	\$55,884	\$43,576	\$43,576	\$43,576	\$6,768	21.21%	\$59,586	04/09/2013
Difference										\$748	\$1,142	\$1,537	\$2,091	(\$2,797)	\$973	\$0	18.44%	\$15,267	
Difference %										2.0%	2.5%	2.7%	4.8%	-6.4%	2.2%	0.0%	86.95%	25.6%	
# of Respondents										15	15	15	3	3	14	1	15	14	
Standard Deviation										\$4,173	\$5,582	\$7,438	\$4,169	\$4,320	\$4,896	\$0	5.0%	\$6,626	
Standard Error										\$1,077	\$1,441	\$1,920	\$2,407	\$2,494	\$1,308	\$0	1.3%	\$1,771	

Job # 1510 - ANIMAL CONTROL OFFICER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
RAYMORE	ANIMAL CONTROL OFFICER		11/2012	2080.0			0	0	2	\$34,587	\$42,370	\$50,152	\$0	\$0	\$38,969	\$0	1.45%	\$39,534	05/10/2013
CLAY COUNTY	PARK RANGER		01/2012	2080.0			0	0	8	\$33,000	\$41,256	\$49,512	\$0	\$0	\$41,256	\$0	1.45%	\$41,854	03/21/2013
MERRIAM	COMMUNITY SERVICE OFFICER		01/2012	2080.0			0	0	2	\$31,044	\$39,276	\$47,508	\$0	\$0	\$33,888	\$0	1.45%	\$34,379	03/21/2013
LEAVENWORTH	ANIMAL CONTROL OFFICER		01/2013	2080.0			0	0	3	\$30,852	\$38,568	\$46,284	\$30,855	\$31,891	\$31,545	\$0	1.45%	\$32,002	06/25/2013
LIBERTY	ANIMAL CONTROL OFFICER	Police Lieutenant	01/2012	2080.0	=	N	0	0	2	\$29,580	\$38,338	\$47,097	\$29,580	\$33,264	\$31,422	\$0	1.45%	\$31,878	05/07/2013
EXCELSIOR SPRINGS	ANIMAL CONTROL OFFICER		01/2012	2080.0			0	0	1	\$31,068	\$37,806	\$44,544	\$0	\$0	\$31,776	\$0	1.45%	\$32,237	03/21/2013
PRAIRIE VILLAGE	COMMUNITY SERVICE OFFICER		01/2012	2080.0			0	0	2	\$30,144	\$37,674	\$45,204	\$0	\$0	\$34,848	\$0	1.45%	\$35,353	03/21/2013
RIVERSIDE	ANIMAL CONTROL OFFICER		07/2012	2080.0			0	0	1	\$28,600	\$37,150	\$45,700	\$0	\$0	\$35,505	\$0	1.45%	\$36,020	04/29/2013
NORTH KANSAS CITY	ANIMAL CONTROL OFFICER		01/2012	2080.0			0	0	1	\$29,520	\$36,900	\$44,280	\$0	\$0	\$32,220	\$0	1.45%	\$32,687	03/21/2013
PLEASANT HILL	ANIMAL CNTRL/CODE ENFRMNT		04/2013	2080.0	=	N	0	0	1	\$32,718	\$36,764	\$40,810	\$0	\$0	\$37,606	\$0	1.45%	\$38,151	05/07/2013
BELTON	ANIMAL CONTROL OFFICER		01/2012	2080.0			0	0	1	\$28,656	\$36,126	\$43,596	\$0	\$0	\$38,532	\$0	1.45%	\$39,091	03/21/2013
GLADSTONE	ANIMAL CONTROL OFFICER		01/2012	2080.0			0	0	2	\$26,796	\$36,060	\$45,324	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
GARDNER	ANIMAL CONTROL OFFICER		01/2012	2080.0			0	0	1	\$29,784	\$35,718	\$41,652	\$0	\$0	\$32,268	\$0	1.45%	\$32,736	03/21/2013
BLUE SPRINGS	ANIMAL CONTROL OFFICER		04/2013	2080.0			0	0	3	\$27,404	\$34,258	\$41,112	\$0	\$0	\$36,434	\$0	1.45%	\$36,962	04/04/2013
HARRISONVILLE	ANIMAL CONTROL OFFICER		12/2012	2080.0			0	0	1	\$26,608	\$33,260	\$39,912	\$27,664	\$27,664	\$27,664	\$6,768	21.21%	\$40,300	04/09/2013
WARRENSBURG			01/2012	2080.0			0	0	1	\$25,236	\$32,088	\$38,940	\$0	\$0	\$31,656	\$0	1.45%	\$32,115	03/21/2013

		Communications Supervisor															
		Average					\$30,557	\$37,803	\$45,050	\$31,017	\$40,937	\$35,923	\$6,768	3.07%	\$37,459		
HARRISONVILLE	COMMUNICATIONS OFFICER	12/2012	2080.0		0	0	4	\$29,752	\$37,190	\$44,628	\$31,200	\$41,912	\$38,246	\$6,768	21.21%	\$53,126	04/08/2013
Difference							(\$805)	(\$613)	(\$422)	\$183	\$975	\$2,323	\$0	18.14%	\$15,667		
Difference %							-2.7%	-1.6%	-0.9%	0.6%	2.3%	6.1%	0.0%	85.51%	29.5%		
# of Respondents							16	16	16	6	6	16	1	16	16		
Standard Deviation							\$2,400	\$3,055	\$4,345	\$2,062	\$3,066	\$3,679	\$0	5.0%	\$5,474		
Standard Error							\$600	\$764	\$1,086	\$842	\$1,252	\$920	\$0	1.2%	\$1,369		

Job # 1667 - EMERGENCY MEDICAL TECHNICIAN / PARAMEDIC

									Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
NORTH KANSAS CITY	FIREFIGHTER/PARAMEDIC		01/2012	2080.0			0	0	13	\$42,276	\$52,842	\$63,408	\$0	\$0	\$55,332	\$0	1.45%	\$56,134	03/21/2013
LIBERTY	FIREFIGHTER/PARAMEDIC	Fire Captain	01/2012	2080.0	=	N	0	0	23	\$37,752	\$48,930	\$60,109	\$37,752	\$51,804	\$39,967	\$0	1.45%	\$40,547	05/07/2013
BELTON	FIREFIGHTER/PARAMEDIC		01/2012	2080.0			0	0	16	\$38,532	\$48,582	\$58,632	\$0	\$0	\$43,596	\$0	1.45%	\$44,228	03/21/2013
GLADSTONE	FIREFIGHTER/PARAMEDIC		01/2012	2080.0			0	0	24	\$36,036	\$46,962	\$57,888	\$0	\$0	\$40,704	\$0	1.45%	\$41,294	03/21/2013
HARRISONVILLE	Firefighting Paramedic	Captain	12/2012	2920.0	=	N	0	0	9	\$37,256	\$46,570	\$55,884	\$37,256	\$42,928	\$39,351	\$6,768	21.21%	\$54,465	06/20/2013
WARRENSBURG	FIREFIGHTER/SPECIALIST		01/2012	2080.0			0	0	5	\$37,356	\$45,720	\$54,084	\$0	\$0	\$44,604	\$0	1.45%	\$45,251	03/21/2013
SOUTH METRO FIRE PROTECTION DISTRICT	FIREFIGHTER/PARAMEDIC		01/2012	2080.0			0	0	14	\$35,100	\$43,338	\$51,576	\$0	\$0	\$44,280	\$0	1.45%	\$44,922	03/21/2013
MIAMI COUNTY	Paramedics	Battalion Chief	01/2013	2912.0	=	N	0	0	10	\$35,031	\$43,316	\$51,601	\$35,556	\$37,740	\$25,665	\$0	7.65%	\$27,628	05/31/2013
RAYTOWN	PARAMEDIC		01/2012	2080.0			0	0	9	\$35,136	\$43,224	\$51,312	\$0	\$0	\$41,556	\$0	1.45%	\$42,159	03/21/2013
EXCELSIOR SPRINGS	FIREFIGHTER/PARAMEDIC		01/2012	2080.0			0	0	7	\$33,972	\$42,546	\$51,120	\$0	\$0	\$35,412	\$0	1.45%	\$35,925	03/21/2013
PLEASANT HILL FIRE & RESCUE	PARAMEDIC		01/2012	2080.0			0	0	6	\$36,708	\$39,570	\$42,432	\$0	\$0	\$40,188	\$0	1.45%	\$40,771	03/21/2013
Average									\$36,832	\$45,600	\$54,368	\$36,855	\$44,157	\$40,969	\$6,768	3.81%	\$43,029		
HARRISONVILLE	Firefighting Paramedic	Captain	12/2012	2920.0	=	N	0	0	9	\$37,256	\$46,570	\$55,884	\$37,256	\$42,928	\$39,351	\$6,768	21.21%	\$54,465	06/20/2013
Difference									\$424	\$970	\$1,516	\$401	(\$1,229)	(\$1,618)	\$0	17.40%	\$11,436		
Difference %									1.1%	2.1%	2.7%	1.1%	-2.9%	-4.1%	0.0%	82.04%	21.0%		
# of Respondents									11	11	11	3	3	11	1	11	11		
Standard Deviation									\$2,275	\$3,700	\$5,705	\$1,152	\$7,112	\$7,121	\$0	6.0%	\$7,843		
Standard Error									\$686	\$1,116	\$1,720	\$665	\$4,106	\$2,147	\$0	1.8%	\$2,365		

Job # 1675 - FIRE CAPTAIN

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
MERRIAM	SHIFT FIRE CAPTAIN		01/2012	2080.0		0	0	3	\$52,116	\$65,928	\$79,740	\$0	\$0	\$73,872	\$0	1.45%	\$74,943	03/21/2013	
NORTH KANSAS CITY	FIRE CAPTAIN/EMT		01/2012	2080.0		0	0	12	\$54,696	\$65,628	\$76,560	\$0	\$0	\$66,300	\$0	1.45%	\$67,261	03/21/2013	
LEAVENWORTH	FIRE CAPTAIN		01/2013	2080.0		0	0	9	\$51,498	\$64,373	\$77,248	\$52,528	\$67,282	\$57,375	\$0	1.45%	\$58,207	06/25/2013	
RIVERSIDE	FIRE CAPTAIN		07/2012	2080.0	=	N	0	0	3	\$46,700	\$60,750	\$74,800	\$47,413	\$59,119	\$51,817	\$0	1.45%	\$52,568	05/13/2013
LIBERTY	FIRE CAPTAIN	Fire Division Chief	01/2012	2600.0	=	N	0	0	9	\$45,876	\$59,466	\$73,057	\$45,876	\$59,220	\$51,066	\$0	1.45%	\$51,806	05/07/2013
BELTON	CAPTAIN		01/2012	2080.0		0	0	6	\$46,956	\$59,202	\$71,448	\$0	\$0	\$54,444	\$0	1.45%	\$55,233	03/21/2013	
GRANDVIEW	FIRE CAPTAIN/EMT		01/2013	2920.0	=	N	0	0	5	\$48,697	\$58,481	\$68,265	\$52,357	\$62,460	\$58,956	\$0	1.45%	\$59,811	05/08/2013
HARRISONVILLE	CAPTAIN FIREFIGHTER	Emergency Services Director	12/2012	2920.0	=	N	0	0	3	\$46,744	\$58,430	\$70,116	\$55,848	\$58,238	\$56,791	\$6,918	21.21%	\$75,754	04/23/2013
GLADSTONE	FIRE CAPTAIN		01/2012	2080.0		0	0	6	\$46,128	\$57,654	\$69,180	\$0	\$0	\$56,496	\$0	1.45%	\$57,315	03/21/2013	
WARRENSBURG	FIRE CAPTAIN		01/2012	2080.0		0	0	6	\$42,168	\$48,372	\$54,576	\$0	\$0	\$45,012	\$0	1.45%	\$45,665	03/21/2013	
SOUTH METRO FIRE PROTECTION DISTRICT	FIRE/EMS CAPTAIN		01/2012	2080.0		0	0	10	\$37,260	\$46,002	\$54,744	\$0	\$0	\$59,976	\$0	1.45%	\$60,846	03/21/2013	
EXCELSIOR SPRINGS	FIRE CAPTAIN		01/2012	2080.0		0	0	1	\$35,520	\$44,526	\$53,532	\$0	\$0	\$35,520	\$0	1.45%	\$36,035	03/21/2013	
PLEASANT HILL FIRE & RESCUE	FIRE CAPTAIN		01/2012	2080.0		0	0	1	\$38,748	\$41,700	\$44,652	\$0	\$0	\$44,652	\$0	1.45%	\$45,299	03/21/2013	
Average									\$45,624	\$56,193	\$66,763	\$50,804	\$61,264	\$54,791	\$6,918	2.97%	\$56,980		
HARRISONVILLE	CAPTAIN FIREFIGHTER	Emergency Services Director	12/2012	2920.0	=	N	0	0	3	\$46,744	\$58,430	\$70,116	\$55,848	\$58,238	\$56,791	\$6,918	21.21%	\$75,754	04/23/2013
Difference									\$1,120	\$2,237	\$3,353	\$5,044	(\$3,026)	\$2,000	\$0	18.24%	\$18,774		
Difference %									2.4%	3.8%	4.8%	9.0%	-5.2%	3.5%	0.0%	86.00%	24.8%		
# of Respondents									13	13	13	5	5	13	1	13	13		
Standard Deviation									\$5,804	\$8,240	\$11,093	\$4,081	\$3,728	\$9,777	\$0	5.0%	\$11,394		
									\$1,610	\$2,285	\$3,077	\$1,825	\$1,667	\$2,712	\$0	1.4%	\$3,160		

Standard Error

Job # 1680 - FIRE CHIEF

										Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
MERRIAM	FIRE CHIEF	City Administrator	01/2012	2080.0			0	0	1	\$78,456	\$99,246	\$120,036	\$0	\$0	\$98,340	\$0	1.45%	\$99,766	03/21/2013	
BELTON	FIRE CHIEF		01/2012	2080.0			0	0	1	\$76,944	\$97,008	\$117,072	\$0	\$0	\$89,220	\$0	1.45%	\$90,514	03/21/2013	
LIBERTY	FIRE CHIEF		01/2012	2080.0	=	Y	0	0	1	\$74,760	\$96,870	\$118,980	\$0	\$0	\$93,852	\$0	1.45%	\$95,213	05/07/2013	
LEAVENWORTH	FIRE CHIEF		01/2013	2080.0			0	0	1	\$74,446	\$93,058	\$111,670	\$62,544	\$93,816	\$79,459	\$0	1.45%	\$80,611	06/27/2013	
GRANDVIEW	FIRE CHIEF	City Administrator	01/2013	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727	\$96,840	\$96,840	\$96,840	\$0	1.45%	\$98,244	05/08/2013	
HARRISONVILLE	EMERGENCY SERVICES DIR		12/2012	2080.0	=	Y	0	0	1	\$70,244	\$87,805	\$105,366	\$73,300	\$73,300	\$73,300	\$9,768	21.21%	\$98,615	04/19/2013	
RIVERSIDE	FIRE CHIEF		07/2012	2080.0			0	0	1	\$62,100	\$80,650	\$99,200	\$0	\$0	\$83,000	\$0	1.45%	\$84,204	04/29/2013	
SOUTH METRO FIRE PROTECTION DISTRICT	CHIEF OF DEPT DISTRICT MGR		01/2012	2080.0			0	0	1	\$59,400	\$72,900	\$86,400	\$0	\$0	\$109,368	\$0	1.45%	\$110,954	03/21/2013	
PLEASANT HILL FIRE & RESCUE	FIRE CHIEF		01/2012	2080.0			0	0	1	\$66,996	\$72,498	\$78,000	\$0	\$0	\$69,708	\$0	1.45%	\$70,719	03/21/2013	
EXCELSIOR SPRINGS	FIRE CHIEF		01/2012	2080.0			0	0	1	\$51,120	\$64,422	\$77,724	\$0	\$0	\$74,160	\$0	1.45%	\$75,235	03/21/2013	
NORTH KANSAS CITY	FIRE CHIEF		01/2012	2080.0			0	0	1	\$0	\$0	\$0	\$0	\$0	\$101,856	\$0	1.45%	\$103,333	03/21/2013	
WARRENSBURG	FIRE CHIEF		01/2012	2080.0			0	0	1	\$0	\$0	\$0	\$0	\$0	\$71,988	\$0	1.45%	\$73,032	03/21/2013	
Average										\$68,926	\$85,422	\$101,918	\$77,561	\$87,985	\$86,758	\$9,768	3.10%	\$90,037		
HARRISONVILLE	EMERGENCY SERVICES DIR	City Administrator	12/2012	2080.0	=	Y	0	0	1	\$70,244	\$87,805	\$105,366	\$73,300	\$73,300	\$73,300	\$9,768	21.21%	\$98,615	04/19/2013	
Difference										\$1,318	\$2,383	\$3,448	(\$4,261)	(\$14,685)	(\$13,458)	\$0	18.11%	\$8,578		
Difference %										1.9%	2.7%	3.3%	-5.8%	-20.0%	-18.4%	0.0%	85.40%	8.7%		
# of Respondents										10	10	10	3	3	12	1	12	12		
Standard Deviation										\$8,906	\$12,142	\$16,226	\$17,540	\$12,807	\$13,306	\$0	6.0%	\$13,078		
Standard Error										\$2,816	\$3,840	\$5,131	\$10,127	\$7,394	\$3,841	\$0	1.7%	\$3,775		

Job # 1695 - FIRE FIGHTER II/EMT INTERMEDIATE

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LIBERTY	FIREFIGHTER/EMT	Fire Captain	01/2012	2600.0	=	N	0	0	9	\$35,964	\$46,605	\$57,246	\$35,964	\$38,088	\$37,246	\$0	1.45%	\$37,786	05/07/2013
BELTON	FIREFIGHTER/EMT		01/2012	2080.0			0	0	0	\$36,672	\$46,242	\$55,812	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
NORTH KANSAS CITY	FIREFIGHTER/EMT		01/2012	2080.0			0	0	16	\$36,756	\$45,948	\$55,140	\$0	\$0	\$52,296	\$0	1.45%	\$53,054	03/21/2013
GLADSTONE	FIREFIGHTER/EMT		01/2012	2080.0			0	0	6	\$34,296	\$44,694	\$55,092	\$0	\$0	\$36,072	\$0	1.45%	\$36,595	03/21/2013
MERRIAM	FIREFIGHTER I		01/2012	2080.0			0	0	5	\$33,804	\$42,258	\$50,712	\$0	\$0	\$36,024	\$0	1.45%	\$36,546	03/21/2013
HARRISONVILLE	FIREFIGHTING EMT	Captain	12/2012	2920.0	=	N	0	0	9	\$33,288	\$41,610	\$49,932	\$33,292	\$37,675	\$35,896	\$6,918	21.21%	\$50,428	04/23/2013
GRANDVIEW	FIREFIGHTER/EMT		01/2013	2920.0	=	N	0	0	6	\$34,430	\$41,295	\$48,160	\$34,428	\$38,019	\$35,172	\$0	1.45%	\$35,682	05/08/2013
WARRENSBURG	FIREFIGHTER/EMT		01/2012	2080.0			0	0	5	\$31,884	\$39,360	\$46,836	\$0	\$0	\$38,064	\$0	1.45%	\$38,616	03/21/2013
EXCELSIOR SPRINGS	FIREFIGHTING EMT		01/2012	2080.0			0	0	6	\$31,068	\$37,806	\$44,544	\$0	\$0	\$33,456	\$0	1.45%	\$33,941	03/21/2013
SOUTH METRO FIRE PROTECTION DISTRICT	FIREFIGHTER/EMT		01/2012	2080.0			0	0	16	\$30,240	\$37,338	\$44,436	\$0	\$0	\$41,748	\$0	1.45%	\$42,353	03/21/2013
PLEASANT HILL FIRE & RESCUE	FIREFIGHTING EMT		01/2012	2080.0			0	0	3	\$33,660	\$35,826	\$37,992	\$0	\$0	\$36,948	\$0	1.45%	\$37,484	03/21/2013
RIVERSIDE	NO MATCH																		
Average										\$33,824	\$41,726	\$49,627	\$34,561	\$37,927	\$38,292	\$6,918	3.10%	\$40,249	
HARRISONVILLE	FIREFIGHTING EMT	Captain	12/2012	2920.0	=	N	0	0	9	\$33,288	\$41,610	\$49,932	\$33,292	\$37,675	\$35,896	\$6,918	21.21%	\$50,428	04/23/2013
Difference										(\$536)	(\$116)	\$305	(\$1,269)	(\$252)	(\$2,396)	\$0	18.11%	\$10,179	
Difference %										-1.6%	-0.3%	0.6%	-3.8%	-0.7%	-6.7%	0.0%	85.40%	20.2%	
# of Respondents										11	11	11	3	3	10	1	12	10	
Standard Deviation										\$2,154	\$3,826	\$5,966	\$1,341	\$221	\$5,374	\$0	6.0%	\$6,464	
Standard Error										\$649	\$1,153	\$1,799	\$774	\$128	\$1,699	\$0	1.7%	\$2,044	

Job # 1740 - POLICE CHIEF / COUNTY SHERIFF

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
MISSION	POLICE CHIEF		01/2013	2080.0			0	0	1	\$89,300	\$109,392	\$129,484	\$0	\$0	\$0	\$0	1.45%	\$0	04/15/2013
PRAIRIE VILLAGE	POLICE CHIEF		01/2012	2080.0			0	0	1	\$82,656	\$103,320	\$123,984	\$0	\$0	\$111,420	\$0	1.45%	\$113,036	03/21/2013
LIBERTY	POLICE CHIEF	City Administrator	01/2012	2080.0	=	Y	0	0	1	\$78,480	\$101,709	\$124,938	\$0	\$0	\$96,600	\$0	1.45%	\$98,001	05/07/2013

HARRISONVILLE	STREET MAINTENANCE	12/2012	2080.0			0	0	6	\$29,752	\$37,190	\$44,628	\$29,752	\$41,496	\$34,944	\$6,768	21.21%	\$49,124	04/09/2013
GRANDVIEW	EQUIPMENT OPERATOR	01/2013	2080.0	=	N	0	0	4	\$30,651	\$37,029	\$43,407	\$35,235	\$42,910	\$38,277	\$0	1.45%	\$38,832	05/08/2013
BELTON	HEAVY EQUIPMENT OPERATOR	01/2012	2080.0			0	0	6	\$29,364	\$37,026	\$44,688	\$0	\$0	\$40,488	\$0	1.45%	\$41,075	03/21/2013
MIAMI COUNTY	EQUIPMENT OPERATOR II & III - Roads/Asphalt	01/2013	2080.0	=	N	0	0	18	\$25,376	\$33,103	\$40,830	\$25,750	\$37,898	\$32,258	\$0	7.65%	\$34,726	06/03/2013
Average									\$30,450	\$37,891	\$45,331	\$31,374	\$40,368	\$37,885	\$6,768	3.81%	\$40,001	
HARRISONVILLE	STREET MAINTENANCE	12/2012	2080.0			0	0	6	\$29,752	\$37,190	\$44,628	\$29,752	\$41,496	\$34,944	\$6,768	21.21%	\$49,124	04/09/2013
Difference									(\$698)	(\$701)	(\$703)	(\$1,622)	\$1,128	(\$2,941)	\$0	17.40%	\$9,122	
Difference %									-2.3%	-1.9%	-1.6%	-5.5%	2.7%	-8.4%	0.0%	82.04%	18.6%	
# of Respondents									11	11	11	4	4	10	1	11	10	
Standard Deviation									\$2,268	\$2,457	\$2,755	\$4,495	\$2,256	\$4,000	\$0	6.0%	\$4,832	
Standard Error									\$684	\$741	\$831	\$2,248	\$1,128	\$1,265	\$0	1.8%	\$1,528	

Job # 1971 - LABORER (PUBLIC WORKS)

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
LIBERTY	Maintenance Worker I--Public Works	Operations Manager-Public Works	01/2012	2080.0	=	N	0	0	5	\$26,844	\$34,784	\$42,725	\$27,384	\$29,712	\$28,104	\$0	1.45%	\$28,512	05/07/2013
GRANDVIEW	PUBLIC WORKS MAINTENANCE WORKER		01/2013	2080.0	=	N	0	0	8	\$28,456	\$34,161	\$39,866	\$28,454	\$30,846	\$29,319	\$0	1.45%	\$29,744	05/10/2013
RAYTOWN	MAINTENANCE WORKER		01/2012	2080.0			0	0	7	\$26,868	\$32,916	\$38,964	\$0	\$0	\$28,440	\$0	1.45%	\$28,852	03/21/2013
KEARNEY	STREET LABORER		04/2013	2080.0			0	0	1	\$27,561	\$32,252	\$36,943	\$0	\$0	\$36,943	\$0	1.45%	\$37,479	04/25/2013
GLADSTONE	PUBLIC WORKS MAINT WORKER		01/2012	2080.0			0	0	16	\$23,100	\$30,990	\$38,880	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
WARRENSBURG	MAINTENANCE WORKER I		01/2012	2080.0			0	0	1	\$23,592	\$29,988	\$36,384	\$0	\$0	\$29,580	\$0	1.45%	\$30,009	03/21/2013
LEAVENWORTH	LABORER		01/2013	2080.0			0	0	1	\$23,877	\$29,846	\$35,815	\$24,354	\$24,354	\$24,354	\$0	1.45%	\$24,707	06/26/2013
HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	12/2012	2080.0	=	N	0	0	2	\$23,808	\$29,760	\$35,712	\$28,288	\$29,244	\$28,766	\$6,768	21.21%	\$41,635	04/09/2013
PRAIRIE VILLAGE	LABORER		01/2012	2080.0			0	0	1	\$24,384	\$29,400	\$34,416	\$0	\$0	\$26,004	\$0	1.45%	\$26,381	03/21/2013
EXCELSIOR SPRINGS	MAINTENANCE WORKER I		01/2012	2080.0			0	0	1	\$23,916	\$28,944	\$33,972	\$0	\$0	\$26,652	\$0	1.45%	\$27,038	03/21/2013
RIVERSIDE	Maintenance Worker I	Crew Chief	01/2012	2080.0	=	N	0	0	3	\$21,700	\$28,250	\$34,800	\$0	\$0	\$30,222	\$0	1.45%	\$30,660	05/13/2013
NORTH KANSAS CITY	PARK/STREET LABORER		01/2012	2080.0			0	0	5	\$23,352	\$27,468	\$31,584	\$0	\$0	\$30,084	\$0	1.45%	\$30,520	03/21/2013
MIAMI COUNTY	MAINTENANCE WORKER I - Bridge Trades	Bridge Foreman	01/2013	2080.0	=	N	0	0	2	\$21,882	\$27,050	\$32,219	\$21,882	\$23,566	\$22,724	\$0	7.65%	\$24,462	05/31/2013
PLEASANT HILL	NO MATCH																		
Average										\$24,565	\$30,447	\$36,329	\$26,072	\$27,544	\$28,433	\$6,768	3.30%	\$30,000	
HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	12/2012	2080.0	=	N	0	0	2	\$23,808	\$29,760	\$35,712	\$28,288	\$29,244	\$28,766	\$6,768	21.21%	\$41,635	04/09/2013
Difference										(\$757)	(\$687)	(\$617)	\$2,216	\$1,700	\$333	\$0	17.91%	\$11,635	
Difference %										-3.2%	-2.3%	-1.7%	7.8%	5.8%	1.2%	0.0%	84.42%	27.9%	
# of Respondents										13	13	13	5	5	12	1	14	12	
Standard Deviation										\$2,162	\$2,448	\$3,147	\$2,864	\$3,335	\$3,554	\$0	5.0%	\$5,011	
Standard Error										\$600	\$679	\$873	\$1,281	\$1,492	\$1,026	\$0	1.3%	\$1,446	

Job # 1994 - MAINTENANCE FIELD SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
GARDNER	BUILDING MAINT SUPERVISOR		01/2012	2080.0			0	0	1	\$50,796	\$60,936	\$71,076	\$0	\$0	\$50,784	\$0	1.45%	\$51,520	03/21/2013
CLAY COUNTY	VARIOUS DEPTS SUPERVISOR		01/2012	2080.0			0	0	10	\$45,444	\$56,808	\$68,172	\$0	\$0	\$56,808	\$0	1.45%	\$57,632	03/21/2013
HARRISONVILLE	STREET/WS SUPERVISORS		12/2012	2080.0			0	0	2	\$41,720	\$52,150	\$62,580	\$44,720	\$52,832	\$48,776	\$6,768	21.21%	\$65,889	04/08/2013
PRAIRIE VILLAGE	CREW LEADER		01/2012	2080.0			0	0	4	\$43,188	\$52,074	\$60,960	\$0	\$0	\$52,752	\$0	1.45%	\$53,517	03/21/2013
LEAVENWORTH	SW FOREMAN/PARK FOREMAN		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998	\$48,452	\$48,452	\$48,452	\$0	1.45%	\$49,155	06/27/2013
BELTON	STREET FOREMAN		01/2012	2080.0			0	0	1	\$37,596	\$47,400	\$57,204	\$0	\$0	\$57,204	\$0	1.45%	\$58,033	03/21/2013
MERRIAM	FOREMAN		01/2012	2080.0			0	0	2	\$37,188	\$47,040	\$56,892	\$0	\$0	\$44,868	\$0	1.45%	\$45,519	03/21/2013
EXCELSIOR SPRINGS	FOREMAN		01/2012	2080.0			0	0	1	\$35,520	\$44,526	\$53,532	\$0	\$0	\$36,336	\$0	1.45%	\$36,863	03/21/2013
BLUE SPRINGS	ASST PARKS MAINT SUPERVISOR		04/2013	2080.0			0	0	1	\$35,490	\$44,363	\$53,235	\$0	\$0	\$53,235	\$0	1.45%	\$54,007	04/04/2013
RAYMORE	CREW LEADER PW		01/2012	2080.0			0	0	2	\$35,112	\$43,014	\$50,916	\$0	\$0	\$45,084	\$0	1.45%	\$45,738	03/21/2013
LIBERTY	Crew Chief-Parks/Utilities	Division Managers	01/2012	2080.0	=	N	0	0	5	\$32,616	\$42,268	\$51,920	\$36,480	\$40,680	\$38,230	\$0	1.45%	\$38,784	05/07/2013
MIAMI COUNTY	Supervisor II - Road & Bridge	Highway Supervisor	01/2013	2080.0	=	N	19	19	3	\$34,112	\$42,172	\$50,232	\$43,264	\$47,320	\$44,838	\$0	7.65%	\$48,268	05/31/2013

WARRENSBURG	MAINTENANCE FOREMAN		01/2012	2080.0		0	0	2	\$28,908	\$36,732	\$44,556	\$0	\$0	\$36,228	\$0	1.45%	\$36,753	03/21/2013
KEARNEY	STREET FOREMAN		01/2012	2080.0		0	0	0	\$30,624	\$35,076	\$39,528	\$0	\$0	\$39,528	\$0	1.45%	\$40,101	04/25/2013
Average									\$37,594	\$46,575	\$55,557	\$43,229	\$47,321	\$46,652	\$6,768	3.30%	\$48,699	
HARRISONVILLE	STREET/WS SUPERVISORS		12/2012	2080.0		0	0	2	\$41,720	\$52,150	\$62,580	\$44,720	\$52,832	\$48,776	\$6,768	21.21%	\$65,889	04/08/2013
Difference									\$4,126	\$5,575	\$7,023	\$1,491	\$5,511	\$2,124	\$0	17.91%	\$17,191	
Difference %									9.9%	10.7%	11.2%	3.3%	10.4%	4.4%	0.0%	84.42%	26.1%	
# of Respondents									14	14	14	4	4	14	1	14	14	
Standard Deviation									\$5,951	\$7,141	\$8,484	\$5,002	\$5,025	\$7,155	\$0	5.0%	\$8,753	
Standard Error									\$1,590	\$1,908	\$2,267	\$2,501	\$2,513	\$1,912	\$0	1.3%	\$2,339	

Job # 2020 - PUBLIC WORKS ASSISTANT DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
HARRISONVILLE	Assistant Public Works Director	Public Works Director	12/2012	2080.0	=	Y	0	0	1	\$41,720	\$52,150	\$62,580	\$56,000	\$56,000	\$56,000	\$6,768	21.21%	\$74,646	04/09/2013
MIAMI COUNTY	Assistant Director of Transportation	Director of Transportation	01/2013	2080.0	=	Y	33	5	1	\$39,241	\$48,070	\$56,899	\$48,188	\$48,188	\$48,188	\$0	7.65%	\$51,874	06/04/2013
Average										\$40,480	\$50,110	\$59,740	\$52,094	\$52,094	\$52,094	\$6,768	14.43%	\$63,260	
HARRISONVILLE	Assistant Public Works Director	Public Works Director	12/2012	2080.0	=	Y	0	0	1	\$41,720	\$52,150	\$62,580	\$56,000	\$56,000	\$56,000	\$6,768	21.21%	\$74,646	04/09/2013
Difference										\$1,240	\$2,040	\$2,840	\$3,906	\$3,906	\$3,906	\$0	6.78%	\$11,386	
Difference %										3.0%	3.9%	4.5%	7.0%	7.0%	7.0%	0.0%	31.97%	15.3%	
# of Respondents										2	2	2	2	2	2	1	2	2	
Standard Deviation										\$1,753	\$2,885	\$4,017	\$5,524	\$5,524	\$5,524	\$0	10.0%	\$16,102	
Standard Error										\$1,240	\$2,040	\$2,840	\$3,906	\$3,906	\$3,906	\$0	7.1%	\$11,386	

Job # 2025 - PUBLIC WORKS DIRECTOR /GENERAL MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
PRAIRIE VILLAGE	PUBLIC WORKS DIRECTOR		01/2012	2080.0			0	0	1	\$83,712	\$104,640	\$125,568	\$0	\$0	\$105,504	\$0	1.45%	\$107,034	03/21/2013
LIBERTY	PUBLIC WORKS DIRECTOR	City Administrator	01/2012	2080.0	=	Y	0	0	1	\$78,480	\$101,709	\$124,938	\$0	\$0	\$99,084	\$0	1.45%	\$100,521	05/07/2013
LEAVENWORTH	PUBLIC WORKS DIR/CITY ENG		01/2013	2080.0			0	0	1	\$80,267	\$100,334	\$120,401	\$105,381	\$105,381	\$105,381	\$0	1.45%	\$106,909	06/25/2013
MISSION	PUBLIC WORKS DIRECTOR		01/2013	2080.0			0	0	0	\$80,997	\$99,222	\$117,446	\$0	\$0	\$0	\$0	1.45%	\$0	04/15/2013
RAYMORE	DIRECTOR OF PW ENGINEERING		11/2012	2080.0			0	0	1	\$77,481	\$98,788	\$120,096	\$0	\$0	\$95,820	\$0	1.45%	\$97,209	05/13/2013
BLUE SPRINGS	DIRECTOR OF PUBLIC WORKS		04/2013	2080.0			0	0	1	\$77,080	\$96,347	\$115,614	\$0	\$0	\$115,614	\$0	1.45%	\$117,290	04/04/2013
MERRIAM	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324	\$0	\$0	\$109,416	\$0	1.45%	\$111,003	03/21/2013
GLADSTONE	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$75,576	\$94,470	\$113,364	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
BELTON	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$71,448	\$90,084	\$108,720	\$0	\$0	\$80,832	\$0	1.45%	\$82,004	03/21/2013
RIVERSIDE	DIRECTOR OF PUBLIC WORKS		07/2012	2080.0			0	0	1	\$69,200	\$90,000	\$110,800	\$0	\$0	\$75,088	\$0	1.45%	\$76,177	04/29/2013
GRANDVIEW	DIRECTOR OF PUBLIC WORKS		01/2013	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727	\$93,840	\$93,840	\$93,840	\$0	1.45%	\$95,201	05/08/2013
HARRISONVILLE	Public Works Director	City Administrator	12/2012	2080.0	=	N	0	0	1	\$70,244	\$87,805	\$105,366	\$84,000	\$84,000	\$84,000	\$9,768	21.21%	\$111,584	04/19/2013
GARDNER	PUBLIC WORKS DIRECTOR		01/2012	2080.0			0	0	1	\$69,708	\$83,802	\$97,896	\$0	\$0	\$97,896	\$0	1.45%	\$99,315	03/21/2013
RAYTOWN	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$67,368	\$82,530	\$97,692	\$0	\$0	\$84,660	\$0	1.45%	\$85,888	03/21/2013
PLEASANT HILL	PUBLIC WORKS DIRECTOR	CITY ADMINISTRATOR	04/2013	2080.0	=	N	5	0	5	\$61,984	\$69,670	\$77,355	\$0	\$0	\$69,662	\$0	1.45%	\$70,672	05/08/2013
MIAMI COUNTY	DIR OF TRANSP/SOLID WASTE	County Administrator	01/2013	2080.0	=	Y	57	13	1	\$55,889	\$68,464	\$81,039	\$73,138	\$73,138	\$73,138	\$0	7.65%	\$78,733	05/31/2013
EXCELSIOR SPRINGS	PUBLIC WORKS DIRECTOR		01/2012	2080.0			0	0	1	\$51,120	\$64,422	\$77,724	\$0	\$0	\$64,452	\$0	1.45%	\$65,387	03/21/2013
NORTH KANSAS CITY	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$0	\$0	\$0	\$0	\$0	\$93,300	\$0	1.45%	\$94,653	03/21/2013
WARRENSBURG	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$0	\$0	\$0	\$0	\$0	\$73,752	\$0	1.45%	\$74,821	03/21/2013
Average										\$71,768	\$89,210	\$106,651	\$89,090	\$89,090	\$89,496	\$9,768	2.82%	\$92,612	
HARRISONVILLE	Public Works Director	City Administrator	12/2012	2080.0	=	N	0	0	1	\$70,244	\$87,805	\$105,366	\$84,000	\$84,000	\$84,000	\$9,768	21.21%	\$111,584	04/19/2013
Difference										(\$1,524)	(\$1,405)	(\$1,285)	(\$5,090)	(\$5,090)	(\$5,496)	\$0	18.39%	\$18,973	
Difference %										-2.2%	-1.6%	-1.2%	-6.1%	-6.1%	-6.5%	0.0%	86.72%	17.0%	
# of Respondents										17	17	17	4	4	17	1	19	17	

Standard Deviation	\$8,822	\$12,044	\$15,608	\$13,764	\$13,764	\$15,198	\$0	5.0%	\$15,848
Standard Error	\$2,140	\$2,921	\$3,785	\$6,882	\$6,882	\$3,686	\$0	1.1%	\$3,844

Job # 2090 - STREET SUPERINTENDENT

									Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
CLAY COUNTY	HIGHWAY ADMINISTRATOR		01/2012	2080.0		0	0	1	\$75,852	\$89,220	\$102,588	\$0	\$0	\$89,004	\$0	1.45%	\$90,295	03/21/2013	
MISSION	PUBLIC WORKS SUPT		01/2013	2080.0		0	0	1	\$66,636	\$81,630	\$96,623	\$0	\$0	\$0	\$0	1.45%	\$0	04/15/2013	
RAYMORE	ASST DIR PW OPERATIONS		11/2012	2080.0		0	0	1	\$59,198	\$73,998	\$88,797	\$0	\$0	\$81,676	\$0	1.45%	\$82,860	05/13/2013	
BLUE SPRINGS	OPERATIONS MGR PW		04/2013	2080.0		0	0	1	\$54,606	\$68,258	\$81,909	\$0	\$0	\$71,484	\$0	1.45%	\$72,520	04/04/2013	
GARDNER	OPERATIONS MANAGER		01/2012	2080.0		0	0	1	\$55,872	\$67,056	\$78,240	\$0	\$0	\$56,676	\$0	1.45%	\$57,498	03/21/2013	
HARRISONVILLE	STREET SUPERINTENDENT	Public Works Director	12/2012	2080.0	=	Y	0	0	1	\$52,384	\$65,480	\$78,576	\$64,750	\$64,750	\$64,750	\$6,768	21.21%	\$85,251	04/09/2013
LIBERTY	Operations Manager-Public Works	Public Works Director	01/2012	2080.0	=	Y	0	0	1	\$48,180	\$62,450	\$76,720	\$0	\$0	\$63,732	\$0	1.45%	\$64,656	05/07/2013
BELTON	STREET SUPERINTENDENT		01/2012	2080.0		0	0	1	\$48,120	\$60,678	\$73,236	\$0	\$0	\$66,348	\$0	1.45%	\$67,310	03/21/2013	
KEARNEY	STREET SUPERINTENDENT		04/2013	2080.0		0	0	1	\$53,251	\$60,412	\$67,572	\$0	\$0	\$67,572	\$0	1.45%	\$68,552	04/25/2013	
WARRENSBURG	ASST DIR PW/CD/CEME		01/2012	2080.0		0	0	1	\$43,368	\$55,128	\$66,888	\$0	\$0	\$54,396	\$0	1.45%	\$55,185	03/21/2013	
RAYTOWN	PUB WORKS SUPERINTENDENT		01/2012	2080.0		0	0	1	\$44,892	\$54,996	\$65,100	\$0	\$0	\$53,544	\$0	1.45%	\$54,320	03/21/2013	
LEAVENWORTH	OPERATIONS SUPERINTENDENT		01/2013	2080.0		0	0	1	\$37,998	\$47,498	\$56,998	\$53,845	\$53,845	\$53,845	\$0	1.45%	\$54,626	06/27/2013	
PLEASANT HILL	NO MATCH																		
RIVERSIDE	NO MATCH																		
Average									\$53,363	\$65,567	\$77,771	\$59,298	\$59,298	\$65,730	\$6,768	2.86%	\$68,461		
HARRISONVILLE	STREET SUPERINTENDENT	Public Works Director	12/2012	2080.0	=	Y	0	0	1	\$52,384	\$65,480	\$78,576	\$64,750	\$64,750	\$64,750	\$6,768	21.21%	\$85,251	04/09/2013
Difference									(\$979)	(\$87)	\$805	\$5,452	\$5,452	(\$980)	\$0	18.35%	\$16,790		
Difference %									-1.9%	-0.1%	1.0%	8.4%	8.4%	-1.5%	0.0%	86.51%	19.7%		
# of Respondents									12	12	12	2	2	11	1	14	11		
Standard Deviation									\$10,387	\$11,699	\$13,304	\$7,711	\$7,711	\$11,567	\$0	5.0%	\$12,985		
Standard Error									\$2,999	\$3,377	\$3,841	\$5,453	\$5,453	\$3,488	\$0	1.3%	\$3,915		

Job # 2110 - UTILITY MAINTENANCE WORKER II

										Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
LIBERTY	Maintenance Worker II-Utilities	Operations Manager-Utilities	01/2013	2080.0	=	N	0	0	2	\$29,580	\$38,338	\$47,097	\$33,288	\$34,320	\$33,804	\$0	1.45%	\$34,294	05/07/2013	
HARRISONVILLE	Water and Sewer Maintenance (Skilled Worker)	Water and Sewer Maintenance Supervisor	12/2012	2080.0	=	N	0	0	4	\$29,752	\$37,190	\$44,628	\$38,584	\$41,600	\$40,326	\$6,768	21.21%	\$55,647	04/09/2013	
PLEASANT HILL	MAINTENANCE WORKER II	DIRECTOR OF PUBLIC WORKS	04/2013	2080.0	=	N	0	0	4	\$28,974	\$32,552	\$36,130	\$0	\$0	\$32,635	\$0	1.45%	\$33,108	05/08/2013	
Average										\$29,435	\$36,027	\$42,618	\$35,936	\$37,960	\$35,588	\$6,768	8.04%	\$41,017		
HARRISONVILLE	Water and Sewer Maintenance (Skilled Worker)	Water and Sewer Maintenance Supervisor	12/2012	2080.0	=	N	0	0	4	\$29,752	\$37,190	\$44,628	\$38,584	\$41,600	\$40,326	\$6,768	21.21%	\$55,647	04/09/2013	
Difference										\$317	\$1,163	\$2,010	\$2,648	\$3,640	\$4,738	\$0	13.17%	\$14,631		
Difference %										1.1%	3.1%	4.5%	6.9%	8.8%	11.7%	0.0%	62.11%	26.3%		
# of Respondents										3	3	3	2	2	3	1	3	3		
Standard Deviation										\$409	\$3,064	\$5,753	\$3,745	\$5,148	\$4,144	\$0	11.0%	\$12,684		
Standard Error										\$236	\$1,769	\$3,322	\$2,648	\$3,640	\$2,393	\$0	6.4%	\$7,323		

Job # 2125 - WASTEWATER TREATMENT PLANT OPERATOR I

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated	
									Min	Mid	Max	Low	High	Avg					
KEARNEY	CHIEF WASTEWATER OPERATOR		04/2013	2080.0		0	0	1	\$38,247	\$43,590	\$48,934	\$0	\$0	\$48,934	\$0	1.45%	\$49,644	04/25/2013	
EXCELSIOR SPRINGS	CHIEF PLANT OPERATOR		01/2012	2080.0		0	0	1	\$33,972	\$42,546	\$51,120	\$0	\$0	\$43,560	\$0	1.45%	\$44,192	03/21/2013	
GARDNER	WW TRTMT PLANT OPERATOR		01/2012	2080.0		0	0	2	\$34,728	\$41,652	\$48,576	\$0	\$0	\$37,920	\$0	1.45%	\$38,470	03/21/2013	
BELTON	POLLUTION CONTROL WKR I		01/2012	2080.0		0	0	7	\$30,852	\$38,904	\$46,956	\$0	\$0	\$36,672	\$0	1.45%	\$37,204	03/21/2013	
HARRISONVILLE	Waste Water Plant Operator- No License	Chief Waste Water Plant Operator	12/2012	2080.0	=	N	0	0	0	\$29,752	\$37,190	\$44,628	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013

WARRENSBURG	WPC OPERATOR I		01/2012	2080.0		0	0	1	\$23,592	\$29,988	\$36,384	\$0	\$0	\$29,580	\$0	1.45%	\$30,009	03/21/2013
LEAVENWORTH	WPC OPERATOR I		01/2013	2080.0		0	0	4	\$23,877	\$29,846	\$35,815	\$23,355	\$24,354	\$23,964	\$0	1.45%	\$24,311	06/27/2013
Average									\$30,717	\$37,674	\$44,630	\$23,355	\$24,354	\$36,772	\$6,768	4.27%	\$37,305	
HARRISONVILLE	Waste Water Plant Operator- No License	Chief Waste Water Plant Operator	12/2012	2080.0	=	N	0	0	\$29,752	\$37,190	\$44,628	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
Difference									(\$965)	(\$484)	(\$2)	(\$23,355)	(\$24,354)	(\$36,772)	\$0	16.94%	(\$37,305)	
Difference %									-3.2%	-1.3%	-0.0%	0.0%	0.0%	0.0%	0.0%	79.85%	0.0%	
# of Respondents									7	7	7	1	1	6	1	7	6	
Standard Deviation									\$5,506	\$5,725	\$6,155	\$0	\$0	\$9,067	\$0	7.0%	\$9,199	
Standard Error									\$2,081	\$2,164	\$2,326	\$0	\$0	\$3,702	\$0	2.6%	\$3,755	

Job # 2175 - WATER TREATMENT PLANT OPERATOR I

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
WARRENSBURG	WPC OPERATOR III		01/2012	2080.0		0	0	2	\$33,096	\$42,060	\$51,024	\$0	\$0	\$41,496	\$0	1.45%	\$42,098	03/21/2013
NORTH KANSAS CITY	WATER PLANT OPERATOR		01/2012	2080.0		0	0	4	\$30,996	\$39,906	\$48,816	\$0	\$0	\$37,128	\$0	1.45%	\$37,666	03/21/2013
HARRISONVILLE	Water Treatment Plant Operator- No License Held	Chief Water Plant Operator	12/2012	2080.0	=	N	0	0	\$29,752	\$37,190	\$44,628	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/19/2013
KEARNEY	WW TRTMT PLANT OPRTR B		01/2012	2080.0		0	0	0	\$29,748	\$34,692	\$39,636	\$0	\$0	\$34,692	\$0	1.45%	\$35,195	04/25/2013
LEAVENWORTH	NO MATCH																	
LIBERTY	PLANT OPERATOR B		01/2012	2080.0		0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	1.45%	\$0	05/06/2013
Average									\$30,898	\$38,462	\$46,026	\$0	\$0	\$37,772	\$6,768	4.74%	\$38,320	
HARRISONVILLE	Water Treatment Plant Operator- No License Held	Chief Water Plant Operator	12/2012	2080.0	=	N	0	0	\$29,752	\$37,190	\$44,628	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/19/2013
Difference									(\$1,146)	(\$1,272)	(\$1,398)	\$0	\$0	(\$37,772)	\$0	16.47%	(\$38,320)	
Difference %									-3.9%	-3.4%	-3.1%	0.0%	0.0%	0.0%	0.0%	77.64%	0.0%	
# of Respondents									4	4	4	0	0	3	1	6	3	
Standard Deviation									\$1,579	\$3,207	\$5,018	\$0	\$0	\$3,447	\$0	8.0%	\$3,497	
Standard Error									\$789	\$1,604	\$2,509	\$0	\$0	\$1,990	\$0	3.3%	\$2,019	

Job # 2185 - WATER TREATMENT PLANT OPERATOR III

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
HARRISONVILLE	Water Plant Operator (C & D License Holders)	Chief Water Plant Operator	12/2012	2080.0	=	N	0	0	\$33,288	\$41,610	\$49,932	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
LIBERTY	Plant Operator	Utility Services Director	01/2013	2080.0	=	N	0	4	\$29,580	\$38,338	\$47,097	\$36,000	\$40,812	\$38,658	\$0	1.45%	\$39,219	05/07/2013
Average									\$31,434	\$39,974	\$48,514	\$36,000	\$40,812	\$38,658	\$6,768	11.33%	\$39,219	
HARRISONVILLE	Water Plant Operator (C & D License Holders)	Chief Water Plant Operator	12/2012	2080.0	=	N	0	0	\$33,288	\$41,610	\$49,932	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/09/2013
Difference									\$1,854	\$1,636	\$1,418	(\$36,000)	(\$40,812)	(\$38,658)	\$0	9.88%	(\$39,219)	
Difference %									5.6%	3.9%	2.8%	0.0%	0.0%	0.0%	0.0%	46.58%	0.0%	
# of Respondents									2	2	2	1	1	1	1	2	1	
Standard Deviation									\$2,622	\$2,313	\$2,005	\$0	\$0	\$0	\$0	14.0%	\$0	
Standard Error									\$1,854	\$1,636	\$1,418	\$0	\$0	\$0	\$0	9.9%	\$0	

Job # 2190 - WATER TREATMENT PLANT OPERATOR IV

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg				
NORTH KANSAS CITY	CHIEF WATER PLANT OPERATOR		01/2012	2080.0		0	0	1	\$43,608	\$54,516	\$65,424	\$0	\$0	\$62,340	\$0	1.45%	\$63,244	03/21/2013
HARRISONVILLE	Water Plat Operator (A & B License Holders)	Chief Water Plant Operator	12/2012	2080.0	=	N	0	3	\$37,256	\$46,570	\$55,884	\$46,696	\$48,568	\$47,874	\$6,768	21.21%	\$64,796	04/19/2013
KEARNEY	CHIEF WATER OPERATOR		04/2013	2080.0		0	0	1	\$38,247	\$43,590	\$48,934	\$0	\$0	\$48,934	\$0	1.45%	\$49,644	04/25/2013
LIBERTY	Chief Plant Operator	Utilities Services Manager	01/2012	2080.0	=	N	0	1	\$32,616	\$42,268	\$51,920	\$0	\$0	\$51,000	\$0	1.45%	\$51,740	05/07/2013
GARDNER	WATER TRTMT PLANT OPRTR		01/2012	2080.0		0	0	2	\$34,728	\$41,652	\$48,576	\$0	\$0	\$48,576	\$0	1.45%	\$49,280	03/21/2013
GLADSTONE	WATER PLANT OPERATOR		01/2012	2080.0		0	0	4	\$26,796	\$36,060	\$45,324	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
WARRENSBURG	WPC OPERATOR II		01/2012	2080.0		0	0	4	\$25,236	\$32,088	\$38,940	\$0	\$0	\$31,656	\$0	1.45%	\$32,115	03/21/2013
LEAVENWORTH	NO MATCH																	

			Average							\$34,070	\$42,392	\$50,715	\$46,696	\$48,568	\$48,397	\$6,768	3.92%	\$51,803		
HARRISONVILLE	Water Plant Operator (A & B License Holders)	Chief Water Plant Operator	12/2012	2080.0	=	N	0	0	3	\$37,256	\$46,570	\$55,884	\$46,696	\$48,568	\$47,874	\$6,768	21.21%	\$64,796	04/19/2013	
			Difference							\$3,186	\$4,178	\$5,169	\$0	\$0	(\$523)	\$0	17.29%	\$12,993		
			Difference %							8.6%	9.0%	9.3%	0.0%	0.0%	-1.1%	0.0%	81.52%	20.1%		
			# of Respondents							7	7	7	1	1	6	1	8	6		
			Standard Deviation							\$6,482	\$7,219	\$8,366	\$0	\$0	\$9,819	\$0	7.0%	\$11,818		
			Standard Error							\$2,450	\$2,729	\$3,162	\$0	\$0	\$4,008	\$0	2.5%	\$4,825		

Job # 2300 - ADMINISTRATIVE SECRETARY

										Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
PRAIRIE VILLAGE	OFFICE MANAGER		01/2012	2080.0			0	0	1	\$40,404	\$50,562	\$60,720	\$0	\$0	\$60,492	\$0	1.45%	\$61,369	03/21/2013	
KC METRO PRIVATE SECTOR	Administrative Secretary		05/2013	2080.0	=	N	0	0	0	\$36,847	\$47,733	\$58,619	\$0	\$0	\$0	\$0	1.45%	\$0	05/29/2013	
SOUTH METRO FIRE PROTECTION DISTRICT	BUSINESS MANAGER		01/2012	2080.0			0	0	1	\$32,400	\$43,200	\$54,000	\$0	\$0	\$71,112	\$0	1.45%	\$72,143	03/21/2013	
LEAVENWORTH	CITY MANAGER SECRETARY		01/2013	2080.0			0	0	1	\$33,605	\$42,006	\$50,407	\$36,759	\$36,759	\$36,759	\$0	1.45%	\$37,292	06/26/2013	
GLADSTONE	EXECUTIVE ASSISTANT		01/2012	2080.0			0	0	1	\$29,568	\$39,738	\$49,908	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013	
MIAMI COUNTY	OFFICE SPECIALIST	Department Director	01/2013	2080.0	>	N	0	0	2	\$30,305	\$37,460	\$44,616	\$31,221	\$40,206	\$35,714	\$0	7.65%	\$38,446	05/31/2013	
HARRISONVILLE	Administrative Secretary	Police Chief and Community Development Director	12/2012	2080.0	=	N	0	0	3	\$29,752	\$37,190	\$44,628	\$32,552	\$42,224	\$36,296	\$6,768	21.21%	\$50,762	06/25/2013	
RIVERSIDE	ADMINISTRATIVE COORD		07/2012	2080.0			0	0	2	\$28,600	\$37,150	\$45,700	\$38,000	\$40,102	\$39,052	\$0	1.45%	\$39,618	04/29/2013	
GRANDVIEW	ADMINISTRATIVE ASSISTANT		01/2013	2080.0	=	N	0	0	2	\$30,651	\$37,029	\$43,407	\$37,232	\$37,752	\$37,492	\$0	1.45%	\$38,036	05/10/2013	
BELTON	ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	4	\$29,364	\$37,026	\$44,688	\$0	\$0	\$40,488	\$0	1.45%	\$41,075	03/21/2013	
BLUE SPRINGS	ADMINISTRATIVE SECRETARY		04/2013	2080.0			0	0	7	\$27,404	\$34,258	\$41,112	\$0	\$0	\$37,968	\$0	1.45%	\$38,518	04/04/2013	
WARRENSBURG	EXECUTIVE ASST II		01/2012	2080.0			0	0	2	\$25,236	\$32,088	\$38,940	\$0	\$0	\$31,656	\$0	1.45%	\$32,115	03/21/2013	
PLEASANT HILL FIRE & RESCUE	ADMINISTRATIVE SECRETARY		01/2012	2080.0			0	0	1	\$24,000	\$30,498	\$36,996	\$0	\$0	\$29,640	\$0	1.45%	\$30,070	03/21/2013	
CLAY COUNTY	SECRETARY		01/2012	2080.0			0	0	8	\$22,728	\$27,522	\$32,316	\$0	\$0	\$27,000	\$0	1.45%	\$27,392	03/21/2013	
										Average										
HARRISONVILLE	Administrative Secretary	Police Chief and Community Development Director	12/2012	2080.0	=	N	0	0	3	\$29,752	\$37,190	\$44,628	\$32,552	\$42,224	\$36,296	\$6,768	21.21%	\$50,762	06/25/2013	
										Difference	(\$310)	(\$914)	(\$1,519)	(\$2,601)	\$2,815	(\$4,010)	\$0	17.91%	\$8,526	
										Difference %	-1.0%	-2.5%	-3.4%	-8.0%	6.7%	-11.0%	0.0%	84.42%	16.8%	
										# of Respondents	14	14	14	5	5	12	1	14	12	
										Standard Deviation	\$4,766	\$6,307	\$7,984	\$3,051	\$2,168	\$12,745	\$0	5.0%	\$13,082	
										Standard Error	\$1,274	\$1,686	\$2,134	\$1,364	\$970	\$3,679	\$0	1.3%	\$3,776	

Job # 2310 - ADMINISTRATIVE / EXECUTIVE ASSISTANT

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PRAIRIE VILLAGE	MANAGEMENT ASSISTANT		01/2012	2080.0			0	0	1	\$53,652	\$67,062	\$80,472	\$0	\$0	\$58,632	\$0	1.45%	\$59,482	03/21/2013
HARRISONVILLE	Executive Secretary/Deputy City Clerk	City Clerk	12/2012	2080.0	=	N	0	0	0	\$37,256	\$46,570	\$55,884	\$0	\$0	\$0	\$6,768	21.21%	\$0	06/25/2013
LEAVENWORTH	ADMINISTRATIVE ASSISTANT		01/2013	2080.0			0	0	1	\$35,974	\$44,968	\$53,962	\$35,974	\$35,974	\$35,974	\$0	1.45%	\$36,496	06/26/2013
MIAMI COUNTY	Accounting Specialist - Administration	County Administrator	01/2013	2080.0	=	N	0	0	1	\$35,131	\$43,430	\$51,730	\$37,835	\$37,835	\$37,835	\$0	7.65%	\$40,729	05/31/2013
CLAY COUNTY	ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	8	\$34,236	\$42,792	\$51,348	\$0	\$0	\$36,864	\$0	1.45%	\$37,399	03/21/2013
RAYMORE	ADMINISTRATIVE ASSISTANT		11/2012	2080.0			0	0	0	\$34,587	\$42,370	\$50,152	\$0	\$0	\$44,445	\$0	1.45%	\$45,089	05/10/2013
RAYTOWN	SR ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	1	\$33,072	\$40,506	\$47,940	\$0	\$0	\$39,276	\$0	1.45%	\$39,846	03/21/2013
NORTH KANSAS CITY	ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	4	\$30,996	\$38,742	\$46,488	\$0	\$0	\$41,844	\$0	1.45%	\$42,451	03/21/2013
MERRIAM	ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	4	\$30,000	\$37,950	\$45,900	\$0	\$0	\$42,972	\$0	1.45%	\$43,595	03/21/2013
GLADSTONE	ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	4	\$28,152	\$37,830	\$47,508	\$0	\$0	\$0	\$0	1.45%	\$0	03/21/2013
WARRENSBURG	OFFICE MANAGER		01/2012	2080.0			0	0	1	\$28,908	\$36,732	\$44,556	\$0	\$0	\$36,228	\$0	1.45%	\$36,753	03/21/2013
EXCELSIOR SPRINGS	ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	4	\$28,452	\$34,560	\$40,668	\$0	\$0	\$34,044	\$0	1.45%	\$34,538	03/21/2013

MISSION	ADMINISTRATIVE ASSISTANT	Community Development Director	01/2013	2080.0	=	N	0	0	1	\$27,689	\$33,919	\$40,149	\$0	\$0	\$0	\$0	1.45%	\$0	04/15/2013
PLEASANT HILL	NO MATCH																		
Average										\$33,700	\$42,110	\$50,520	\$36,904	\$36,904	\$40,811	\$6,768	3.30%	\$41,638	
HARRISONVILLE	Executive Secretary/Deputy City Clerk	City Clerk	12/2012	2080.0	=	N	0	0	0	\$37,256	\$46,570	\$55,884	\$0	\$0	\$0	\$6,768	21.21%	\$0	06/25/2013
Difference										\$3,556	\$4,460	\$5,364	(\$36,904)	(\$36,904)	(\$40,811)	\$0	17.91%	(\$41,638)	
Difference %										9.5%	9.6%	9.6%	0.0%	0.0%	0.0%	0.0%	84.42%	0.0%	
# of Respondents										13	13	13	2	2	10	1	14	10	
Standard Deviation										\$6,818	\$8,443	\$10,139	\$1,316	\$1,316	\$7,099	\$0	5.0%	\$7,130	
Standard Error										\$1,891	\$2,342	\$2,812	\$931	\$931	\$2,245	\$0	1.3%	\$2,255	

Job # 2330 - RECEPTIONIST / SECRETARY

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
LEAVENWORTH	OFFICE CLERK/RECEPTIONIST		01/2013	2080.0			0	0	1	\$26,864	\$33,580	\$40,296	\$27,401	\$27,401	\$27,401	\$0	1.45%	\$27,798	06/27/2013
HARRISONVILLE	CUSTOMER SERVICE SPECIALIST		12/2012	1040.0			0	0	2	\$26,608	\$33,260	\$39,912	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/08/2013
RAYMORE	OFFICE ASSISTANT		2/2013	2080.0			0	0	2	\$26,149	\$32,032	\$37,916	\$0	\$0	\$26,166	\$0	1.45%	\$26,545	05/13/2013
BELTON	RECEPTIONIST		01/2012	2080.0			0	0	1	\$24,096	\$30,384	\$36,672	\$0	\$0	\$36,672	\$0	1.45%	\$37,204	03/21/2013
RAYTOWN	RECEPT/CUSTOMER SVC REP		01/2012	2080.0			0	0	1	\$24,600	\$30,132	\$35,664	\$0	\$0	\$31,500	\$0	1.45%	\$31,957	03/21/2013
LIBERTY	RECEPTIONIST		01/2012	2080.0			0	0	0	\$23,172	\$30,028	\$36,883	\$0	\$0	\$0	\$0	1.45%	\$0	05/06/2013
GRANDVIEW	RECEPTIONIST	Administrative Assistant	01/2013	2080.0	=	N	0	0	1	\$24,062	\$28,885	\$33,708	\$24,066	\$24,066	\$24,066	\$0	1.45%	\$24,415	05/07/2013
PRAIRIE VILLAGE	RECEPTIONIST		01/2012	2080.0			0	0	1	\$23,028	\$28,788	\$34,548	\$0	\$0	\$31,824	\$0	1.45%	\$32,285	03/21/2013
RIVERSIDE	RECEPTIONIST		07/2012	2080.0			0	0	2	\$21,700	\$28,250	\$34,800	\$29,016	\$30,888	\$29,952	\$0	1.45%	\$30,386	04/29/2013
WARRENSBURG	SUPPORT SVCS SPECIALIST		01/2012	2080.0			0	0	1	\$22,032	\$28,008	\$33,984	\$0	\$0	\$27,648	\$0	1.45%	\$28,049	03/21/2013
CLAY COUNTY	RECEPTIONIST		01/2012	2080.0			0	0	4	\$19,692	\$24,612	\$29,532	\$0	\$0	\$24,612	\$0	1.45%	\$24,969	03/21/2013
Average										\$23,818	\$29,814	\$35,810	\$26,828	\$27,452	\$28,871	\$6,768	3.25%	\$29,290	
HARRISONVILLE	CUSTOMER SERVICE SPECIALIST		12/2012	1040.0			0	0	2	\$26,608	\$33,260	\$39,912	\$0	\$0	\$0	\$6,768	21.21%	\$0	04/08/2013
Difference										\$2,790	\$3,446	\$4,102	(\$26,828)	(\$27,452)	(\$28,871)	\$0	17.96%	(\$29,290)	
Difference %										10.5%	10.4%	10.3%	0.0%	0.0%	0.0%	0.0%	84.69%	0.0%	
# of Respondents										11	11	11	3	3	9	1	11	9	
Standard Deviation										\$2,213	\$2,572	\$3,051	\$2,524	\$3,411	\$4,029	\$0	6.0%	\$4,087	
Standard Error										\$667	\$775	\$920	\$1,457	\$1,970	\$1,343	\$0	1.8%	\$1,362	

Figure #1: Inflation Indexes

Weight Per Year	Employment Cost Index: (ECI) State and Local Government Workers				Consumer Price Index: (CPI-U) Kansas City	
	12 Months Ended	Wages & Benefits	Wages Only	Benefits Only	12 Months Ended	All Items
15%	March '11	1.80%	1.20%	3.30%	Dec. '10	1.68%
35%	March '12	1.50%	1.00%	2.30%	Dec. '11	4.35%
50%	March '13	1.90%	1.10%	3.50%	Dec. '12	2.08%
Three Year Weighted Avg. =		1.75%	1.08%	3.05%		2.81%

Consumer Price Index: All Urban Consumers- (CPI-U), Kansas City, MO Ten Year History

Calendar Year	Semiannual Averages		Annual % Change	Fiscal Year	Budgeted Merit Increases	Actual Merit Increases
	Jan-Jun	Jul-Dec				
2001	171.90	172.50	2.56%	2001		
2002	173.10	174.90	1.39%	2002		
2003	176.60	177.40	1.43%	2003		
2004	179.60	181.80	2.48%	2004		
2005	183.30	187.30	3.03%	2005		
2006	188.60	191.60	2.30%	2006		
2007	193.21	195.75	2.17%	2007		
2008	200.87	201.43	2.90%	2008		
2009	199.15	202.77	0.66%	2009	5.00%	4.20%
2010	204.58	206.17	1.68%	2010	2.50%	2.46%
2011	211.86	215.14	4.35%	2011	2.50%	2.41%
2012	217.39	219.61	2.08%	2012	2.50%	
2013						
Average			2.27%		3.13%	3.02%

Figure #2: Pay Scale Adjustment Guide

			Proposed Per Hour Increase	Annual Full-time Increase
Average Beginning Pay	Average Max Pay			
\$49,793.00	\$74,689.00	Minimum	\$0.20	\$416.00
		Midpoint	\$0.25	\$520.00
		Maximum	\$0.30	\$624.00
1.08%	1.08% = Weighted Average ECI (Wages Only)			
<u>2.81%</u>	<u>2.81%</u> = Weighted Average CPI			
\$537.76	\$806.64	Average		
		= ECI (Wages Only)		
\$1,400.88	\$2,101.30	= CPI		
		Average		
		\$0.32		
		\$0.84		

Harrisonville Missouri Compensation Structure: Effective January 1, 2014

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
Level 13						
City Administrator	\$90,016	\$112,520	\$135,024	\$43.28	\$54.10	\$64.92
Level 12						
Finance Director/Assistant City Administrator	\$74,816	\$93,520	\$112,224	\$35.97	\$44.96	\$53.95
Level 11						
City Engineer	\$70,660	\$88,325	\$105,990	\$33.97	\$42.46	\$50.96
Director of Electric Utility						
Director of Emergency Services						
Director of Public Works						
Police Chief						
Level 10						
Community Development Director	\$64,096	\$80,120	\$96,144	\$30.82	\$38.52	\$46.22
Director of Parks and Recreation						
Level 9						
Police Lieutenant	\$58,240	\$72,800	\$87,360	\$28.00	\$35.00	\$42.00
System Administrator						
Level 8						
Deputy Fire Chief	\$52,800	\$66,000	\$79,200	\$25.38	\$31.73	\$38.08
Electric Line Supervisor						
Street Superintendent						
Level 7						
Building Official (Previously Director of Codes Administration)	\$47,160	\$58,950	\$70,740	\$22.67	\$28.34	\$34.01
City Clerk						
EMS Captain (Full Time Hourly Rate Adjusted for 2,756 regular hrs & 164 hrs OT)				\$15.71	\$19.64	\$23.56
Journeyman Lineman						
Police Sergeant (Full & Part Time Hourly Rate Adjusted for 2210 regular hours)				\$21.34	\$26.67	\$32.01
Recreation Services Manager						
Level 6						
Airport Manager	\$42,136	\$52,670	\$63,204	\$20.26	\$25.32	\$30.39
Assistant Public Works Director						
Chief Water Plant Operator						
Chief Wastewater Plant Operator						
Public Information Officer (Previously Community Info Specialist Level 5)						
Economic Development Manager						
Human Resource Specialist						
Maintenance Supervisor						
Municipal Court Administrator						
Park Supervisor						
Police Officer II/Detective (Full & Part Time Hourly Rate Adjusted for 2210 regular hours)				\$19.07	\$23.83	\$28.60
Street Supervisor						
Tree Trimming Supervisor						
W/S Maintenance Supervisor						
Level 5						
Business Office Mgr	\$37,672	\$47,090	\$56,508	\$18.11	\$22.64	\$27.17
Codes Compliance Officer/Building Inspector I						
Engineering Tech						
Executive Secretary/ Deputy City Clerk						
Firefighting Paramedic (Full Time Hourly Rate Adjusted For 2,756 Regular Hrs & 164 hrs of OT)				\$12.55	\$15.69	\$18.82
GIS Technician/Planner II						
Plant Operator III (A & B License Holders)						
Police Officer I (Full & Part Time Hourly Rate Adjusted for 2210 regular hours vs. 2080)				\$17.05	\$21.31	\$25.57
Recreation/Aquatics/Program/Fitness Supervisor						

Attachment: Harrisonville Compensation Structure-2014 (1089 : Proposed 2014 Pay Scale)

Harrisonville Missouri Compensation Structure: Effective January 1, 2014

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
Level 4						
Accounting Clerk II	\$33,704	\$42,130	\$50,556	\$16.20	\$20.25	\$24.31
Accounting Specialist						
Accounts Payable Specialist						
Aquatics Supervisor						
Chief Animal Control Officer						
Codes Compliance Officer						
Firefighting EMT (Full time Rate adjusted for 2,756 regular hrs & 164 hrs OT)				\$11.23	\$14.03	\$16.84
Plant Operator II (C & D License Holders)						
Tree Trimmer						
Level 3						
Accounts Receivable Clerk	\$30,168	\$37,710	\$45,252	\$14.50	\$18.13	\$21.76
Administrative Secretary						
Animal Control Officer I						
Communication Officer (Dispatcher)						
General Maintenance II (Skilled Worker)						
GIS Technician/Planner I						
Meter Reader (Water & Electric)						
Park Maintenance (Equipment Operators-Skilled Worker)						
Plant Operator (No License Held)						
Street Maintenance (Heavy Equipment Operator)						
Systems Administrator- Part Time						
W/S Maintenance (Skilled Worker)						
Level 2						
Accounting Clerk I	\$27,024	\$33,780	\$40,536	\$12.99	\$16.24	\$19.49
Court Clerk						
Customer Service Specialist						
Police Records Clerk						
Recreation Coordinator						
Level 1						
Animal Shelter Worker	\$24,224	\$30,280	\$36,336	\$11.65	\$14.56	\$17.47
Codes Compliance Officer- Part Time						
General Maintenance I (Custodian/Laborer/Semi-Skilled)						
Level .75						
Fitness Instructor- Part Time				\$9.90	\$12.38	\$14.85
Level .5						
Assistant Pool Manager				\$8.70	\$10.88	\$13.05
Concessions Stand Manager						
Level .25						
Concession Stand Worker				\$7.50	\$9.38	\$11.25
Fitness Floor/Recreation Attendant						
Life Guard/Swim Instructor						
Recreation Clerk- Customer Service/Office Support						
Seasonal & Part-time Maintenance Worker						

Averages 2014	\$ 50,209	\$ 62,761	\$ 75,313	\$ 19.86	\$ 24.82	\$ 29.78
Averages 2013	\$ 49,793	\$ 62,241	\$ 74,689	\$ 19.69	\$ 24.62	\$ 29.54
Average Annual Change in Wage	\$ 416	\$ 520	\$ 624			
Average Change in Hourly Rate	\$ 0.20	\$ 0.25	\$ 0.30			
Percent of Change	0.8%	0.8%	0.8%			

Attachment: Harrisonville Compensation Structure-2014 (1089 : Proposed 2014 Pay Scale)