



**AGENDA
CITY OF HARRISONVILLE
FINANCE/PERSONNEL COMMITTEE
REGULAR MEETING
CITY HALL
JULY 1, 2013
6:00 PM**

- I. Call to Order**
 - 1. Roll Call**
- II. Approve Minutes**
 - 1. Finance/Personnel Committee - Regular Meeting - Jun 10, 2013 6:00 PM**
- III. Agenda Items**
 - 1. 2014 Pay Scale & Personnel Policy Amendments**
- IV. General Discussion**
- V. Adjournment**

This meeting will be open to the public.

Posted on City Hall Bulletin Board this day of

Kim Hubbard, City Clerk



DRAFT
MINUTES
CITY OF HARRISONVILLE
FINANCE/PERSONNEL COMMITTEE
REGULAR MEETING
CITY HALL
JUNE 10, 2013
6:00 PM

I. Call to Order

The meeting was called to order at 6:00 PM by Chair Bill Mollenhour

Attendee Name	Title	Status	Arrived
Kevin Wood	Member	Present	
Doug Meyer	Member	Present	
Stacey Dahlman	Member	Absent	
Morris Coburn	Member	Present	
Marcia Milner	Member	Present	
Bret Reece	Alternate	Absent	
Bill Mollenhour	Chair	Present	

Others in attendance were Alderman David Dickerson, City Administrator Keith Moody, Finance Director Mike Tholen, Public Information Specialist Sheryl Stanley, and City Clerk Kim Hubbard

II. Approve Minutes

1. **1054 : April 15, 2013 Minutes** Approved

III. Agenda Items

1. **Discussion of Weekly Wrap Up Distribution**

Mr. Moody made the recommendation to move the preparation of the Weekly Wrap Up from weekly to every other week, opposite that of the Board of Aldermen packets going out.

The consensus of the Committee was to try this on a bi-weekly basis. Alderman Meyer made the motion, Mayor Wood seconded, the motion was approved unanimously by a voice vote.

2. **Residential Preferences Questionnaire**

There was discussion regarding the employee residential preferences questionnaire and the committee was asked for their input. Alderman Coburn inquired about eliminating number three and there was discussion that there needed to be an option of "Other".

With the "Other" option being added, the consensus of the committee was to send out the questionnaire to employees.

3. Discussion on Local Use Tax Ballot Question

Mr. Moody reviewed a local use tax and reported with the no sales tax collection on out-of-state vehicle sales, the City is looking at losing approximately \$100,000 a year in revenue.

There was discussion that a local use tax could serve as an additional resource for street and storm water improvements. There was also discussion regarding earmarking the dollars from the local use tax and Mr. Moody stated he was not sure whether those specifics would be set forth in the ballot language or in the ordinance. Mr. Moody stated this is a difficult tax to explain and there would need to be some education for the public.

There was no action to be taken.

4. Discussion of Utility Bill Insert

Director Tholen reviewed the insert that went out with the utility bills and said the ladies in the Utilities Department have not received any questions, just one comment from a customer who stated they preferred to have the newsletter. There was discussion regarding the addition of a slice to the pie charts showing reserves for future capital projects. Direction was given to add a slice to the pie charts showing the reserves for future capital projects.

5. Discussion of Utility Administration Fee

Director Tholen reviewed the utility administrative fee and noted this item was brought up during a previous Board meeting to add the administrative fee to the next bill. There was discussion regarding the obstacles of adding this to the next bill. Director Tholen explained the billing process and noted it would take two or three months before this fee would be collected. Discussion also took place regarding agencies that provide assistance and that some require a shut off notice, and those who are on the shut off list can have the administrative fee waived if they sign up for auto pay.

There was no action taken.

Alderman Milner left at 7:04 pm

IV. General Discussion

Mr. Walter Cook inquired about a shut off notice for an individual who had moved out of state. Mr. Tholen explained if good credit has been established and the customer has received their deposit back, they would need to put another deposit down if placed on the disconnection list.

V. Adjournment

The meeting was closed at 7:07 PM

Alderman Coburn moved to adjourn. Mayor Wood seconded, the motion passed unanimously by a voice vote.

Respectfully submitted,

Kim Hubbard, City Clerk

Minutes Acceptance: Minutes of Jun 10, 2013 7:00 PM (Approve Minutes)



STAFF REPORT

TO: Finance/Personnel Committee
FROM: Keith Moody, City Administrator
DATE: June 25, 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 Public Information Specialist position to be moved up one pay grade (to level 6); this 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.

1. Action Item (ID # 1080)

2014 Pay Scale & Personnel Policy Amendments

Attachments:

MARC Comparable Communities List- 2013 (PDF)

MARC Wage Survey- Comparable Communities- 2013 (PDF)

Inflation Indexes-2014 (PDF)

Harrisonville Compensation Structure-2014 (PDF)



Compensation Survey System

In partnership with Technology Net

HARRISONVILLE
Full Mode

Entity Group - KC Metro Comparable Communities

General Info

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[Edit Data](#)

Reports

[Allowance Groups](#)
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[Entity Groups](#)
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[Log Off](#)

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	charlenel@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 (1080 : 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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of Respondents

Standard Deviation

Standard Error

18	18	18	3	3	19	1	19	19
\$3,157	\$3,763	\$4,868	\$3,747	\$3,747	\$11,320	\$0	5.0%	\$12,210
\$744	\$887	\$1,148	\$2,164	\$2,164	\$2,597	\$0	1.1%	\$2,801

Job # 330 - CODE ENFORCEMENT OFFICER 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	
PRAIRIE VILLAGE	CODE ENFORCEMENT OFFICER	Neighborhood Services Coordinator	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		01/2013	2080.0	=	N	0	0	1	\$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	Community Development Manager	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		01/2012	2080.0	=	N	0	0	1	\$32,616	\$42,268	\$51,920	\$0	\$0	\$43,188	\$0	1.45%	\$43,814	05/07/2013
GLADSTONE	NEIGHBORHOOD SERVCS 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	3	\$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	\$6,672	21.23%	\$0	04/08/2013
MIAMI COUNTY	COMPLIANCE OFFICER I	Chief Building Inspector	01/2013	2080.0	=	N	0	0	1	\$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	\$6,672	2.98%	\$40,655	
HARRISONVILLE	CODE COMPLIANCE OFFICER		12/2012	2080.0			0	0	0	\$33,288	\$37,449	\$41,610	\$0	\$0	\$0	\$6,672	21.23%	\$0	04/08/2013
Difference										\$920	(\$2,824)	(\$6,568)	(\$36,005)	(\$38,428)	(\$39,887)	\$0	18.25%	(\$40,655)	
Difference %										2.8%	-7.5%	-15.8%	0.0%	0.0%	0.0%	0.0%	85.97%	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				TCV	Updated	
										Min	Mid	Max	Low	High	Avg	Ben\$			Ben%
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
LEAVENWORTH	PLANNING & CD DIRECTOR		01/2012	2080.0			0	0	0	\$71,280	\$89,100	\$106,920	\$0	\$0	\$0	\$0	1.45%	\$0	06/25/2013
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	\$6,672	21.23%	\$93,349	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

Attachment: MARC Wage Survey- Comparable Communities- 2013 (1080 : Proposed 2014 Pay Scale)

HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	Average							\$25,826	\$32,559	\$39,292	\$27,040	\$36,712	\$31,876	\$6,672	11.34%	\$45,314
			12/2012	2080.0	=	N	0	0	2	\$26,608	\$33,260	\$39,912	\$27,040	\$36,712	\$31,876	\$6,672	21.23%	\$45,314
			Difference							\$782	\$701	\$620	\$0	\$0	\$0	\$0	9.89%	\$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	<=>	Flsa	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	\$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	\$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	\$6,672	21.23%	\$49,222	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	\$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	\$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	\$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	\$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	\$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	\$0	\$26,541	\$0	7.65%	\$28,571	05/30/2013
Average										\$29,229	\$36,225	\$43,222	\$31,108	\$34,494	\$34,599	\$6,672	3.81%	\$36,627		
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	\$6,672	21.23%	\$49,222	04/09/2013	
Difference										\$523	\$965	\$1,406	(\$428)	\$5,026	\$501	\$0	17.41%	\$12,596		
Difference %										1.8%	2.6%	3.2%	-1.4%	12.7%	1.4%	0.0%	82.04%	25.6%		
# 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%	\$7,038		
Standard Error										\$1,159	\$1,293	\$1,474	\$2,227	\$2,827	\$1,782	\$0	1.8%	\$2,226		

Job # 725 - ACCOUNTING TECHNICIAN

											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	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	\$6,672	21.23%	\$62,825	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	\$6,672	3.43%	\$40,281		
HARRISONVILLE	ACCTNG CLERK II & SPECIALISTS		12/2012	2080.0			0	0	3	\$33,288	\$41,610	\$49,932	\$42,120	\$49,316	\$46,321	\$6,672	21.23%	\$62,825	04/08/2013	
Difference										\$3,102	\$3,947	\$4,792	\$0	\$0	\$8,177	\$0	17.80%	\$22,544		
Difference %										9.3%	9.5%	9.6%	0.0%	0.0%	17.7%	0.0%	83.85%	35.9%		
# 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%	\$8,537		
Standard Error										\$932	\$1,170	\$1,466	\$0	\$0	\$1,345	\$0	1.9%	\$2,700		

Job # 780 - FINANCE DIRECTOR

Range	Actual
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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	\$54,975	\$67,718	\$80,461	\$76,500	\$76,500	\$72,225	\$6,672	3.43%	\$75,695
HARRISONVILLE	SYSTEMS ADMINISTRATOR	12/2012	2080.0	0	0	1	\$57,824	\$72,280	\$86,736	\$76,500	\$76,500	\$76,500	\$6,672	21.23%	\$99,410	04/09/2013
							Difference	\$2,849	\$4,562	\$6,275	\$0	\$0	\$4,275	\$0	17.80%	\$23,715
							Difference %	4.9%	6.3%	7.2%	0.0%	0.0%	5.6%	0.0%	83.85%	23.9%
							# of Respondents	10	10	10	1	1	9	1	10	9
							Standard Deviation	\$8,610	\$9,036	\$10,027	\$0	\$0	\$10,818	\$0	6.0%	\$14,032
							Standard Error	\$2,723	\$2,858	\$3,171	\$0	\$0	\$3,606	\$0	1.9%	\$4,677

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	\$6,672	21.23%	\$66,432	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	ADMINISTRATIVE COURT CLERK		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
Average										\$38,170	\$46,882	\$55,593	\$50,586	\$50,586	\$48,433	\$6,672	2.86%	\$50,398	
HARRISONVILLE	MUNICIPAL COURT ADMINSTR		12/2012	2080.0			0	0	1	\$41,720	\$52,150	\$62,580	\$49,296	\$49,296	\$49,296	\$6,672	21.23%	\$66,432	04/09/2013
Difference										\$3,550	\$5,268	\$6,987	(\$1,290)	(\$1,290)	\$863	\$0	18.36%	\$16,033	
Difference %										8.5%	10.1%	11.2%	-2.6%	-2.6%	1.8%	0.0%	86.51%	24.1%	
# of Respondents										14	14	14	3	3	13	1	14	13	
Standard Deviation										\$7,186	\$8,787	\$10,788	\$7,026	\$7,026	\$10,579	\$0	5.0%	\$11,761	
Standard Error										\$1,921	\$2,348	\$2,883	\$4,056	\$4,056	\$2,934	\$0	1.3%	\$3,262	

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				
RAYTOWN	MAINTENANCE III	Parks & Open Space Manager	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		01/2012	2080.0	=	N	0	0	3	\$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	\$6,672	21.23%	\$58,552	04/08/2013
LEAVENWORTH	PARK TECH		01/2012	2080.0			0	0	6	\$29,484	\$36,858	\$44,232	\$0	\$0	\$29,724	\$0	1.45%	\$30,155	03/21/2013
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	3	\$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 TCHN		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

[illegible]

		Average						\$27,873	\$34,875	\$41,876	\$34,791	\$36,017	\$34,402	\$6,672	2.77%	\$36,162	
HARRISONVILLE	PARK MAINTENANCE	12/2012	2080.0		0	0	2	\$29,752	\$37,190	\$44,628	\$41,912	\$43,680	\$42,796	\$6,672	21.23%	\$58,552	04/08/2013
Difference								\$1,879	\$2,315	\$2,752	\$7,121	\$7,663	\$8,394	\$0	18.46%	\$22,389	
Difference %								6.3%	6.2%	6.2%	17.0%	17.5%	19.6%	0.0%	86.96%	38.2%	
# of Respondents								13	13	13	3	3	12	1	15	12	
Standard Deviation								\$2,906	\$3,723	\$4,813	\$6,763	\$7,328	\$5,568	\$0	5.0%	\$8,627	
Standard Error								\$806	\$1,032	\$1,335	\$3,905	\$4,231	\$1,607	\$0	1.3%	\$2,490	

Job # 1245 - PARK 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
LEAVENWORTH	PARKS SUPERINTENDENT	Parks & Recreation Director	01/2012	2080.0			0	0	1	\$54,036	\$67,548	\$81,060	\$0	\$0	\$63,684	\$0	1.45%	\$64,607	03/21/2013
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		01/2012	2080.0	=	Y	0	0	1	\$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	1	\$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	\$6,672	21.23%	\$69,962	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										\$44,946	\$56,258	\$67,571	\$56,517	\$56,517	\$57,274	\$6,672	3.25%	\$59,650	
HARRISONVILLE	PARK SUPERVISOR	12/2012	2080.0			0	0	1	\$41,720	\$52,150	\$62,580	\$52,208	\$52,208	\$52,208	\$6,672	21.23%	\$69,962	04/09/2013	
Difference										(\$3,226)	(\$4,108)	(\$4,991)	(\$4,309)	(\$4,309)	(\$5,066)	\$0	17.98%	\$10,312	
Difference %										-7.7%	-7.9%	-8.0%	-8.3%	-8.3%	-9.7%	0.0%	84.70%	14.7%	
# of Respondents										11	11	11	2	2	11	1	11	11	
Standard Deviation										\$5,779	\$7,505	\$9,372	\$6,094	\$6,094	\$6,424	\$0	6.0%	\$7,160	
Standard Error										\$1,742	\$2,263	\$2,826	\$4,309	\$4,309	\$1,937	\$0	1.8%	\$2,159	

Job # 1250 - PARKS & RECREATION DIRECTOR

										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	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
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
LEAVENWORTH	PARKS & RECREATION DIR		01/2012	2080.0			0	0	1	\$65,532	\$81,912	\$98,292	\$0	\$0	\$76,260	\$0	1.45%	\$77,366	03/21/2013
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	\$6,672	21.23%	\$98,804	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

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																		

HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	Average							\$24,524	\$30,396	\$36,269	\$26,502	\$28,342	\$28,447	\$6,672	3.31%	\$30,007	
			12/2012	2080.0	=	N	0	0	2	\$23,808	\$29,760	\$35,712	\$28,288	\$29,244	\$28,766	\$6,672	21.23%	\$14,544	04/09/2013
			Difference							(\$716)	(\$636)	(\$557)	\$1,786	\$902	\$319	\$0	17.92%	\$11,537	
			Difference %							-3.0%	-2.1%	-1.6%	6.3%	3.1%	1.1%	0.0%	84.43%	27.8%	
			# of Respondents							13	13	13	4	4	12	1	14	12	
			Standard Deviation							\$2,181	\$2,468	\$3,165	\$3,116	\$3,254	\$3,537	\$0	5.0%	\$4,975	
			Standard Error							\$605	\$684	\$878	\$1,558	\$1,627	\$1,021	\$0	1.3%	\$1,436	

Job # 1994 - MAINTENANCE FIELD SUPERVISOR

											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	
GARDNER	BUILDING MAINT SUPERVISOR	Division Managers Highway 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/W/S SUPERVISORS		12/2012	2080.0			0	0	2	\$41,720	\$52,150	\$62,580	\$44,720	\$52,832	\$48,776	\$6,672	21.23%	\$65,801	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	
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	
LEAVENWORTH	SW FOREMAN/PARK FOREMAN		01/2012	2080.0			0	0	2	\$36,396	\$45,492	\$54,588	\$0	\$0	\$47,208	\$0	1.45%	\$47,893	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	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	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										\$37,479	\$46,432	\$55,385	\$41,488	\$46,944	\$46,563	\$6,672	3.31%	\$48,602		
HARRISONVILLE	STREET/W/S SUPERVISORS	12/2012	2080.0			0	0	2	\$41,720	\$52,150	\$62,580	\$44,720	\$52,832	\$48,776	\$6,672	21.23%	\$65,801	04/08/2013		
Difference										\$4,241	\$5,718	\$7,195	\$3,232	\$5,888	\$2,213	\$0	17.92%	\$17,199		
Difference %										10.2%	11.0%	11.5%	7.2%	11.1%	4.5%	0.0%	84.43%	26.1%		
# of Respondents										14	14	14	3	3	14	1	14	14		
Standard Deviation										\$5,958	\$7,141	\$8,477	\$4,398	\$6,085	\$7,139	\$0	5.0%	\$8,741		
Standard Error										\$1,592	\$1,908	\$2,265	\$2,539	\$3,513	\$1,908	\$0	1.3%	\$2,336		

Job # 2020 - PUBLIC WORKS ASSISTANT DIRECTOR

										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
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	\$6,672	21.23%	\$74,559	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	\$6,672	14.44%	\$63,216	
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	\$6,672	21.23%	\$74,559	04/09/2013
Difference										\$1,240	\$2,040	\$2,840	\$3,906	\$3,906	\$3,906	\$0	6.79%	\$11,342	
Difference %										3.0%	3.9%	4.5%	7.0%	7.0%	7.0%	0.0%	31.98%	15.2%	
# 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%	\$16,040	
Standard Error										\$1,240	\$2,040	\$2,840	\$3,906	\$3,906	\$3,906	\$0	7.1%	\$11,342	

Job # 2025 - PUBLIC WORKS DIRECTOR /GENERAL MANAGER

Range	Actual
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Difference	\$2,814	\$3,476	\$4,139	(\$26,541)	(\$27,477)	(\$28,781)	\$0	17.98%	(\$29,199)
Difference %	10.6%	10.5%	10.4%	0.0%	0.0%	0.0%	0.0%	84.70%	0.0%
# of Respondents	11	11	11	2	2	9	1	11	9
Standard Deviation	\$2,177	\$2,523	\$2,993	\$3,500	\$4,824	\$4,075	\$0	6.0%	\$4,134
Standard Error	\$656	\$761	\$902	\$2,475	\$3,411	\$1,358	\$0	1.8%	\$1,378

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

Average Beginning Pay	Average Max Pay		Proposed Per Hour Increase	Annual Full-time Increase
\$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		
\$1,400.88	\$2,101.30	= ECI (Wages Only)		
		= CPI		
		\$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						
Director of Codes Administration	\$52,800	\$66,000	\$79,200	\$25.38	\$31.73	\$38.08
Deputy Fire Chief						
Electric Line Supervisor						
Street Superintendent						
Level 7						
City Clerk	\$47,160	\$58,950	\$70,740	\$22.67	\$28.34	\$34.01
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						
Communication Info Specialist (Public Information Officer)						
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 (1080 : 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 (1080 : Proposed 2014 Pay Scale)