

General/Administration

	Administrator/Clerk/Treasurer		Deputy Clerk		Utility Billing Clerk		Economic Development		
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
High	134992	169520	26.78	36.9	23.7	29.65	25.48	43.48	High
Low	61984	72800	12	17	12	19.31	18	26.75	Low
Albion	78650	118460	14.2	29.65	14.2	29.65	23.2	37.15	Albion
Average	80111.633	109389.6	17.708182	26.215714	16.76727	25.695	21.67	35.67	Average
Diff to Average	-1461.6333	9070.4	-3.5081818	3.4342857	-2.56727	3.955	1.53	1.48	Diff to Average

Recommendations: No change to pay scale for any General/Administration jobs. Minimum Pay is a bit below average, however we offer additional pay for certifications AND we have a number of additional step raises that create a higher maximum wage.

Police

	Chief		Officer		
	Minimum	Maximum	Minimum	Maximum	
High	72737.60	97489.60	60008.00	83262.40	High
Low	46830.00	70408.00	30250.00	47611.20	Low
Average	63549.08	82927.17	45306.80	66306.53	Average
Albion	46830.00	76215.00	30250.00	68730.00	Albion
Diff to Average	-16719.08	-6712.17	-15056.80	2423.47	Diff to Average

* (5/14/2024) At request of Jack Daily - I recalculated the comparison removing the larger population base communities of Central City, West Point, Valley, and O'Neill. I still maintain my recommendation below.

However - after conversation with Denny Johnson regarding how he structures non-certified pay - I made a change to the non-certified wage recommendation to allow only for 1 year in that pay range since officers now required to become certified within 1 year. The large pay range for non-certified officers no longer makes sense. Denny also informed me that there is a statewide signing bonus of \$7500 available for local law enforcement.

Recommendations: Increase pay scales for both Police Chief and Police Officer Jobs by 20% in order to remain competitive in the current market.

Public Works

	Street Supervisor		Water Commissioner		Sewer Commissioner		Public Works Operator		
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
High	30.43	36.99	35.26	42.87	35.26	42.87	25.29	32.35	High
Low	18.15	25.58	15.00	27.00	15.00	27.00	14.85	18.10	Low
Average	23.95	31.78	23.48	33.42	22.37	33.42	18.02	25.67	Average
Albion	18.15	35.10	18.15	35.10	18.15	35.10	15.00	29.65	Albion
Diff to Average	-5.80	3.32	-5.33	1.68	-4.22	1.68	-3.02	3.98	Diff to Average

Recommendations: Increase pay scales Street Supervisor/Water Commissioner/Sewer Commissioner by 5% to remain competitive in the current market.

Parks

	City Groundskeeper		Seasonal Labor		
	Minimum	Maximum	Minimum	Maximum	
High	23.18	32.61	17.50	27.00	High
Low	15.00	21.00	10.50	13.00	Low
Average	20.51	27.48	13.65	17.52	Average
Albion	15	32.35	12.50	16.00	Albion
Diff to Average	-5.51125	4.87	-1.15	-1.52	Diff to Average

Recommendations: Increase pay scales Park staff by 5% to remain competitive in the current market.

Pool

	Pool Manager		Lifeguards		
	Minimum	Maximum	Minimum	Maximum	
High	18.00	25.00	15.00	17.59	High
Low	9.00	13.00	10.00	11.00	Low
Average	14.53	19.52	11.54	14.48	Average
Albion	18.00	25.00	12.50	16.50	Albion
Diff to Average	3.47	5.48	0.96	2.02	Diff to Average

Recommendations: No change to pay scale for any Pool jobs.

*Pool Note - other communities do not differentiate pay for lifeguards and attendants