



WICHITA STATE
UNIVERSITY



PUBLIC POLICY & MANAGEMENT CENTER



Salary and Fee Comparison

Local Government Network | June 2022

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The Public Policy and Management Center (PPMC) would like to thank the Local Government Network (LGN) members who provided their salary and fee information for comparison.

Disclaimer

This study was conducted by the PPMC at Wichita State University. The PPMC is an independent research body unaffiliated with the Local Government Network. This report was prepared by the research team and data collected from external sources. PPMC's findings are based on assumption of data accuracy received from internal and external sources. The findings represent the findings, views, opinions and conclusions of the research team alone. The report does not express the official or unofficial policy of Wichita State University.

Salary Comparison

The Public Policy and Management Center (PPMC) completed an analysis of salaries for 30 positions on behalf of the Local Government Network (LGN). This study included matching position titles, classifications, and requirements and then comparing the designated salaries across each identified position.

Sixteen cities and counties shared their salary information for comparison. Those participating were: Abilene, Andover, Bel Aire, Butler County, Derby, Goddard, Halstead, Haysville, Herrington, Reno County, Sedgwick, Sedgwick County, Sterling, South Hutchinson, Valley Center, and Wichita. The average salaries at the minimum, midpoint, and maximum pay for each position were calculated.

In addition, the positions were matched in CompAnalyst. CompAnalyst market data is a “state-of-the-art process for benchmarking and analyzing jobs that builds on the professional industry standards employed by compensation analysts” (Salary.com). The CompAnalyst data is comprised of surveys that are paid for, versus self-reported data, which is subjective. Information in CompAnalyst is updated in real time to ensure that the most up-to-date data is available to users. The system not only matches jobs, but also creates hybrid positions to align closely with the duties outlined in position descriptions. CompAnalyst system also allows users to apply scopes to the data being extracted. Through this system, the PPMC was able to pull data from the geographic locations and place a governmental industry filter to the data. This narrows information in order to provide the most accurate wage data on each position description.

Finally, given the differences across the participating cities and counties in population size, each position was reviewed for salary range at each the minimum, midpoint, and maximum. This information will allow communities to compare where their salaries fall within the specified range.

Job Title	AVERAGES			CompAnalyst			RANGE					
	Min	Mid	Max	Min	Mid	Max	Min		Mid		Max	
							Min	Max	Min	Max	Min	Max
Accountant	\$20.60	\$25.20	\$30.56	\$27.12	\$34.57	\$42.12	\$14.00	\$30.06	\$17.45	\$38.79	\$20.97	\$47.52
Administrative assistant/receptionist	\$15.49	\$18.88	\$22.66	\$17.26	\$20.09	\$22.49	\$12.00	\$25.88	\$13.50	\$30.76	\$15.00	\$36.57
Animal Control	\$16.62	\$20.19	\$23.16	\$21.08	\$26.72	\$32.80	\$15.15	\$18.72	\$18.63	\$22.25	\$18.72	\$26.45
Appraiser	\$22.75	\$28.98	\$39.75	\$19.48	\$26.41	\$33.02	\$16.40	\$34.58	\$20.91	\$44.61	\$24.84	\$54.65
Building Code Enforcement Officer/Inspector	\$18.69	\$22.39	\$26.08	\$21.54	\$25.34	\$29.04	\$15.00	\$21.58	\$20.00	\$24.90	\$19.63	\$30.63
Building Nuisance officer/inspector	\$18.95	\$22.61	\$26.41	\$23.08	\$29.13	\$35.19	\$15.45	\$22.65	\$17.23	\$26.65	\$19.00	\$30.65
City Clerk	\$23.59	\$28.76	\$34.55	\$20.19	\$23.51	\$27.93	\$16.83	\$35.43	\$20.00	\$36.15	\$23.00	\$47.84
Court Clerk	\$16.01	\$19.50	\$23.15	\$18.56	\$21.44	\$24.76	\$13.00	\$19.20	\$16.00	\$23.62	\$16.30	\$29.05
Custodian	\$11.86	\$14.94	\$17.60	\$11.54	\$13.14	\$15.53	\$10.00	\$15.03	\$13.48	\$17.86	\$15.03	\$21.23
Detective	\$22.38	\$27.81	\$32.05	\$24.81	\$33.08	\$36.49	\$19.00	\$27.62	\$21.00	\$35.42	\$24.00	\$43.39
Equipment operator I	\$15.43	\$18.87	\$21.94	\$21.59	\$25.82	\$29.28	\$12.28	\$18.00	\$16.00	\$21.42	\$15.63	\$26.31
Finance Director	\$39.94	\$50.22	\$62.17	\$41.49	\$46.73	\$52.50	\$25.00	\$62.50	\$30.51	\$83.50	\$47.84	\$104.50
GIS Analyst	\$23.85	\$29.69	\$34.44	\$23.94	\$27.31	\$30.63	\$21.98	\$26.13	\$27.42	\$32.11	\$23.12	\$41.10
Groundskeeper (parks)	\$14.32	\$18.38	\$21.11	\$14.66	\$18.27	\$21.92	\$10.00	\$19.77	\$13.00	\$25.50	\$15.63	\$31.25
HR Director	\$36.47	\$46.49	\$59.53	\$55.48	\$62.84	\$71.15	\$25.00	\$62.50	\$33.17	\$83.50	\$39.40	\$104.50
Information Officer	\$34.08	\$43.79	\$55.01	\$23.02	\$35.62	\$50.65	\$24.70	\$62.50	\$30.87	\$83.50	\$36.69	\$104.50
IT Specialist	\$22.26	\$27.31	\$31.54	\$24.27	\$27.47	\$30.67	\$17.41	\$25.90	\$21.76	\$31.85	\$24.65	\$39.17
Law Enforcement Entry Level (patrol)	\$19.06	\$23.50	\$27.66	\$25.63	\$27.45	\$33.04	\$15.00	\$25.14	\$18.00	\$30.30	\$21.00	\$35.52
Maintenance Worker (bldgs.)	\$14.88	\$18.89	\$21.75	\$17.23	\$22.10	\$27.62	\$10.00	\$19.05	\$14.00	\$25.12	\$17.00	\$28.80
Meter Reader	\$14.59	\$17.21	\$19.83	\$18.68	\$23.37	\$30.07	\$12.50	\$16.26	\$15.50	\$19.13	\$18.50	\$22.00
Park staff (programming)	\$18.17	\$20.26	\$23.34	\$20.65	\$23.01	\$26.86	\$11.72	\$21.58	\$13.93	\$24.45	\$11.72	\$29.97
Payroll & Benefits Coordinator/Clerk	\$19.84	\$24.52	\$29.14	\$22.88	\$25.19	\$28.27	\$15.00	\$23.46	\$20.18	\$27.88	\$23.46	\$33.88
Planning/Permit Technician	\$18.32	\$22.19	\$26.31	\$18.60	\$21.68	\$25.80	\$13.79	\$25.03	\$17.24	\$29.75	\$20.69	\$35.36
Planning/Zoning type position	\$26.13	\$31.89	\$38.36	\$18.60	\$21.68	\$25.80	\$16.98	\$35.43	\$20.91	\$40.17	\$23.12	\$48.20
Sanitation Worker	\$12.00	\$15.45	\$18.95	\$13.97	\$17.64	\$21.41	\$12.00	\$12.00	\$15.45	\$15.45	\$18.95	\$18.95
Senior Center- coordinator or director	\$18.98	\$23.84	\$29.07	\$29.13	\$34.04	\$38.85	\$10.00	\$34.58	\$12.50	\$44.61	\$15.00	\$54.65
Street maintenance worker	\$15.16	\$18.86	\$21.76	\$17.55	\$20.19	\$23.03	\$12.28	\$17.40	\$15.50	\$21.40	\$15.63	\$26.31
Utility/Accounting Clerk I	\$15.40	\$19.48	\$23.09	\$14.26	\$17.85	\$22.50	\$11.08	\$25.00	\$13.73	\$37.50	\$15.63	\$50.00
Wastewater technician or operator	\$16.23	\$19.84	\$24.23	\$21.69	\$26.32	\$30.94	\$13.79	\$19.77	\$17.24	\$25.50	\$22.00	\$31.25
Water technician or operator	\$17.02	\$21.45	\$24.24	\$25.62	\$30.38	\$35.15	\$14.00	\$19.77	\$18.00	\$25.50	\$19.63	\$31.25

Fee Comparison

The PPMC collected the fees assessed by cities and counties regarding new building projects on behalf of LGN. This reviewed looked at the following fees:

- Zoning Change - Single Family
- Zoning Change - Other districts
 - Two-Family TF-3
 - Multi-Family (MF-18, MF-29, B), Manufactured Housing MH, University U, Neighborhood Office NO, General Office, GO, Neighborhood Retail NR
 - Limited Commercial LC, General Commercial GC, Central Business District CBD, Office Warehouse OW, Industrial Park IP, Limited Industrial LI, General Industrial GI
- Special Use Application
 - Community Unit Plan Original
 - Community Unit Plan filed with rezone
 - Community Unit Plan Major/Minor Amendment
- Appeal to Board of Zoning Appeals
- Variance
 - Residential
 - Non-Residential
- Conditional Use
 - Residential
 - Non-Residential
- Plan Review
- Building Permit
- Planned Development
 - Original Planned Unit Development
 - Planned Unit Development Major/Minor Amendments

- Subdivisions
 - Sketch Plan
 - Site Plan
 - Preliminary Plat
 - Final Plat
 - Lot Split
 - Boundary line Adjustment
 - Vacation of a Street, Alley, etc
 - Residential water tap fee
 - Residential sewer tap fee
 - Commercial water tap fee
 - Commercial sewer tap fee

Sixteen cities and counties shared their fee structures for comparison. Those participating were: Abilene, Andover, Bel Aire, Butler County, Derby, Goddard, Halstead, Haysville, Herrington, Reno County, Sedgwick, Sedgwick County, Sterling, South Hutchinson, Valley Center, and Wichita.

Wichita	Valley Center	Sterling	South Hutch	Sedgwick County	Sedgwick (City of)	Reno County	Herrington	Haysville	Halstead	Goddard	Derby	Bel Aire	Arkansas City	Ablene	Andover	PERMIT/ LICENSE
Planning & Zoning																
\$600 + \$0 per acre + \$5 per notification sign	\$300	\$200	\$100		\$150	\$300	\$150	\$275	\$100	\$300	\$350	\$500	\$200	\$200	\$250	Zoning Change - Single Family
	\$300	\$200	\$100		\$150	\$300	\$150	\$275	\$100	\$400	All zone changes, except Planned Unit Developments, are \$350. Planned Unit Developments are \$750.	\$500	\$200	\$200	\$250	Zoning Change - Other districts
\$600 + \$0 per acre + \$5 per notification sign				\$600 + \$0 per acre + \$5 per notification sign												Two-Family TF-3
\$900 + \$30 per acre + \$5 per notification sign				\$900 + \$30 per acre + \$5 per notification sign												Multi-Family, Manufactured Housing, University, Neighborhood Office, General Office, Neighborhood Retail
\$1,200 + \$30 per acre + \$5 per notification sign				\$1,200 + \$30 per acre + \$5 per notification sign												Limited Commercial, General Commercial, Central Business District, Office Warehouse, Industrial Park, Limited Industrial, General Industrial

PERMIT/ LICENSE	Andover	Ablene	Arkansas City	Bel Aire	Derby	Goddard	Halstead	Haysville	Herrington	Reno County	Sedgwick (City of)	Sedgwick County	South Hutch	Sterling	Valley Center	Wichita
Special Use Application	\$250	NA		\$175 + engineering	\$350	\$400	\$100	\$275	\$100	\$250 (Special Exception)	\$50		\$100	\$125	\$300	
Community Unit Plan Original												\$1,200 + \$30 per acre + \$5 per notification sign				\$1,200 + \$30 per acre + \$5 per notification sign
Community Unit Plan filed with rezone												\$800 + \$30 per acre + \$5 per notification sign				\$800 + \$30 per acre + \$5 per notification sign
Community Unit Plan Major/Minor Amendment												\$1200 (Major)/ \$800 (minor) + \$5 per notify sign				\$1200 (Major)/ \$800 (minor) + \$5 per notify sign
Appeal to Board of Zoning Appeals	\$150	\$200	\$150	\$200	\$150	\$125	\$75	\$150	\$100	\$250	\$100			\$125	\$200	See Variance
Variance	\$150	\$200	\$150		\$150	\$125	\$75	\$150	\$100	\$250	\$150			\$125	\$200	
Residential												\$525 + \$35 per zoning lot + \$5 per notification sign				\$525 + \$35 per zoning lot + \$5 per notification sign
Non-Residential												\$750 + \$35 per zoning lot + \$5 per notification sign				\$750 + \$35 per zoning lot + \$5 per notification sign
Conditional Use	\$150	\$200	\$200	\$175 + engineering	None specified	\$125	\$75	\$275	\$100	\$300	\$50		\$100	\$125	\$200	
Residential						\$0.00						\$450 + \$5 per notification sign				\$450 + \$5 per notification sign

PERMIT/ LICENSE	Andover	Abilene	Arkansas City	Bel Aire	Derby	Goddard	Halstead	Haysville	Herrington	Reno County	Sedgwick (City of)	Sedgwick County	South Hutch	Sterling	Valley Center	Wichita
Non- Residential												\$750 + \$30 per acre + \$5 per notification sign				\$750 + \$30 per acre + \$5 per notification sign
Plan Review	Per Valuation - 65% of assessed Building Permit fee	NA		65% of building permit fee	Site plan - \$500 Engineering - 3% of construction cost - engineering Building plan review - 65% of applicable building permit fee		\$25	\$50	\$100	N/A	None - when structures to be built, then permit req.			No Charge	\$200	
Building Permit	Per Valuation *Supporti ve doc attached	\$20 + \$3.50 per each additional \$1000		\$.20 per square foot	Residential - \$25+ additional amount based on valuation of work Commercial - \$25 plus additional fee based on valuation of work	0.38 per finished square foot+0.3 0 per unfinish ed square foot	\$10 minimu m, increase s based on project cost	Based on Total Valuati on - See Attach ment	\$5 for first \$1000, \$2 for each addition al \$1000 or a fraction thereof	125 - Dwelling , \$50 - Accesso ry building	\$25 base fee - .30 sq ft Res fin space; .25 sq ft unfin		\$20+ valuation increments	RES. \$25 + .50/1000 COM. \$50 + .50/1000 of est proj.	See Table: valleycenter	
Planned Development	\$500 (+ \$5 / acre over 20) to Establish / \$250 (+ \$5 / acre over 20) to Amend / \$100 (plus \$2.00 / lot over 1) Final	\$200	\$250		\$750	\$0.00		\$90		N/A	None - when structures to be built, then permit req.				\$500	

PERMIT/ LICENSE	Andover	Ablene	Arkansas City	Bel Aire	Derby	Goddard	Halstead	Haysville	Herrington	Reno County	Sedgwick (City of)	Sedgwick County	South Hutch	Sterling	Valley Center	Wichita
Original Planned Unit Development												\$1,200 + \$30 per acre + \$5 per notification sign				\$1,200 + \$30 per acre + \$5 per notification sign
Planned Unit Development Major/Minor Amendments												\$1200 (Major)/ \$800 (minor) + \$5 per notify sign				\$1200 (Major)/ \$800 (minor) + \$5 per notify sign
Subdivisions																
Sketch Plan	\$0.00	NA	\$0.00		No established fee	\$0.00	\$0	No Fee	NA	\$100	none	\$250			No Fee	\$250
Site Plan	\$150 for projects > \$10K / \$50 for projects < \$10K	cost to property owner	\$0.00		\$500 - site plan review	\$0.00	\$100	No Fee	NA	N/A	none	N/A	\$44 for up to first acre plus \$1 per 1,000 sq.ft.	No Charge	\$200.00	N/A
Preliminary Plat	\$100.00 (plus \$2.00 / lot over 1)	NA	\$200	\$200/ \$5/lot + engineering	R-1 & R-2 - \$500 plus \$10/lot B-4, MH-1, M-1, B-2A, others in West End - no fee All other districts - \$500 plus \$10/acre	\$300.00 plus \$10 for each lot/acre over one	\$100 + \$5 per lot over one	\$40 + \$2 for each additional lot over one	NA	300 + \$20 per lot - Maximum \$1,000	\$150 plus \$10 per lot	\$900 plus \$20 per lot/acre		300	\$350.00	\$900 plus \$20 per lot/acre
Final Plat	\$100.00 (plus \$2.00 / lot over 1)	NA	\$200	\$200/ \$5/lot + engineering	No fee	\$0.00	\$100 + \$5 per lot over one	\$40 Final Plat Only	NA	300 + \$20 per lot - Maximum \$1,000	\$100 plus \$5 per lot	\$900 plus \$20 per lot/acre		300	\$150.00	\$900 plus \$20 per lot/acre

PERMIT/ LICENSE	Andover	Abilene	Arkansas City	Bel Aire	Derby	Goddard	Halstead	Haysville	Herrington	Reno County	Sedgwick (City of)	Sedgwick County	South Hutch	Sterling	Valley Center	Wichita
Lot Split	\$100	no cost	\$75	\$150 + engineering	\$250	\$40	\$20	\$50	NA	\$25	\$10	\$275 + \$75/residenti al lot or \$400 +\$75/non- residential lot		\$40	\$150	\$275 +\$75/reside ntial lot or \$400 +\$75/non- residential lot
Boundary line Adjustment	Done at County	cost to property owner	\$0.00		No established fee	\$100	actual engineering costs and recording fees	\$275	NA	\$25	none	N/A (Exempt from Subdivision regulations)			N/A	N/A (Exempt from Subdivision regulations)
Vacation of a Street, Alley, etc.	\$250	\$200	\$200	\$150 + engineering	\$250	\$150	\$40	\$150	NA	\$250	none	\$525 + \$5/ notification sign		\$150	\$200	\$525 + \$5/ notification sign
Residential water tap fee	*COW Fees as applicable	Cost of time, material & equipment +10%	\$850	\$2,650	1" meter set - \$1,700 2" meter set - \$3,700	\$1,500	\$450 or \$650 depending on length	\$1,750	\$250	1000 for one water district, 500 for others	\$1,000			\$750	\$858	
Residential sewer tap fee	\$3,078.91 *Increase s by 4% annually	Cost of time, material & equipment +10%	\$400	\$950	\$1,000 - single family \$1,000/unit single family attached, two family & multifamily, manufacture d/mobile home	\$1,500	\$50	\$500	\$250	\$500	\$1,000		\$15	\$250	\$1,238	
Commercial water tap fee	n/a *COW	Cost of time, material & equipment +10%	\$850	\$2,650	1" meter set - \$1,700 2" meter set - \$3,700	\$2,500	\$450 or \$650 depending on length	\$3,500	\$2,649	1000 for one water district, 500 for others	\$1,000			\$1,000		
Commercial sewer tap fee	per DFU count *Supporti ve doc attached	Cost of time, material & equipment +10%	\$400	\$950	\$2,500 per connection plus tap fee (if required) of \$500 (any district)	\$2,500	\$100	\$500	\$2,649	\$500	\$1,000		\$15f			

Fee/Permit Websites

Andover:	https://www.andoverks.com/20/Building-Inspections-Department
Abilene:	http://abileneks.citycode.net/index.html#!codeOfTheCityOfAbileneKansas
Arkansas City:	https://www.arkcity.org/city-clerk/page/comprehensive-fee-schedule
Bel Aire:	https://www.belaireks.gov/180/Building-Zoning
Derby:	https://www.derbyks.com/608/Fees-Policies
Goddard:	https://www.goddardks.gov/292/Taxes-and-Fees
Halstead:	http://halsteadks.com/2199/Licenses-Permits
Haysville:	https://www.haysville-ks.com/city-code-zpau0
Herington:	https://library.municode.com/ks/herington/codes/code_of_ordinances
Reno County:	https://www.renogov.org/documentcenter/view/2654
Sedgwick (City of):	http://www.cityofsedgwick.org/blank-9
Sedgwick County:	https://www.sedgwickcounty.org/mabcd/fees/
South Hutchinson:	https://southhutch.com/municipal-code
Sterling:	https://sterling-kansas.com/523/Building-and-Construction-Information
Valley Center:	https://valleycenterks.org/85/Building-Permits
Wichita:	https://www.sedgwickcounty.org/mabcd/permits/