

* * * WORKING DRAFT * * *

Preliminary Report:
A JOB CLASSIFICATION AND
COMPENSATION PLAN
FOR THE CITY OF
LOGANVILLE, GEORGIA

November 6, 2023

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Introduction

At the request of the City of Loganville, Condrey and Associates, Inc. entered into a contract with the City for the development of a job classification and compensation plan.

The objectives of the study included:

1. Reviewing and revising the current classification system and pay plan for all City employees;
2. Collecting salary data; and
3. Producing a recommended pay plan based on job analysis, job evaluation, and wage survey data.

The process used to collect the necessary data and develop the classification and compensation plan consisted of several steps or phases. The first step involved the distribution of a position questionnaire to all City employees. The questionnaire covered major aspects of the employee's position as well as the physical demands and work environment of the position. After reviewing the information contained in the position questionnaires, Condrey and Associates interviewed employees individually and developed a classification recommendation for each position. Approximately 50% of the City's position incumbents were personally interviewed for the study. Our experience in interviewing the City's employees was a positive one. The City should take pride in its competent and professional workforce.

The next phase in the work plan involved evaluating each classification for grade assignment. In order to provide a reliable set of ratings, all positions were rated by Condrey and Associates utilizing the Factor Evaluation System (FES). An explanation of FES follows in another section of the report.

The project also involved collecting salary survey information. Condrey and Associates conducted a salary survey of selected organizations specifically for this study. The survey respondents are listed in Table I. Appendix C displays the Salary Survey Summary.

Even after completion of these phases, it will be necessary to reevaluate positions based on a change in duties or on a refocused job description. It is the intention of Condrey and Associates to provide technical assistance in this process.

Table I
Salary Survey Respondents
City of Loganville Personnel Project

City of Conyers

City of Covington

City of Lawrenceville

City of Monroe

City of Snellville

City of Social Circle

City of Stone Mountain

Gwinnett County

Walton County

The Classification Plan

The system used to classify the jobs in the City of Loganville is an adapted version of the Factor Evaluation System (FES). FES is considered to be a state-of-the-art system in public human resource management.

FES is a point-factor-comparison evaluation system that uses nine factors for the evaluation of jobs: Knowledge Required by the Position, Supervisory Controls, Guidelines, Complexity, Scope and Effect, Personal Contacts, Purpose of Contacts, Physical Demands, and Work Environment. In order to adapt it to this setting, a tenth factor covering supervisory responsibility was added by Condrey and Associates. The factors are weighted (i.e., Knowledge Required by the Position "counts more" than Physical Demands). Each factor has several levels, and each level is assigned a specified number of points. The combined score on all the factors determines the total number of points for each position and its assignment to a grade in the classification plan. Appendix A depicts the grade level assigned all city positions. The assigned grade levels reflect a combination of data generated by FES, the salary survey, and a review of organizational relationships within the government.

The Compensation Plan

The compensation plan developed for the City is based on an internal value system reflected in the classification plan and on a salary survey of comparable organizations to help ensure an externally equitable and competitive pay system.

The pay plan consists of twenty-seven grades. Table II displays the proposed salary scale. The salary range for each grade is approximately fifty percent. The range is deliberately broad so that problems associated with employees reaching the top of their pay range will be minimized.

In order to keep the proposed salary tables current, an annual market adjustment should be considered. This adjustment should be applied as an increase to the salary schedule and as a general percentage salary increase for all employees when market conditions dictate. An excellent source to determine market conditions is the Employment Cost Index published by the United States Bureau of Labor Statistics. If the City applies approximately 75% to 100% of this index to the salary plans on an annual basis, a review and update of the City's personnel system will not be necessary for four to five years. This market adjustment should be made in addition to employee performance increases. Thus, the City may budget for two annual personnel cost adjustments: 1) an across-the-board increase which would raise every employee salary and every pay range equally when market conditions dictate, and 2) increases linked to employee performance.

Table II
Proposed Salary Scale
City of Loganville Personnel Project

Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	24,410.84	25,021.11	25,646.64	26,287.80	26,945.00	27,618.62	28,309.09	29,016.82	29,742.24	30,485.79	31,247.94	32,029.13	32,829.86	33,650.61	34,491.87	35,354.17	36,238.03	37,143.98
2	25,646.64	26,287.80	26,945.00	27,618.62	28,309.09	29,016.82	29,742.24	30,485.79	31,247.94	32,029.13	32,829.86	33,650.61	34,491.87	35,354.17	36,238.03	37,143.98	38,072.58	39,024.39
3	26,945.00	27,618.62	28,309.09	29,016.82	29,742.24	30,485.79	31,247.94	32,029.13	32,829.86	33,650.61	34,491.87	35,354.17	36,238.03	37,143.98	38,072.58	39,024.39	40,000.00	41,000.00
4	28,309.09	29,016.82	29,742.24	30,485.79	31,247.94	32,029.13	32,829.86	33,650.61	34,491.87	35,354.17	36,238.03	37,143.98	38,072.58	39,024.39	40,000.00	41,000.00	42,025.00	43,075.63
5	29,742.24	30,485.79	31,247.94	32,029.13	32,829.86	33,650.61	34,491.87	35,354.17	36,238.03	37,143.98	38,072.58	39,024.39	40,000.00	41,000.00	42,025.00	43,075.63	44,152.52	45,256.33
6	31,247.94	32,029.13	32,829.86	33,650.61	34,491.87	35,354.17	36,238.03	37,143.98	38,072.58	39,024.39	40,000.00	41,000.00	42,025.00	43,075.63	44,152.52	45,256.33	46,387.74	47,547.43
7	32,829.86	33,650.61	34,491.87	35,354.17	36,238.03	37,143.98	38,072.58	39,024.39	40,000.00	41,000.00	42,025.00	43,075.63	44,152.52	45,256.33	46,387.74	47,547.43	48,736.12	49,954.52
8	34,491.87	35,354.17	36,238.03	37,143.98	38,072.58	39,024.39	40,000.00	41,000.00	42,025.00	43,075.63	44,152.52	45,256.33	46,387.74	47,547.43	48,736.12	49,954.52	51,203.38	52,483.47
9	36,238.03	37,143.98	38,072.58	39,024.39	40,000.00	41,000.00	42,025.00	43,075.63	44,152.52	45,256.33	46,387.74	47,547.43	48,736.12	49,954.52	51,203.38	52,483.47	53,795.55	55,140.44
10	38,072.58	39,024.39	40,000.00	41,000.00	42,025.00	43,075.63	44,152.52	45,256.33	46,387.74	47,547.43	48,736.12	49,954.52	51,203.38	52,483.47	53,795.55	55,140.44	56,518.95	57,931.93
11	40,000.00	41,000.00	42,025.00	43,075.63	44,152.52	45,256.33	46,387.74	47,547.43	48,736.12	49,954.52	51,203.38	52,483.47	53,795.55	55,140.44	56,518.95	57,931.93	59,380.22	60,864.73
12	42,025.00	43,075.63	44,152.52	45,256.33	46,387.74	47,547.43	48,736.12	49,954.52	51,203.38	52,483.47	53,795.55	55,140.44	56,518.95	57,931.93	59,380.22	60,864.73	62,386.35	63,946.01
13	44,152.52	45,256.33	46,387.74	47,547.43	48,736.12	49,954.52	51,203.38	52,483.47	53,795.55	55,140.44	56,518.95	57,931.93	59,380.22	60,864.73	62,386.35	63,946.01	65,544.66	67,183.27
14	46,387.74	47,547.43	48,736.12	49,954.52	51,203.38	52,483.47	53,795.55	55,140.44	56,518.95	57,931.93	59,380.22	60,864.73	62,386.35	63,946.01	65,544.66	67,183.27	68,862.86	70,584.43
15	48,736.12	49,954.52	51,203.38	52,483.47	53,795.55	55,140.44	56,518.95	57,931.93	59,380.22	60,864.73	62,386.35	63,946.01	65,544.66	67,183.27	68,862.86	70,584.43	72,349.04	74,157.76
16	51,203.38	52,483.47	53,795.55	55,140.44	56,518.95	57,931.93	59,380.22	60,864.73	62,386.35	63,946.01	65,544.66	67,183.27	68,862.86	70,584.43	72,349.04	74,157.76	76,011.71	77,912.00
17	53,795.55	55,140.44	56,518.95	57,931.93	59,380.22	60,864.73	62,386.35	63,946.01	65,544.66	67,183.27	68,862.86	70,584.43	72,349.04	74,157.76	76,011.71	77,912.00	79,859.80	81,856.30
18	56,518.95	57,931.93	59,380.22	60,864.73	62,386.35	63,946.01	65,544.66	67,183.27	68,862.86	70,584.43	72,349.04	74,157.76	76,011.71	77,912.00	79,859.80	81,856.30	83,902.70	86,000.27
19	59,380.22	60,864.73	62,386.35	63,946.01	65,544.66	67,183.27	68,862.86	70,584.43	72,349.04	74,157.76	76,011.71	77,912.00	79,859.80	81,856.30	83,902.70	86,000.27	88,150.28	90,354.03
20	62,386.35	63,946.01	65,544.66	67,183.27	68,862.86	70,584.43	72,349.04	74,157.76	76,011.71	77,912.00	79,859.80	81,856.30	83,902.70	86,000.27	88,150.28	90,354.03	92,612.89	94,928.21
21	68,862.86	70,584.43	72,349.04	74,157.76	76,011.71	77,912.00	79,859.80	81,856.30	83,902.70	86,000.27	88,150.28	90,354.03	92,612.89	94,928.21	97,301.41	99,733.95	102,227.30	104,782.98
22	76,011.71	77,912.00	79,859.80	81,856.30	83,902.70	86,000.27	88,150.28	90,354.03	92,612.89	94,928.21	97,301.41	99,733.95	102,227.30	104,782.98	107,402.55	110,087.62	112,839.81	115,660.80
23	83,902.70	86,000.27	88,150.28	90,354.03	92,612.89	94,928.21	97,301.41	99,733.95	102,227.30	104,782.98	107,402.55	110,087.62	112,839.81	115,660.80	118,552.32	121,516.13	124,554.03	127,667.89
24	92,612.89	94,928.21	97,301.41	99,733.95	102,227.30	104,782.98	107,402.55	110,087.62	112,839.81	115,660.80	118,552.32	121,516.13	124,554.03	127,667.89	130,859.58	134,131.07	137,484.35	140,921.46
25	102,227.30	104,782.98	107,402.55	110,087.62	112,839.81	115,660.80	118,552.32	121,516.13	124,554.03	127,667.88	130,859.58	134,131.07	137,484.35	140,921.46	144,444.49	148,055.61	151,757.00	155,550.92
26	112,839.81	115,660.80	118,552.32	121,516.13	124,554.03	127,667.88	130,859.58	134,131.07	137,484.35	140,921.46	144,444.49	148,055.61	151,757.00	155,550.92	159,439.69	163,425.69	167,511.33	171,699.11
27	140,921.46	144,444.50	148,055.61	151,757.00	155,550.92	159,439.70	163,425.69	167,511.33	171,699.12	175,991.59	180,391.38	184,901.17	189,523.70	194,261.79	199,118.33	204,096.29	209,198.70	214,428.67

Cost of Implementation

The following paragraphs present two implementation plans for the City's consideration. The cost figures do not include benefit costs. Thus, the following cost figures do not represent the City's total personnel costs for these positions.

Table III depicts the cost to implement the new compensation plan. The annualized cost to implement the new compensation Plan is \$877,873 or 11.88% of current payroll cost. The new plan places the City's pay scale at approximately 100% of the relevant labor market and should prove to be effective in attracting and retaining a quality workforce.

Condrey and Associates will be available to assist the City of Loganville in implementing the new pay plan. Implementing the new plan will result in further pay compression (position salaries grouped closely together regardless of length or quality of service to the organization). To help ameliorate this problem, Condrey and Associates recommends that a one-time equity adjustment be applied to employee salaries as outlined in Table III. Plan A utilizes a 3-step equity increase while Plan B utilizes a 2-step equity increase. For Plan A the equity adjustment cost is 5.61%, with Plan B's equity costs 4.09%.

Table III
 Cost of Implementation
 City of Loganville Personnel Project

	Classification Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$877,873 (11.88%)	\$463,699 (5.61%)	\$1,341,572
Plan B	\$877,873 (11.88%)	\$338,418 (4.09%)	\$1,216,291

¹ Increases are projected based on current payroll total of \$7,363,663. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculations for Plan A are based on a maximum 1-step increase for employees with 1-3 years of service, a 2-step increase for employees with 4-6 years of service, and a 3-step increase for employees with 7 or more years of service as of December 31, 2023. The costs for Plan B are based on a maximum 1-step increase for employees with 1-3 years of service and a 2-step increase for employees with 4 or more years of service as of December 31, 2023.

Appendix A
 Position/Grade Analysis by Department
 City of Loganville Personnel Project

DEPT	POSITION	GRADE
ADM/1	City Clerk	21
ADM/2	City Manager	27
EM/1	Events and Marketing Director	21
EM/2	Public Information Officer	16
EM/3	Marketing Assistant	12
FAC/1	Facilities Director	21
FAC/2	Building Service Worker	9
FD/1	Fire Chief	25
FD/2	Fire Marshal	22
FD/3	Fire Battalion Chief	22
FD/4	Fire Captain	21
FD/5	Deputy Fire Marshal	19
FD/6	Fire Lieutenant	19
FD/7	Fire Sergeant - EMT	17
FD/8	Firefighter - EMT	16
FD/9	Firefighter	15
FD/10	Firefighter Recruit	14
FD/11	Administrative Coordinator	14
FIN/1	Finance Director	25
FIN/2	Assistant Finance Director	21
FIN/3	Customer Service Supervisor	16
FIN/4	Accounts Payable Technician	14
FIN/5	Billing Technician	12
FIN/6	Occupational Tax Clerk	12
FIN/7	Tax Clerk	12
FIN/8	Administrative Assistant	12
FIN/9	Customer Service Representative	10
FM/1	Fleet Maintenance Director	21
FM/2	Shop Supervisor	16
FM/3	Mechanic	14
HR/1	Human Resources Director	25
HR/2	Assistant Human Resources Director	19

DEPT	POSITION	GRADE
IT/1	Information Technology Director	25
IT/2	Systems Administrator	19
IT/3	Information Technology Technician	16
MC/1	Chief Municipal Court Clerk	19
MC/2	Chief Deputy Clerk	14
MC/3	Deputy Clerk	10 ¹
MC/4	Court Clerk	9
PD/1	Police Chief	25
PD/2	Assistant Police Chief	23
PD/3	Police Lieutenant	21
PD/4	Police Sergeant	20
PD/5	Detective	18
PD/6	Police Officer	17 ²
PD/7	Police Officer Recruit	15
PD/8	Police Terminal Agency Coordinator	14
PD/9	Code Enforcement Officer	14
PD/10	Administrative Coordinator	14
PD/11	Evidence Technician	12
PD/12	Records Technician	10
PDEV/1	Planning & Development Director	25
PDEV/2	Assistant Planning & Development Director	22
PDEV/3	Plans Examiner	19
PDEV/4	Building Inspector	16 ³
PDEV/5	Permit Technician	12
PW/1	Public Works Director	21
PW/2	Public Works Supervisor	16
PW/3	Public Works Crewleader	14
PW/4	Public Works Maintenance Technician	10 ⁴

¹ May be designated Senior Deputy Clerk and placed at grade 12.

² May be designated Senior Police Officer and placed at grade 18.

³ May be designated Senior Building Inspector and placed at grade 17.

⁴ May be designated Senior Public Works Maintenance Technician and placed at grade 12.

DEPT	POSITION	GRADE
UT/1	Utilities Director	25
UT/2	Operations Manager	22
UT//3	Locator	12
UT/4	Administrative Assistant	12
UT-SEW/1	Sewer Collection Supervisor	18
UT-SEW/2	Sewer Collection Crew Leader	14
UT-SEW/3	Sewer Collection Technician	12
UT-ST/1	Highways and Streets Supervisor	18
UT/ST/2	Highways and Streets Crew Leader	14
UT/ST/3	Highways and Streets Technician	10 ⁵
UT-STW/1	Stormwater Supervisor	18
UT-STW/2	Stormwater Crew Leader	14
UT-STW/3	Stormwater Inspector	13
UT-STW/4	Stormwater Technician	12
UT-WAT/1	Water Distribution Supervisor	18
UT-WAT/2	Water Distribution Crew Leader	14
UT-WAT/3	Water Distribution Technician	12
UT-WAT/4	Water Records Technician	11
UT-WW/1	Wastewater Treatment Plant Manager	22
UT-WW/2	Wastewater Treatment Plant Lead Operator	17
UT-WW/3	Laboratory Coordinator	16
UT-WW4	Wastewater Treatment Plant Operator II	14 ⁶
UT-WW/5	Wastewater Maintenance Technician	14

⁵ May be designated Senior Highways and Streets Technician and placed at grade 12.

⁶ Place at grade 15 if in possession of WWTP Operator I license.

Appendix B
Position/Grade Analysis by Grade
City of Loganville Personnel Project

DEPT	POSITION	GRADE
ADM/1	City Manager	27
FIN/1	Finance Director	25
FD/1	Fire Chief	25
HR/1	Human Resources Director	25
IT/1	Information Technology Director	25
PDEV/1	Planning & Development Director	25
PD/1	Police Chief	25
UT/1	Utilities Director	25
PD/2	Assistant Police Chief	23
PDEV/2	Assistant Planning & Development Director	22
FD/3	Fire Battalion Chief	22
FD/2	Fire Marshal	22
UT/2	Operations Manager	22
UT-WW/1	Wastewater Treatment Plant Manager	22
FIN/2	Assistant Finance Director	21
ADM/2	City Clerk	21
EM/1	Events and Marketing Director	21
FAC/1	Facilities Director	21
FD/4	Fire Captain	21
FM/1	Fleet Maintenance Director	21
PD/3	Police Lieutenant	21
PW/1	Public Works Director	21
PD/4	Police Sergeant	20
HR/2	Assistant Human Resources Director	19
MC/1	Chief Municipal Court Clerk	19
FD/5	Deputy Fire Marshal	19
FD/6	Fire Lieutenant	19
PDEV/3	Plans Examiner	19
IT/2	Systems Administrator	19
PD/5	Detective	18
UT-ST/1	Highways and Streets Supervisor	18
UT-SEW/1	Sewer Collection Supervisor	18

DEPT	POSITION	GRADE
UT-STW/1	Stormwater Supervisor	18
UT-WAT/1	Water Distribution Supervisor	18
FD/7	Fire Sergeant - EMT	17
PD/6	Police Officer	17 ²
UT-WW/2	Wastewater Treatment Plant Lead Operator	17
PDEV/4	Building Inspector	16 ³
FIN/3	Customer Service Supervisor	16
FD/8	Firefighter - EMT	16
IT/3	Information Technology Technician	16
UT-WW/3	Laboratory Coordinator	16
EM/2	Public Information Officer	16
PW/2	Public Works Supervisor	16
FM/2	Shop Supervisor	16
FD/9	Firefighter	15
PD/7	Police Officer Recruit	15
FIN/4	Accounts Payable Technician	14
FD/9	Administrative Coordinator	14
PD/9	Administrative Coordinator	14
MC/2	Chief Deputy Clerk	14
PD/8	Code Enforcement Officer	14
FD/10	Firefighter Recruit	14
UT/ST/2	Highways and Streets Crew Leader	14
FM/3	Mechanic	14
PD/7	Police Terminal Agency Coordinator	14
PW/3	Public Works Crewleader	14
UT-SEW/2	Sewer Collection Crew Leader	14
UT-STW/3	Stormwater Crew Leader	14
UT-WW/5	Wastewater Maintenance Technician	14
UT-WW4	Wastewater Treatment Plant Operator II	14 ⁶
UT-WAT/2	Water Distribution Crew Leader	14
UT-STW/3	Stormwater Inspector	13
FIN/8	Administrative Assistant	12
UT/4	Administrative Assistant	12
FIN/5	Billing Technician	12
PD/10	Evidence Technician	12
UT//3	Locator	12
EM/3	Marketing Assistant	12
FIN/6	Occupational Tax Clerk	12

PDEV/5	Permit Technician	12
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² May be designated Senior Police Officer and placed at grade 18.

³ May be designated Senior Building Inspector and placed at grade 17.

⁶ Place at grade 15 if in possession of WWTP Operator I license.

DEPT	POSITION	GRADE
UT-SEW/3	Sewer Collection Technician	12
UT-STW/4	Stormwater Technician	12
FIN/7	Tax Clerk	12
UT-WAT/3	Water Distribution Technician	12
UT-WAT/4	Water Records Technician	11
FIN/9	Customer Service Representative	10
MC/3	Deputy Clerk	10 ¹
UT/ST/3	Highways and Streets Technician	10 ⁵
PW/4	Public Works Maintenance Technician	10 ⁴
PD/11	Records Technician	10
FAC/2	Building Service Worker	9
MC/4	Court Clerk	9

¹ May be designated Senior Deputy Clerk and placed at grade 12.

⁴ May be designated Senior Public Works Maintenance Technician and placed at grade 12.

⁵ May be designated Senior Highways and Streets Technician and placed at grade 12.

Appendix C
Salary Survey Summary
City of Loganville Personnel Project

Position Title	Minimum Annual Rate Mean	Minimum Annual Rate Median	Maximum Annual Rate Mean	Maximum Annual Rate Median	Actual Annual Mean	Actual Annual Median
Administrative Assistant	\$39,645	\$39,960	\$59,057	\$60,102		
Building Inspector	\$47,759	\$48,210	\$73,588	\$73,358		
City Clerk	\$75,979	\$75,185	\$116,949	\$114,777		
City Manager	\$145,040	\$141,239	\$198,812	\$196,675		
Customer Service Representative	\$36,255	\$35,673	\$56,330	\$57,228		
Events & Marketing Director	\$56,492	\$60,779	\$84,793	\$89,257		
Facilities Director	\$69,772	\$70,485	\$103,808	\$103,510		
Finance Director	\$103,725	\$96,252	\$159,344	\$146,594		
Fire Battalion Chief	\$74,685	\$74,685	\$121,217	\$114,264		
Fire Captain	\$66,276	\$67,668	\$103,542	\$101,087		
Fire Chief	\$95,897	\$91,514	\$148,337	\$145,835		
Fire Lieutenant	\$58,028	\$58,340	\$90,747	\$88,943		
Fire Marshal	\$81,943	\$85,880	\$128,419	\$126,117		
Firefighter - EMT	\$51,674	\$50,142	\$76,988	\$80,279		
Firefighter Sergeant - EMT	\$52,912	\$52,912	\$82,625	\$82,625		
Fleet Maintenance Director	\$60,697	\$55,909	\$93,494	\$91,900		
Highways & Streets Supervisor	\$52,232	\$51,461	\$79,920	\$78,632		
Highways & Streets Technician	\$38,054	\$35,691	\$57,877	\$57,080		
Human Resources Director	\$102,311	\$104,406	\$154,535	\$158,036		
Information Technology Director	\$97,627	\$96,847	\$150,166	\$153,662		
Laboratory Coordinator	\$50,300	\$50,300	\$76,486	\$76,486		
Mechanic	\$43,109	\$42,167	\$65,372	\$65,699		
Planning & Development Director	\$97,400	\$96,252	\$150,220	\$146,458		
Police Chief	\$105,130	\$106,684	\$161,758	\$162,332		

Position Title	Minimum Annual Rate Mean	Minimum Annual Rate Median	Maximum Annual Rate Mean	Maximum Annual Rate Median	Actual Annual Mean	Actual Annual Median
Police Lieutenant	\$67,739	\$68,432	\$97,828	\$100,177		
Police Officer	\$52,300	\$53,106	\$74,094	\$76,241		
Police Sergeant	\$60,633	\$58,274	\$91,510	\$88,618		
Public Works Maintenance Technician	\$38,253	\$37,304	\$59,071	\$58,603		
Senior Deputy Clerk	\$41,387	\$42,869	\$60,086	\$65,709		
Sewer Collection Supervisor	\$56,848	\$56,848	\$86,962	\$86,962		
Stormwater Inspector	\$48,210	\$48,210	\$73,358	\$73,358		
Systems Administrator	\$69,373	\$69,752	\$106,687	\$112,729		
Wastewater Treatment Plant Manager	\$71,386	\$69,823	\$113,048	\$115,208		
Wastewater Treatment Plant Operator II	\$46,534	\$47,481	\$73,438	\$72,733		
Water Distribution Crew Leader	\$47,550	\$48,210	\$73,371	\$73,358		
Water Distribution Supervisor	\$57,015	\$57,182	\$89,203	\$87,165		