



City of Sioux Falls
SOUTH DAKOTA

2018 COMPENSATION AND BENEFITS STUDY FINAL REPORT

April 17, 2018

**Full
Report**

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2018 Compensation and Benefits Study Results

April 17, 2018

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Executive Summary

Background

The City of Sioux Falls, South Dakota engaged Segal Waters Consulting to conduct a compensation and benefits study affecting about 1,200 employees covered by 269 job titles. The primary objective of the City's compensation and benefit program is to:

1. Attract qualified applicants for employment by the City in all categories of work.
2. Retain experienced and qualified employees in all categories of work for the City.
3. Provide incentives for employees to pursue career advancement opportunities as they arise within City employment.
4. Accomplish these objectives within responsible economic parameters.

Specifically, Segal was asked to:

- Conduct a compensation and benefits survey of comparable Midwestern, public sector employers and private employers in the local labor market using benchmark classifications as approved by the City.
- Review the City's current pay plans and benefit programs in conjunction with the survey data to determine whether the City's pay rates and benefit levels are competitive with comparable labor markets.
- Based on the survey data, recommend wage adjustments to salary plans for the Appointive, Mid-management, Classified, General, Police, and Fire employee groups that will strengthen the City's ability to satisfy compensation and benefits objectives.
- Recommend a plan and methodology for the City to maintain its pay plans at economically competitive levels over time.

Segal Waters, in consultation with Sioux Falls Human Resources Department, developed a customized survey instrument that was distributed to public sector employers representative of its competitive labor market. Additionally, Segal Waters referenced published market data to represent the private sector. The study covers 74 benchmark jobs, which are representative of Sioux Falls' workforce. Benchmark jobs are listed by department in **Table 3**. To assist peer employers in determining appropriate job matches based on duties and responsibilities rather than title, the survey instrument contained job summaries and required minimum qualifications.

Summary of Findings

Pay Ranges

Based on overall market data, including custom survey peer employers and published data representative of the private sector, the City of Sioux Falls' pay ranges are market competitive, as shown below in **Table 1**.

We define market competitiveness as being between 95% and 105% of the market average at the pay range minimum, midpoint, and maximum. Market comparisons that fall within this competitive corridor are noted in black, below 95% are noted in red, and above 105% are noted in blue.

TABLE 1
CITY OF SIOUX FALLS
MARKET POSITION ACROSS ALL BENCHMARKS – BASE PAY ONLY¹

	City of Sioux Falls' Pay Ranges as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Non-Represented	105%	102%	101%
General (Represented)	104%	103%	103%
Police	113%	106%	100%
Fire	100%	104%	109%
City's Overall Market Position	104%	103%	102%

¹Base pay rates have been adjusted for geographic differences in the cost-of-labor and workweek cycle differences.

Despite the overall findings, there is some variation in the competitiveness of individual benchmark job titles (see **Table 6**).

Overall, at the midpoint of the pay range:

- 9 benchmark job titles (14%) are below market (less than 95% at the midpoint)
- 39 benchmark job titles (51%) are at market (between 95% and 105% at the midpoint)
- 25 benchmark job titles (34%) are above market (above 105% at the midpoint)
- 1 benchmark job title did not garner enough matches

Methodology

Peer Employers

The survey was distributed to fourteen (14) peer employers, seven (7) participated and six (6) were completed by Segal. **Table 2** shows the demographic characteristics of the thirteen (14) peer employers identified by Sioux Falls as representative of its competitive labor market.

**TABLE 2
PEER EMPLOYER CHARACTERISTICS**

Peer Employers	Responded to Survey	Total Operating Budget – General Fund (FY 2018)	Total Staff Size
Billings, MT	√	\$338 Million	899
Bismarck, ND	NR	NR	NR
Boulder, CO	√	\$389 Million	1459
Cedar Rapids, IA	√	\$121 Million	927
Des Moines, IA	√	\$687 Million	1574
Fargo, ND	√	\$283 Million	983
Lincoln, NE	√	\$183 Million	1967
Madison, WI	√	\$552 Million	2825
Omaha, NE	√	\$800 Million	2244
Rochester, MN	√	\$440 Million	879
Sioux City, IA	√	\$205 Million	774
St. Paul, MN	√	\$308 Million	2953
Topeka, KS	√	\$319 Million	1081
State of South Dakota	√	\$1.5 Billion	13000
Sioux Falls	√	\$457 Million	1202

NR – No response. Segal could not verify whether such policy, program, and/or benefit exists.

√ Segal completed the survey on behalf of the peer employers based on information found on the peer employers' website.

The survey document provided to peer employers included questions on the following:

- Pay Range Information (minimum and maximum)
- Compensation Practices and Pay Policies
- Paid Leave Benefits
- Health Benefits
- Retirement Benefits

The survey was designed to collect information specific to non-represented, represented general, represented police, and represented fire employees.

Segal worked with the City to identify a set of benchmark job titles representative of the various employee groups and pay grades. The benchmark list included 74 Sioux Falls' job titles as shown on **Table 3**.

To facilitate consistent survey job matches, we included a brief job summary for each benchmark that described the overall job duties and responsibilities and minimum entry requirements. Peer respondents were instructed to provide information on their jobs that represented the best match to the City's job.

This report contains overall calculations to show the City's position in the market. One (1) benchmark job title (Chief Medical Officer) with insufficient data (less than three (3) matches) was not included in overall market calculations, although the data is included in **Appendix B**.

Data Sources – Benchmark Jobs

We worked with Sioux Falls to identify seventy-four (74) benchmark jobs representative of the workforce considering incumbent population, union representation, occupational groups, and job series. We grouped the benchmark jobs into job families, as shown in **Table 3**. One (1) benchmark job noted in **bold**, Chief Medical Officer, had insufficient market data (less than three (3) market job matches) and was not included in our analysis.

**TABLE 3
BENCHMARK JOB TITLES BY DEPARTMENT
(SORTED ALPHABETICALLY WITHIN DEPARTMENTS)**

Attorney	
> Assistant City Attorney	> Paralegal
Central Services	
> Building Maintenance Worker	> Mechanic
> GIS Analyst	> Network Administrator
> Information Security Administrator	> System Administrator
> Information Technology Manager	> Technical Support Specialist
> Information Technology System Analyst	
City Council	
> City Clerk	> Internal Auditor
Community Development/Public Parking	
> Parking Patrol	
Finance	
> Accountant	> Business Technician
> Business Analyst	> Project Manager
> Business Specialist	
Fire	
> Emergency Vehicle Technician/Certified	> Fire Captain
> Fire Apparatus Operator	> Fire Inspector (uniformed/civilian)
> Fire Battalion Chief	> Firefighter
Human Resources	
> Human Resources Manager	
Library	
> Librarian	> Library Associate
Parks and Recreation	
> District Park Supervisor	> Recreation Manager
> Park Caretaker	> Recreation Program Specialist
> Park Service Worker	
Planning and Building Services	
> Building Inspector	> Permit Technician
> Code Enforcement Manager	> Property Maintenance Inspector
> Electrical Inspector	> Urban Planner

TABLE 3
BENCHMARK JOB TITLES BY DEPARTMENT
(SORTED ALPHABETICALLY WITHIN DEPARTMENTS)

Police	
> Animal Control Officer	> Police Lieutenant
> Criminal Analyst	> Police Officer
> Forensic Specialist II	> Police Sergeant
Public Health	
> Advanced Practice Provider (Nurse Practitioner/ Physician's Assistant)	> Dentist
> Chief Medical Officer	> Patient Support Technician
> Clinical Services Manager	> Registered Nurse - Clinic
> Dental Assistant	
Public Works	
> City Engineer	> Maintenance Mechanic
> Civil Engineer/P.E.	> Principal Engineer
> Controls Technician	> Sanitary Landfill Superintendent
> Electrician	> Sewer Collection Technician
> Engineering Technician	> Street Maintenance Supervisor
> Environmental Analyst	> Traffic Signal Technician
> Equipment Operator	> Wastewater Operator
> Laborer	> Wastewater Superintendent
> Landfill Scale Operator	> Water Distribution System Technician
> Light Superintendent	> Water Quality Analyst
> Line Worker	> Water Service Technician

Workweek Adjustments

Peer employers' work schedules for certain employee groups may differ from Sioux Falls. Therefore, market data for peer employers with different work hour definitions were adjusted to match the City's work hours definition for non-exempt (hourly) jobs. This adjustment was calculated by dividing the City's work hours by the peer employers pay schedule work hour's basis. The result is multiplied by the pay rate to obtain the adjusted rate.

The City of Madison's minimum pay rate for a Police Officer is \$50,415. Since this salary is based on a workweek of 37.5 hours, we divided 40 (which is Sioux Falls' workweek length for this job) by 37.5 to arrive at an adjustment factor of 1.0667. We then multiplied this adjustment factor by the provided pay rate to get the workweek adjusted pay rate.

For differences in the definition of work hours, fire suppression employees who work 24-hour shifts may be subject to scheduled overtime if their hours of work exceed the Fair Labor Standards Act (FLSA) overtime definition of 212 hours in a 28-day period (or 2,756 hours annually). This regularly scheduled overtime payment results in salaries that are effectively greater than the reported salary ranges and actual pay rates. Therefore, we collected the annual work hours from each city for their 24-hour fire suppression staff and calculated the effective pay rates inclusive of overtime for those hours worked in excess of 2,756 hours. **Table 4** outlines each peer employers work hours definition by employee group.

**TABLE 4
WORK HOURS DEFINITION**

Peer Employers	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	40 hrs./week	40 hrs./week	40 hrs./week	2360 hrs./year
Boulder, CO	40 hrs./week	40 hrs./week	40 hrs./week	2912 hrs./year
Cedar Rapids, IA	40 hrs./week	40 hrs./week	40 hrs./week	2756 hrs./year
Des Moines, IA	40 hrs./week	40 hrs./week	40 hrs./week	2756 hrs./year
Fargo, ND	40 hrs./week	40 hrs./week	40 hrs./week	2912 hrs./year
Lincoln, NE	40 hrs./week	40 hrs./week	40 hrs./week	2912 hrs./year
Madison, WI	40 hrs./week	40 hrs./week	37.5 hrs./week	2496 hrs./year
Omaha, NE	40 hrs./week	40 hrs./week	40 hrs./week	2912 hrs./year
Rochester, MN	40 hrs./week	40 hrs./week	40 hrs./week	2912 hrs./year
Sioux City, IA	40 hrs./week	40 hrs./week	40 hrs./week	2912 hrs./year
St. Paul, MN	40 hrs./week	40 hrs./week	40 hrs./week	2912 hrs./year
Topeka, KS	40 hrs./week	40 hrs./week	40 hrs./week	2776 hrs./year
State of South Dakota	40 hrs./week	40 hrs./week	40 hrs./week	2754 hrs./year
Sioux Falls	40 hrs./week	40 hrs./week	40 hrs./week	2754 hrs./year

Published Data Sources

Economic Research Institute (ERI)

The ERI Salary Assessor compiles pay data from hundreds of published data sources for thousands of job titles. The ERI database is updated quarterly and provides salary information for nearly any geographic area in the U.S. The information in this database reflects base salaries at the 10th and 90th percentiles, applicable to data sources in Sioux Falls, South Dakota. The Sioux Falls, South Dakota geographic data cut was used and the data was effective January 1, 2018.

IBM Kenexa - CompAnalyst

CompAnalyst Market Data is the world's largest compensation database with 600 million data points and growing. CompAnalyst data is collected from hundreds of professionally conducted surveys run by corporate HR departments every year, so you can rely upon the accuracy and timeliness of the information you receive. The Sioux Falls, South Dakota geographic data cut was used and the data was effective February 1, 2018.

Willis Towers Watson Data Services, Compensation Surveys

Willis Towers Watson Data Services publishes multiple compensation surveys throughout the year. We compiled data from Towers Watson's General Industry compensation surveys. This report reflects the 10th and 90th percentiles of base salaries and midpoints were calculated from these percentiles. The North Central region geographic data cut was used and the report is effective February 1, 2017. In order to present data effective as of February 1, 2018, an aging percentage of 3.0% was applied. This percentage reflects the WorldatWork national average salary increase for the year 2017.

Data Adjustments

Geographic Adjustments

To adjust for geographic differences in the cost-of-labor between Sioux Falls and the peer employers locations, we used the cost-of-labor differentials reported by the Economic Research Institute (ERI) for each peer employer location.

It is important to note that the cost-of-labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in the City of Sioux Falls area may differ from the cost of housing in another peer location by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the cost-of-labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area.

The geographic adjustments applied are shown in **Table 5**. For example, ERI reports that the cost-of-labor in Sioux Falls is 0.9% lower than Topeka, KS (shown as 99.10% on the following page). Therefore, we applied a 0.9% decrease to all salary data from Topeka, KS.

TABLE 5
GEOGRAPHIC ADJUSTMENTS

Peer Employer	Percentage Adjustment Applied to Market Data
City of Billings, MT	93.40%
City of Boulder, CO	83.50%
City of Cedar Rapids, IA	94.20%
City of Des Moines, IA	93.70%
City of Fargo, ND	97.90%
City of Lincoln, NE	98.00%
City of Madison, WI	91.30%
City of Omaha, NE	94.70%
City of Rochester, MN	87.80%
City of Sioux City, IA	98.10%
City of St. Paul, MN	83.50%
City of Topeka, KS	99.10%
State of South Dakota	103.30%

Study Findings

Direct Compensation

Based on overall market data, including custom survey peer employers and published data representative of the private sector, the City of Sioux Falls’ pay ranges are “at market” at the pay range minimum, midpoint and maximum. We define market competitiveness as being between 95% and 105% of the market average midpoint. Market comparisons that fall within this competitive corridor are noted in **black**, below 95% are noted in **red**, and above 105% are noted in **blue**.

Pay Rate as a Percent of Market	Market Position
Less than 95% of the market average	Below Market
95% to 105% of the market average	At Market
Above 105% of the market average	Above Market

Using this definition of market position, we found that – on an overall basis – the City’s pay rates for benchmark jobs are competitive with its peer employers at the minimum, midpoint and maximum of the pay range.

TABLE 6
CITY OF SIOUX FALLS
MARKET POSITION ACROSS ALL BENCHMARKS – BASE PAY ONLY¹

	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Non-Represented	105%	102%	101%
General (Represented)	104%	103%	103%
Police	113%	106%	100%
Fire	100%	104%	109%
City’s Overall Market Position	104%	103%	102%

¹Base pay rates have been adjusted for geographic differences in the cost-of-labor and workweek cycle differences.

Specifically:

- 9 benchmark job titles (14%) are below market (less than 95% at the midpoint)
- 39 benchmark job titles (51%) are at market (between 95% and 105% at the midpoint)
- 25 benchmark job titles (34%) are above market (above 105% at the midpoint)
- 1 benchmark job title did not garner enough matches

Table 7 shows all benchmark jobs and their respective pay range market competitiveness on an overall basis (including custom survey data and published data). The second column of the table contains a count of job matches. Market findings with three (3) or more matches provide a more reliable indication of the City's market position compared to the peer employers. Job matches are defined as a peer employer having a job comparable to the benchmark job.

**TABLE 7
CITY OF SIOUX FALLS
OVERALL MARKET POSITION – PAY ONLY**

		City of Sioux Falls' Pay Ranges as a Percent of the Market Average		
Benchmark Title	# of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Non-Represented Employee Group				
Advanced Practice Provider (Nurse Practitioner /Physician's Assistant)	7	97%	102%	106%
Assistant City Attorney	13	110%	100%	95%
Business Analyst	9	101%	100%	100%
Chief Medical Officer	0	Insufficient Market Data		
City Clerk	10	97%	97%	97%
City Engineer	12	101%	104%	106%
Civil Engineer/P.E.	15	99%	99%	99%
Clinical Services Manager	3	101%	101%	101%
Code Enforcement Manager	7	105%	102%	100%
Criminal Analyst	13	107%	106%	106%
Dentist	3	111%	103%	98%
District Park Supervisor	8	110%	114%	117%
Environmental Analyst	8	113%	105%	100%
Fire Battalion Chief	6	124%	109%	97%
GIS Analyst	11	111%	108%	106%
Human Resources Manager	9	90%	90%	90%
Information Security Administrator	9	102%	98%	95%
Information Technology Manager	15	91%	91%	90%
Information Technology System Analyst	13	103%	104%	105%
Internal Auditor	7	85%	82%	79%
Librarian	14	122%	118%	116%
Light Superintendent	5	103%	103%	103%
Network Administrator	13	103%	99%	97%
Paralegal	13	109%	106%	104%
Police Lieutenant	10	123%	112%	104%
Principal Engineer	12	96%	94%	92%
Project Manager	8	101%	99%	97%
Recreation Manager	6	112%	111%	110%
Sanitary Landfill Superintendent	5	102%	106%	109%
Street Maintenance Supervisor	9	100%	104%	107%
System Administrator	10	109%	104%	100%
Urban Planner	11	110%	110%	109%
Wastewater Superintendent	8	108%	110%	111%
Non-Represented Employee Group Average		105%	102%	101%

**TABLE 7
CITY OF SIOUX FALLS
OVERALL MARKET POSITION – PAY ONLY**

		City of Sioux Falls' Pay Ranges as a Percent of the Market Average		
Benchmark Title	# of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Represented General Group				
Accountant	16	98%	98%	97%
Animal Control Officer	9	93%	94%	94%
Building Inspector	13	111%	110%	109%
Building Maintenance Worker	14	104%	101%	99%
Business Specialist	10	104%	102%	100%
Business Technician	9	106%	106%	105%
Controls Technician	8	98%	99%	99%
Dental Assistant	4	122%	116%	113%
Electrical Inspector	14	110%	110%	111%
Electrician	10	110%	112%	113%
Engineering Technician	15	94%	94%	94%
Equipment Operator	14	103%	103%	102%
Forensic Specialist II	5	114%	110%	108%
Laborer	9	106%	103%	101%
Landfill Scale Operator	5	96%	97%	97%
Library Associate	12	125%	119%	115%
Line Worker	4	132%	116%	105%
Maintenance Mechanic	13	101%	102%	102%
Mechanic	16	102%	102%	101%
Park Caretaker	8	111%	109%	108%
Park Service Worker	8	96%	101%	105%
Parking Patrol	7	99%	101%	103%
Patient Support Technician	3	110%	105%	101%
Permit Technician	9	99%	101%	103%
Property Maintenance Inspector	6	102%	108%	113%
Recreation Program Specialist	5	116%	117%	118%
Registered Nurse - Clinic	6	98%	92%	88%
Sewer Collection Technician	6	99%	105%	109%
Technical Support Specialist	12	93%	90%	89%
Traffic Signal Technician	11	105%	104%	103%
Wastewater Operator	10	95%	96%	97%
Water Distribution System Technician	6	98%	102%	106%
Water Quality Analyst	4	85%	90%	94%
Water Service Technician	9	94%	98%	100%
Represented General Group Average		104%	103%	103%

**TABLE 7
CITY OF SIOUX FALLS
OVERALL MARKET POSITION – PAY ONLY**

		City of Sioux Falls' Pay Ranges as a Percent of the Market Average		
Benchmark Title	# of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Represented Police Group				
Police Officer	13	104%	103%	102%
Police Sergeant	13	120%	108%	99%
Represented Police Group Average		113%	106%	100%
Represented Fire Group				
Emergency Vehicle Technician/Certified	4	92%	98%	103%
Fire Apparatus Operator	7	97%	105%	111%
Fire Captain	12	108%	108%	107%
Fire Inspector (uniformed/civilian)	7	96%	103%	109%
Firefighter	12	103%	108%	113%
Represented Fire Group Average		100%	104%	109%
Overall		104%	103%	102%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

Study Findings – Pay Practices

Pay Schedule Design & Increases

Tables 8 through 19 detail characteristics of peer employer pay plans including:

- Pay Schedule Design
- Incentives or Additions To Base Pay
- Overtime Pay
- Compensatory Time

Pay Policies

In addition to reviewing the City’s salary structure and individual benchmark market competitiveness, we also collected information on prevailing pay policies and practices. The following provides an analysis of key areas where the City either leads or lags the market with regard to pay policies.

Survey Question: What were your most recent overall adjustments for the following categories?

TABLE 8
ANNUAL COST-OF-LIVING ADJUSTMENTS
(Excluding Step Movement)

Peer Employer	FY 2018	FY 2019
Billings, MT	4.00%	3.00%
Boulder, CO	Police – 3.75%	NR
Cedar Rapids, IA	NR	NR
Des Moines, IA	2.90%	Unknown
Fargo, ND	2.00%	Unknown
Lincoln, NE	NR	NR
Madison, WI	NA	NA
Omaha, NE	0.00%	0.00%
Rochester, MN	3.00%	2.75%
Sioux City, IA	2.50%	NA
St. Paul, MN	NR	NR
Topeka, KS	1.00%	NA
State of South Dakota	2.10%	2.00%
Sioux Falls	1.50% (COLA applied to schedule)	NA

NA – Not Applicable

NR – Not Reported. Segal could not verify whether such policy, program or benefit exists.

Survey Question: How do the following employees progress through the pay range?

**TABLE 9
REPRESENTED POLICE**

Peer Employer	Longevity/Time in Position	Merit/Performance Increases	Market Data Adjustment	Cost of Living Adjustment
Billings, MT	X			X
Boulder, CO	X		X	
Cedar Rapids, IA	X		X	
Des Moines, IA	X			
Fargo, ND	X – Non represented		X – Non represented	
Lincoln, NE	X			X
Madison, WI	X			
Omaha, NE	X	X		
Rochester, MN	X			X
Sioux City, IA	X		X	
St. Paul, MN	X			
Topeka, KS		X		X
State of South Dakota			X	X
Sioux Falls*	Yearly steps 1-5, every other year steps 6-9	Yearly steps 1-5, every other year steps 6-9		X

*Sioux Falls' steps subject to satisfactory performance.

Survey Question: How do the following employees progress through the pay range?

**TABLE 10
REPRESENTED FIRE**

Peer Employer	Longevity/Time in Position	Merit/Performance Increases	Market Data Adjustment	Cost of Living Adjustment
Billings, MT	X		X	
Boulder, CO	X		X	
Cedar Rapids, IA	X		X	
Des Moines, IA	X			
Fargo, ND	X – Non represented		X – Non represented	
Lincoln, NE	X			X
Madison, WI	X			
Omaha, NE	X	X		
Rochester, MN	X			X
Sioux City, IA	X		X	
St. Paul, MN	X			
Topeka, KS	X	X		X
State of South Dakota			X	X
Sioux Falls	Yearly steps 1-5, every other year steps 6-9 for Firefighters	Yearly steps 1-5, every other year steps 6-9 for Firefighters		X

*Sioux Falls' steps subject to satisfactory performance.

Survey Question: Which employee groups are eligible for the following?

Call-in / Call-back Pay

**TABLE 11
CALL-IN / CALL-BACK PAY POLICIES**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	NR	NA	Minimum two (2) hours at one and one-half (1.5x) pay	Minimum three (3) hours at one and one-half (1.5x) pay	Minimum of three (3) hours at one and one-half (1.5x) pay
Boulder, CO	Employees called back from scheduled vacation or compensatory time off shall be paid at one and one-half pay (1.5x)	NA	NA	Minimum one (1) hour of travel time for the first shift worked	NA
Cedar Rapids, IA	NR	NA	NA	Minimum two (2) hours at one and one-half (1.5x) pay	NA
Des Moines, IA	After completing a regular shift and leaving work	NA	Minimum two (2) hours at one and one-half (1.5x) pay	Minimum two (2) hours pay at regular straight time	NA
Fargo, ND	NR	Minimum two (2) hours at one and one-half (1.5x) pay	NA	NA	NA
Lincoln, NE	NR	Minimum two (2) hours at one and one-half (1.5x) pay	Paid at the overtime rate for their position classification, with a minimum two (2) hours pay.	The greater of minimum two (2) hours at half (.5x) or one and one-half (1.5x) pay for the actual number of hours in attendance	When recalled for duty (emergency or non-emergency), an employee will be paid a minimum two (2) hours and two and a half (2.5) hours and one and one-half (1.5x) normal hourly rate
Madison, WI	Called in regularly scheduled shift. Not applicable when an extension of the work day	NA	Minimum two (2) hours at one and one-half (1.5x) pay. Minimum of three (3) hours between 12 a.m. and 6 a.m.	NA	NA
Omaha, NE	NR	NA	NA	Four (4) hours of OT rate or the actual number of hours worked at the OT rate	Four (4) hours of OT rate or the actual number of hours worked at the OT rate

**TABLE 11
CALL-IN / CALL-BACK PAY POLICIES**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Rochester, MN	Differs by bargaining unit	Minimum two (2) hours at regular rate of pay	Minimum two (2) hours pay at OT rate	Minimum four (4) hours at regular hourly rate or at a rate of one and one-half (1.5x) regular hourly rate for actual time worked, whichever is greater	One and one-half (1.5x) the 2912 hour rate for first eight (8) hours (2x if holiday), then paid at regular rate for remaining hours of shift one and one-half (1.5x) regular rate if holiday
Sioux City, IA	Employees who are recalled by a superior to work after the completion of their regular workday	NA	NA	Minimum two (2) hours pay	Minimum two (2) hours pay
St. Paul, MN	NR			One and one-half (1.5x) regular rate with of four (4) hours	1.5x regular rate with of four (4) hours
Topeka, KS	Employees called to work outside regular scheduled shift		Minimum two (2) or three (3) hours; varies per contract		Minimum three (3) hours at one and one-half (1.5x) pay
State of South Dakota	NA	NA	NA	NA	NA
Sioux Falls	Called in on an emergency basis	NA	Receive OT for all hours worked, minimum two (2) hours paid	Receive OT for all hours worked, minimum two (2) hours paid	Receive OT for all hours worked, minimum two (2) hours paid

NA – Not Applicable
NR – Not Reported

On-Call Pay

**TABLE 12
ON-CALL PAY POLICIES**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	NA	NA	NA	NA	NA
Boulder, CO	NR	NR	NR	NR	NR
Cedar Rapids, IA	NR	NA	NA	Rate of \$1.66/hr. while on standby; Minimum two (2) hours at one and one-half (1.5x) basic rate	Employee on standby will be paid \$25 for each seven day week they are on standby
Des Moines, IA	Added to bank if not called to service	NA	NA	Minimum one (1) hour of comp time	Paid \$1.00/hr. while on call outside normal working hours and receive OT for time called into service
Fargo, ND		Minimum one (1) hour of pay at one and one-half (1.5x) the regular rate per day	NA	NA	NA
Lincoln, NE	NR	NA	Minimum one (1) hour of pay at their regular hourly rate of pay for each eight (8) hour period of on-call or fraction thereof	Minimum one (1) hour of straight time pay for eight (8) hours of standby duty or any fraction thereof that occurs between regularly assigned duty shifts	An employee officially on "on call" duty shall receive two (2) hours of pay (at straight time) for each twenty-four (24) hour day while on call duty
Madison, WI	NA	NA	NA	NA	NA
Omaha, NE	Designated for Stand By	NA	NA	30 minutes of OT per day	NA
Rochester, MN	Differs by bargaining unit	NA	Engineering Techs for example are paid \$25/day Mon-Thurs, \$110 for weekend coverage, \$50 for holidays	Sergeant \$1.91/hr. Officer \$1.37/hr.	NA
Sioux City, IA	NA	NA	NA	NA	NA

**TABLE 12
ON-CALL PAY POLICIES**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
St. Paul, MN	NR	NA	Employees who are on-call will receive \$25/day for each weekday (Monday – Friday)	Minimum two (2) hours at regular rate	Minimum two (2) hours at regular rate
Topeka, KS	Employee selected or designated as a standby employee		Minimum two (2) hours per day		
State of South Dakota	NA	NA	NA	NA	NA
Sioux Falls	Paid weekly for on-call status	Designated supervisors receive \$35.00/day for on-call status	\$220.00/wk.	\$200.00/wk.	\$1.70/hr.

NA – Not Applicable
NR – Not Reported

Pay for Holidays Worked

**TABLE 13
PAY FOR HOLIDAYS WORKED POLICIES**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	NA	NA	NA	NA	NA
Boulder, CO	NR	NR	NR	NR	NR
Cedar Rapids, IA	NA	NA	NA	NA	NA
Des Moines, IA	NR	Receive normal pay and add eight (8) hours to bank to take at a later time	Compensated at double-time for hours actually worked plus regular holiday pay	Equivalent time off within 12 months	Time off at a later date
Fargo, ND	When a non-exempt employee is required to work unscheduled hours on a holiday	One and one-half (1.5x) for all hours actually worked on the holiday	One and one-half (1.5x) for all hours actually worked on the holiday	One and one-half (1.5x) for all hours actually worked on the holiday	NA
Lincoln, NE	NR	All hours worked on the holiday, whether within or outside the employee's regular scheduled workweek, shall be used in the computation of weekly overtime	Employees who are scheduled to work and who actually work on an authorized holiday, shall be paid two (2) times the hourly rate for such hours worked in addition to holiday pay	Employees scheduled to work on a holiday and who work past their eight (8), ten (10), or twelve (12) hour work day, will be paid three (3) times their straight time rate of pay for all overtime hours worked	If recalled on a holiday, employees shall be paid one and one-half (1.5x) the hourly rate for such hours worked in addition to the regular holiday pay
Madison, WI	NR	NA	Two (2x) for all hours actually worked on the holiday	Two (2x) for all hours actually worked on the holiday	Two (2x) for all hours actually worked on the holiday
Omaha, NE	Work performed on an observed holiday paid	NA	NA	One and one-half (1.5x) the actual hours worked	One and one-half (1.5x) the actual hours worked
Rochester, MN	Differs by bargaining unit	One and one-half (1.5x) regular rate of pay in addition to holiday pay	Normal holiday pay plus one and one-half (1.5x) regular pay for actual hours worked	Time and one-half pay. Paid double time for hours worked as the extension of a shift or if called in to work on a holiday when scheduled off originally.	Shift: one and one-half (1.5x) regular rate of pay / Non-Shift: one and one-half (1.5x) regular rate of pay in addition to holiday pay
Sioux City, IA	NA	NA	NA	NA	NA
St. Paul, MN	NR	NA	NA	Regular rate	NA

TABLE 13
PAY FOR HOLIDAYS WORKED POLICIES

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Topeka, KS	NR	One and one-half (1.5x) for all hours actually worked on the holiday	One and one-half (1.5x) for all hours actually worked on the holiday	One and one-half (1.5x) for all hours actually worked on the holiday	One and one-half (1.5x) for all hours actually worked on the holiday
State of South Dakota	Any employee who is not salaried and who is required to perform work or to render services on one of the holidays listed in SDCL 1-5-1 shall be compensated	Equal time off within the pay period or at a later date or a cash payment at the employee's regular hourly rate.	NA	NA	NA
Sioux Falls	Will receive eight (8) hours holiday pay plus pay for hours worked per labor agreements	NA	Shift EE's receive OT for all hours worked, plus eight (8) hours holiday pay	Patrol EE's receive OT for all hours worked, plus eight (8) hours holiday pay	NA

NA – Not Applicable
NR – Not Reported

Survey Question: Which employee groups are eligible for the following?

Certification Attainment

**TABLE 14
CERTIFICATION ATTAINMENT PAY
(BEYOND MINIMUM QUALIFICATIONS)**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	NA	NA	NA	NA	NA
Boulder, CO	NR	NR	NR	NR	NR
Cedar Rapids, IA	NA	NA	NA	NA	NA
Des Moines, IA	NR	NA	NA	NA	\$500/yr.
Fargo, ND	NA	NA	NA	NA	NA
Lincoln, NE	Tuition or registration cost reimbursement will be granted for classes that improve employee	NA	NA	NA	100% reimbursement of tuition to a maximum of \$1,200/yr.
Madison, WI	Education incentive	NA	NA	3.00% - 22.00%	3.00% - 22.00%
Omaha, NE	NA	NA	NA	NA	NA
Rochester, MN	NA	NA	NA	NA	NA
Sioux City, IA	Employees who complete TASER training and become and remain certified to use a TASER			One and one-half percent (1.5%) of base pay	All licenses and/or certificates required by the employer shall be paid for by employer
St. Paul, MN	Employee maintains his or her license or registration as mandated in the job description	NA	City pays or reimburses the employee for all education expenses	NA	NA
Topeka, KS	NR	NA	Skill levels approximate One and one-half percent (1.5%)	Advance Education: Assoc \$25/mo. BA \$50/mo. MS \$60/mo.	Advance Education: Assoc \$300/yr. BA \$600/yr. MS \$720/yr.
State of South Dakota	Psychologist receive pay increase upon earning PhD	X			
Sioux Falls	NA	NA	NA	NA	NA

NA – Not Applicable
NR – Not Reported

Survey Question: Which employee groups are eligible for the following?

Shift Differential

**TABLE 15
SHIFT DIFFERENTIAL POLICIES**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	NA	NA	NA	NA	NA
Boulder, CO	NR	NR	NR	NR	NR
Cedar Rapids, IA	Work shift between 2:30 p.m. and 8:30 a.m. straight time	NA	NA	\$0.25/hr. for employees	NA
Des Moines, IA	NR	NA	\$0.25/hr.	\$0.35/hr.	NA
Fargo, ND	NA	NA	NA	NA	NA
Lincoln, NE	NA	NA	NA	NA	NA
Madison, WI	Varies by employee group Work shift between 6:00 p.m. – 6:00 a.m.	NA	Monday through Friday – premium payment of \$0.75/hr., Sunday – eligible to receive \$1.00/hr. for authorized work performed	NA	NA
Omaha, NE	Work shift between 3:31 p.m. – 6:59 a.m.	NA	NA	\$1.00/hr.	NA
Rochester, MN	Differs by bargaining unit	NA	Street maintenance for example pays third shift employees an additional \$1.00/hr.	If employee is required to work non-scheduled hours, the employee is compensated at one and one-half (1.5x) basic hourly rate of pay	NA
Sioux City, IA	Varies by employee group for police and fire	NA	NA	\$0.50/hr. for work between 2:30 p.m. and 10:30 p.m.	\$0.20/hr. will be paid all fire fighters assigned to a twenty-four (24) hour shift, for the eight (8) hours worked between 4:00 p.m. and 12:00 a.m.
St. Paul, MN	Employee who works on a shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m.	NA	Night Differential five percent (5%) of base rate	A differential of five percent (5%) of the employee's base rate for all hours	NA

**TABLE 15
SHIFT DIFFERENTIAL POLICIES**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Topeka, KS	Employees paid for shift work outside the normal work schedule	NA	\$0.70/hr.	\$0.70/hr.	NA
State of South Dakota	Nurses, Correctional Officers, and other shift workers earn shift differential	\$0.50/hr. to \$2.00/hr.	NA	NA	NA
Sioux Falls	Night Shift: 6 p.m. – 6 a.m.	NA	NA	\$1.00/hr.	NA

NA – Not Applicable
NR – Not Reported

Survey Question: Which employee groups are eligible for the following?

Other Additional to Base Pay

**TABLE 16
OTHER ADDITIONS TO BASE PAY POLICIES**

Peer Employer	Description of Policy	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	NA	NA	NA	NA	NA
Boulder, CO	NA	NA	NA	NA	NA
Cedar Rapids, IA	Available to full-time, non-bargaining employees who have completed a probationary period. Covers sixty (60%) up to maximum of \$1,700/yr.			Tuition Reimbursement - Program pays sixty (60%) of cost of tuition and books to \$1,700/yr.	
Des Moines, IA	NA	NA	NA	NA	NA
Fargo, ND	NA	NA	NA	NA	NA
Lincoln, NE	NA	NA	NA	NA	NA
Madison, WI	NA	NA	NA	NA	NA
Omaha, NE	Specialty pay – additional pay when assigned as an Investigator	NA	NA	Specialty pay – three (3.00%); Longevity pay: Varies	Longevity pay: Varies
Rochester, MN	Varies by bargaining agreement	Varies by employee group	Varies by employee group	Varies by employee group	Varies by employee group
Sioux City, IA	NA	NA	NA	NA	NA
St. Paul, MN	NR	NA	NA	Clothing Allowance \$275/yr.	Any employee paid a differential of seven and one-quarter percent (7.25%) of his/her base rate.
Topeka, KS	NA	NA	NA	NA	NA
State of South Dakota	NA	NA	NA	NA	NA
Sioux Falls	NA	NA	NA	Police: Annual uniform allowance \$882.92	Fire: Annual uniform allowance \$950.00

NA – Not Applicable

Survey Question: After how many hours are non-exempt employees eligible for overtime pay?

Overtime

We asked peer cities to describe their definition of “overtime” – either time worked in excess of forty (40) hours per week, or eight (8) hours per day. As shown in **Table 17**, hours per week varies between the employee groups, non-represented, represented, police and fire. Most non-represented and general employees are compensated for overtime after forty (40) hours per week while most represented fire are compensated for hours worked in excess of the regular work cycle. Some represented police employees are compensated at time and one-half (1.5x) hours worked over eight (8) hours per day.

TABLE 17
HOURS REQUIRED FOR NON-EXEMPT EMPLOYEES TO BE ELIGIBLE FOR OVERTIME PAY

Peer Employer	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	40 hours per week	Hours worked in excess of regular shift	40 hours per week	NA
Boulder, CO	8 hours per day	8 hours per day	8 hours per day	NA
Cedar Rapids, IA	40 hours per week	40 hours per week	40 hours per week	Hours worked in excess of regular work cycle
Des Moines, IA	40 hours per week – Receives comp time	40 hours per week – Receives comp time	Receives Comp time or OT for hours worked after the shift	Receives Comp time or OT for hours worked after the shift
Fargo, ND	40 hours per week	NA	8 hours per day	Hours worked in excess of regular work cycle
Lincoln, NE	40 hours per week	40 hours per week	Hours worked by the employee in excess of eighty (80) hours	NA
Madison, WI	40 hours per week	40 hours per week	40 hours per week	40 hours per week
Omaha, NE	40 hours per week	40 hours per week	8 hours per day	Hours worked in excess of regular shift
Rochester, MN	40 hours per week	40 hours per week	After 8.4 or 12 hours depending on scheduled shift	All hours in excess of 24 hours per shift by shift employees
Sioux City, IA	40 hours per week	8 hours per day	8 hours per day	Hours worked in excess of regular work cycle
St. Paul, MN	40 hours per week	40 hours per week	The normal work period shall be eighty (80) hours in a work period of fourteen (14) days.	Fifty-six (56) hours per week.
Topeka, KS	40 hours per week	40 hours per week	40 hours per week	204 work cycle hours
State of South Dakota	40 hours per week	NA	NA	NA
Sioux Falls	40 hours per week – Hourly staff only	40 hours per week	40 hours per week	After 204 hours in 27 day cycle

NA – Not Applicable

Survey Question: For non-exempt employees, overtime eligibility is based on:

We asked peer employers what type of hours are included when calculating overtime compensation. Many peer employers (like the City) also include vacation, sick, and holiday paid leave time in their calculation of overtime, thereby increasing an employee’s likelihood of receiving overtime compensation.

TABLE 18
HOURS INCLUDED FOR OVERTIME ELIGIBILITY
(FOR NON-EXEMPT EMPLOYEES)

Peer Employer	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays
Boulder, CO	NR	NR	NR	NR
Cedar Rapids, IA	All hours including all granted paid leave	All hours including all granted paid leave	All hours including all granted paid leave	All hours including all granted paid leave
Des Moines, IA	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays
Fargo, ND	All hours including vacation time, sick time and holidays	NA	NA	NA
Lincoln, NE	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays
Madison, WI	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays
Omaha, NE	Actual Hours Worked	Actual Hours Worked	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays
Rochester, MN	All hours including vacation time, sick time and holidays	Depends on Bargaining Agreement - some include vacation, sick, etc. and some do not	All hours including vacation time, sick time and holidays	Actual Hours Worked
Sioux City, IA	Actual Hours Worked	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays
St. Paul, MN	NR	NR	NR	NR
Topeka, KS	Actual Hours Worked	Actual Hours Worked	Actual Hours Worked	Actual Hours Worked
State of South Dakota	Actual Hours Worked	NA	NA	NA
Sioux Falls	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays	All hours including vacation time, sick time and holidays

NA – Not Applicable
NR – Not Reported

Survey Question: Does your organization offer compensatory time to non-exempt employees?

The majority of peer employers maintain a compensatory time policy, allowing nonexempt (hourly) employees to accrue time-off at a rate of one and one half in lieu of pay. The State of South Dakota does not maintain such a policy while Segal could not obtain the compensatory time policy information for the City of Omaha. While policies vary by city, most utilize a maximum accrual rate, and/or specify a timeframe in which accrued compensatory time must be used.

Compensatory Time

**TABLE 19
COMPENSATORY TIME FOR NON-EXEMPT EMPLOYEES**

Peer Employer	Offered	Policy Description
Billings, MT	Yes	Non-Bargaining, Police and Teamster Employees may accumulate compensatory time in lieu of cash payment at their option for actual time worked in overtime, holidays, mandatory training, and/or required court appearances. The maximum amount of compensatory time that can be accumulated shall be two hundred-eighty (280) hours. Fire does not earn Comp time.
Boulder, CO	Yes	Police - The normal workweek for members is forty (40) hours. Accrual of compensatory time does not exceed one hundred-twenty (120) hours for commissioned members. The Police Chief may allow an employee to carry in excess of one hundred-twenty (120) hours in specific instances.
Cedar Rapids, IA	Yes	Non-exempt positions are eligible for overtime payment for hours worked above 40 in any workweek, including paid leave hours. Compensatory time may be accrued in lieu of overtime payment, to a maximum of two hundred-forty (240) hours.
Des Moines, IA	Yes	Non-represented: Overtime is not paid in cash earnings. An employee is credited with "Compensatory Time" ("C Time"). "C Time" is a bank of hours an employee may draw upon when they are absent from work. Federal law permits "C Time" to accumulate up to two hundred-forty (240) hours for most City employees.
Fargo, ND	Yes	Non-represented positions - Compensatory time may be allowed at the discretion of the department head. Part-time temporary (except full-time temporary forty (40)) and seasonal employees are not eligible to accrue compensatory time. Non-exempt employees may accrue a maximum of 40 hours of compensatory time (accrual at time and one-half equals 60 total compensable hours). For sworn personnel in the Police or Fire departments, a maximum of 80 hours of actual overtime worked may be accrued (accrual at time and one-half equals one hundred-twenty (120) total compensable hours).
Lincoln, NE	Yes	Employee may opt to take compensatory time off, at the rate of one and one-half (1.5) hours of compensatory time for each overtime hour worked. The maximum accrual of compensatory time shall be forty (40) hours. An employee upon separation from City service is compensated for accrued compensatory time in cash.
Madison, WI	Yes	CG18, Range 9 and lower receive one and one-half (1.5x), Ranges 10-13 receive straight time. Range 14 and higher are not eligible.
Omaha, NE	No	NA
Rochester, MN	Yes	Compensatory time off is one method of overtime payment. Employees will receive their normal pay, with all hours in excess of forty hours per week credited to the employee's overtime account at a rate of 1½ hours for each hour worked. Compensatory time will be used up as time off as soon as it is practical. Not more than eighty (80) hours of compensatory time will be carried over from one calendar year to the next for any employee without approval from the Common Council.
Sioux City, IA	Yes	When requested by an employee, time off at the rate of one and one-half (1.5) the overtime hours worked by an employee shall be granted in order to compensate for and in lieu of overtime payment.
St. Paul, MN	Yes	Depending on the bargaining unit, employees will be compensated for work performed in excess of regularly scheduled hours established and granted compensatory time on a time and one-half (1.5x) basis or by being paid on a time and one-half (1.5x) basis for such

**TABLE 19
COMPENSATORY TIME FOR NON-EXEMPT EMPLOYEES**

Peer Employer	Offered	Policy Description
		overtime work. The overtime rate of one and one-half is computed based on 1/80 th of the biweekly rate.
Topeka, KS	Yes	General language for both non-rep and union - compensatory time in lieu of compensation may be approved only after a non-exempt employee has worked forty (40) hours in a workweek. Compensation time cannot be used in the same pay period as the time was earned. Compensation time is granted at a rate of one and one-half (1.5x) of compensatory time for each hour of overtime worked. Compensatory time may be accumulated but may not exceed two hundred-forty (240) hours (except public safety employees).
State of South Dakota	No	NA
Sioux Falls	Yes	All comp time up to following max levels: Police = eight (80) hours, Fire = ninety-six (96) hours, General = forty (40) hours, non-represented hourly = one hundred-sixty (160) hours

NA – Not Applicable
NR – Not Reported

Study Findings – Paid Leave

The survey included questions related to paid time off, including:

- Type of Paid Leave Program – Traditional/PTO
- Vacation/PTO Days
- Other Paid Leave

The City is competitive for most elements of its paid time off benefit, including the amount of sick leave accrual, designated holidays, carry-over, and cash-out policies provided to its employees. However, we found that the competitiveness of the City’s vacation leave accruals is less competitive depending on the employee group and years of service.

Details about each peer employers’ paid leave policies are shown in **Tables 20** through **30**.

Survey Question: Which type of program do you have for granting paid time off?

**TABLE 20
PAID TIME OFF PROGRAM**

Peer Employer	Traditional Vacation and Sick Time Accrual	Paid Time Off (PTO)
Billings, MT	X	
Boulder, CO	X	
Cedar Rapids, IA	X – Represented General & Fire	X – Non-Represented & Police
Des Moines, IA	X	
Fargo, ND	X	
Lincoln, NE	X	
Madison, WI	X	
Omaha, NE	X	
Rochester, MN	X	
Sioux City, IA	X	
St. Paul, MN	X	
Topeka, KS	X	
State of South Dakota	X	
Sioux Falls	X	

Vacation / Paid Time Off (PTO) Accrual

We collected accrual rates for each of the City’s four employee groups and compared them with the peers’ applicable employee groups. As shown in **Table 21A through 21D**, the competitiveness of the City’s vacation leave accruals varies by employee group as well as years of service.

Survey Question: How many hours does an employee earn/accrue in a year?

**TABLE 21A
VACATION OR PTO HOURS ACCRUED PER YEAR
NON-REPRESENTED EMPLOYEES**

Peer Employer	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	7 YOS	10 YOS	12 YOS	15 YOS	17 YOS	20 YOS
Billings, MT	120	120	120	120	120	120	144	144	168	168	192
Boulder, CO	88	136	136	136	184	184	184	184	232	232	232
Cedar Rapids, IA* - NE	152	152	152	152	152	192	192	233	233	272	272
Cedar Rapids, IA* - E	192	192	192	192	192	233	233	272	272	272	272
Des Moines, IA	80	80	80	80	80	120	120	160	160	160	200
Fargo, ND	96	96	96	120	120	120	144	144	168	168	192
Lincoln, NE	88	88	88	88	120	120	136	148	168	168	168
Madison, WI	76	76	76	97	97	97	116	136	136	155	194
Omaha, NE	96	96	96	96	96	146	146	146	146	146	146
Rochester, MN	120	120	128	136	136	168	176	200	200	200	200
Sioux City, IA	80	80	80	80	80	120	120	160	160	160	200
St. Paul, MN	136	136	136	136	176	176	200	200	200	232	232
Topeka, KS	96	96	96	96	120	120	144	144	168	168	192
State of South Dakota	120	120	120	120	120	120	120	120	160	160	160
<i>Market Average</i>	<i>110</i>	<i>113</i>	<i>114</i>	<i>118</i>	<i>128</i>	<i>145</i>	<i>155</i>	<i>171</i>	<i>184</i>	<i>190</i>	<i>204</i>
<i>Predominant</i>	<i>120</i>	<i>120</i>	<i>96</i>	<i>120</i>	<i>120</i>	<i>120</i>	<i>144</i>	<i>144</i>	<i>168</i>	<i>168</i>	<i>192</i>
Sioux Falls	81	81	96	108	120	120	129	144	168	186	201
<i>Average without PTO plans</i>	<i>100</i>	<i>104</i>	<i>104</i>	<i>109</i>	<i>121</i>	<i>134</i>	<i>146</i>	<i>157</i>	<i>172</i>	<i>176</i>	<i>192</i>

YOS – Years of Service

NE – Non-exempt

E – Exempt

*Cedar Rapids maintains a PTO (Paid Time Off) leave plan inclusive of vacation, bereavement, personal, and sick leave.

Survey Question: How many hours does an employee earn/accrue in a year?

**TABLE 21B
VACATION OR PTO HOURS ACCRUED PER YEAR
REPRESENTED GENERAL EMPLOYEES**

Peer Employer	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	7 YOS	10 YOS	12 YOS	15 YOS	17 YOS	20 YOS
Billings, MT	120	120	120	120	120	120	144	144	168	168	168
Boulder, CO	88	120	120	120	128	136	152	152	184	184	192
Cedar Rapids, IA	40	80	80	80	80	120	120	160	160	200	200
Des Moines, IA	80	80	80	80	80	120	120	160	160	160	200
Fargo, ND	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Lincoln, NE	88	88	88	88	120	120	136	148	168	168	168
Madison, WI	80	80	80	100	100	100	120	140	140	160	200
Omaha, NE	96	96	96	96	96	146	146	146	146	146	146
Rochester, MN	80	80	120	120	120	152	152	176	176	192	200
Sioux City, IA	80	80	80	80	80	120	120	160	160	160	200
St. Paul, MN	136	136	136	136	160	160	192	192	192	216	224
Topeka, KS	96	96	96	96	120	120	144	144	168	168	192
State of South Dakota	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Market Average	89	96	100	101	109	129	141	157	166	175	190
Sioux Falls	81	81	96	108	120	120	129	144	168	186	201
Predominant	80	80	80	120	120	120	120	160	168	168	200

NA – Not applicable. Does not have an applicable policy, program or benefit for this employee category.

PTO – Paid Time Off

YOS – Years of Service

Survey Question: How many hours does an employee earn/accrue in a year?

**TABLE 21C
VACATION OR PTO HOURS ACCRUED PER YEAR
REPRESENTED POLICE EMPLOYEES**

Peer Employer	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	7 YOS	10 YOS	12 YOS	15 YOS	17 YOS	20 YOS
Billings, MT	120	120	120	120	120	120	120	144	144	168	168
Boulder, CO	178	178	202	202	202	226	242	258	290	290	290
Cedar Rapids, IA*	240	240	240	240	240	281	281	281	320	360	360
Des Moines, IA	80	80	80	80	80	120	120	160	160	160	200
Fargo, ND	96	96	96	120	120	120	144	144	168	168	192
Lincoln, NE	88	88	88	88	128	128	144	144	168	168	168
Madison, WI	80	80	80	100	100	100	120	140	140	160	200
Omaha, NE	119	119	119	148	148	169	169	169	169	169	189
Rochester, MN	80	80	120	120	120	144	144	168	168	192	200
Sioux City, IA	80	80	80	80	80	120	120	160	160	160	200
St. Paul, MN	120	120	120	120	160	160	184	184	200	200	216
Topeka, KS	96	96	96	96	120	120	144	144	192	192	216
State of South Dakota	120	120	120	120	120	120	120	120	160	160	160
Market Average	115	115	120	126	134	148	158	170	188	196	212
Sioux Falls	81	81	96	108	120	120	129	144	168	186	201
Predominant	80	80	120	120	120	120	120	144	160	160	200

PTO – Paid Time Off

YOS – Years of Service

*Cedar Rapids maintains a PTO leave plan inclusive of vacation, bereavement, personal, and sick leave.

Survey Question: How many hours does an employee earn/accrue in a year?

**TABLE 21D
VACATION OR PTO HOURS ACCRUED PER YEAR
REPRESENTED FIRE EMPLOYEES**

Peer Employer	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	7 YOS	10 YOS	12 YOS	15 YOS	17 YOS	20 YOS
Billings, MT	131	131	131	131	131	131	131	157	157	184	184
Boulder, CO*	312	312	312	312	336	384	408	408	432	480	504
Cedar Rapids, IA**	72	144	144	144	144	216	216	288	288	360	360
Des Moines, IA	112	112	112	112	112	168	168	224	224	224	280
Fargo, ND*	252	252	252	288	288	288	324	324	360	360	396
Lincoln, NE*	132	132	132	132	192	192	204	204	252	252	252
Madison, WI*	240	240	240	264	264	264	312	336	336	384	456
Omaha, NE*	120	120	120	120	120	240	240	240	240	240	240
Rochester, MN*	120	120	144	144	168	192	216	240	288	312	336
Sioux City, IA	80	80	80	80	80	80	112	112	224	224	280
St. Paul, MN*	258	258	258	258	258	314	314	314	381	381	381
Topeka, KS*	123	123	123	123	160	160	192	192	224	224	256
State of South Dakota	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<i>Market Average</i>	<i>163</i>	<i>169</i>	<i>171</i>	<i>176</i>	<i>188</i>	<i>219</i>	<i>236</i>	<i>253</i>	<i>284</i>	<i>302</i>	<i>327</i>
Sioux Falls	120	120	120	144	144	168	192	216	240	264	264
<i>Predominant</i>	<i>120</i>	<i>120</i>	<i>144</i>	<i>144</i>	<i>NA</i>	<i>192</i>	<i>216</i>	<i>240</i>	<i>224</i>	<i>224</i>	<i>280</i>

NA – Not applicable. Does not have an applicable policy, program or benefit for this employee category.

PTO – Paid Time Off

YOS – Years of Service

*City provided hours for 24 hour shifts only

**Cedar Rapids maintains a PTO leave plan inclusive of vacation, bereavement, personal, and sick leave.

Sick Leave Accrual

Similar to vacation/PTO accrual, we collected sick leave accrual rates for each employee group. We did not see a difference between the City's accrual rate and the accrual rates used with its peers.

See **Table 22A through 22D** on the following pages for specific sick leave accrual rates.

Survey Question: How many sick leave hours does an employee earn/accrue in a year?

TABLE 22A
SICK LEAVE HOURS ACCRUED PER YEAR
NON-REPRESENTED EMPLOYEES

Peer Employer	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	7 YOS	10 YOS	12 YOS	15 YOS	17 YOS	20 YOS
Billings, MT	120	120	120	120	120	120	144	144	168	168	192
Boulder, CO	88	136	136	136	184	184	184	184	232	232	232
Cedar Rapids, IA*	152	152	152	152	152	192	192	233	233	272	272
Des Moines, IA	80	80	80	80	80	120	120	160	160	160	200
Fargo, ND	96	96	96	96	96	96	96	144	144	144	144
Lincoln, NE	96	96	96	96	96	96	96	96	96	96	96
Madison, WI	76	76	76	97	97	97	116	136	136	155	194
Omaha, NE	122	122	122	122	122	122	122	122	122	122	122
Rochester, MN	96	96	96	96	96	96	96	96	96	96	96
Sioux City, IA	80	80	80	80	80	120	120	160	160	160	200
St. Paul, MN	136	136	136	136	176	176	200	200	200	232	232
Topeka, KS	96	96	96	96	96	96	96	96	96	96	96
State of South Dakota	112	112	112	112	112	112	112	112	112	112	112
<i>Market Average</i>	<i>104</i>	<i>108</i>	<i>108</i>	<i>109</i>	<i>116</i>	<i>125</i>	<i>130</i>	<i>145</i>	<i>150</i>	<i>157</i>	<i>168</i>
Sioux Falls	96	96	96	96	96	96	96	96	96	96	96
<i>Predominant</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>

YOS – Years of Service

*Cedar Rapids maintains a PTO (Paid Time Off) leave plan inclusive of vacation, bereavement, personal, and sick leave.

Survey Question: How many sick leave hours does an employee earn/accrue in a year?

**TABLE 22B
SICK LEAVE HOURS ACCRUED PER YEAR
REPRESENTED GENERAL EMPLOYEES**

Peer Employer	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	7 YOS	10 YOS	12 YOS	15 YOS	17 YOS	20 YOS
Billings, MT	120	120	120	120	120	120	144	144	168	168	192
Boulder, CO	88	136	136	136	184	184	184	184	232	232	232
Cedar Rapids, IA	152	152	152	152	152	192	192	233	233	272	272
Des Moines, IA	80	80	80	80	80	120	120	160	160	160	200
Fargo, ND	96	96	96	96	96	96	96	144	144	144	144
Lincoln, NE	96	96	96	96	96	96	96	96	96	96	96
Madison, WI	76	76	76	97	97	97	116	136	136	155	194
Omaha, NE	122	122	122	122	122	122	122	122	122	122	122
Rochester, MN	96	96	96	96	96	96	96	96	96	96	96
Sioux City, IA	80	80	80	80	80	120	120	160	160	160	200
St. Paul, MN	96	96	96	96	96	96	96	96	96	96	96
Topeka, KS	96	96	96	96	96	96	96	96	96	96	96
State of South Dakota	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<i>Market Average</i>	<i>100</i>	<i>104</i>	<i>104</i>	<i>106</i>	<i>110</i>	<i>120</i>	<i>123</i>	<i>139</i>	<i>145</i>	<i>150</i>	<i>162</i>
Sioux Falls	96	96	96	96	96	96	96	96	96	96	96
<i>Predominant</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>

NA – Not applicable. Does not have an applicable policy, program or benefit for this employee category.

YOS – Years of Service

Survey Question: How many sick leave hours does an employee earn/accrue in a year?

**TABLE 22C
SICK LEAVE HOURS ACCRUED PER YEAR
REPRESENTED POLICE EMPLOYEES**

Peer Employer	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	7 YOS	10 YOS	12 YOS	15 YOS	17 YOS	20 YOS
Billings, MT	120	120	120	120	120	120	144	144	168	168	192
Boulder, CO	88	136	136	136	184	184	184	184	232	232	232
Cedar Rapids, IA	152	152	152	152	152	192	192	233	233	272	272
Des Moines, IA	80	80	80	80	80	120	120	160	160	160	200
Fargo, ND	96	96	96	96	96	96	144	144	144	144	144
Lincoln, NE	96	96	96	96	96	96	96	96	96	96	96
Madison, WI	76	76	76	97	97	97	116	136	136	155	194
Omaha, NE	124	124	124	124	124	124	124	124	124	124	124
Rochester, MN	96	96	96	96	96	96	96	96	96	96	96
Sioux City, IA	120	120	120	120	120	120	120	120	120	120	120
St. Paul, MN	96	96	96	96	96	96	96	96	96	96	96
Topeka, KS	96	96	96	96	96	96	96	96	96	96	96
State of South Dakota	112	112	112	112	112	112	112	112	112	112	112
<i>Market Average</i>	<i>104</i>	<i>108</i>	<i>108</i>	<i>109</i>	<i>113</i>	<i>119</i>	<i>126</i>	<i>134</i>	<i>139</i>	<i>144</i>	<i>152</i>
Sioux Falls	96	96	96	96	96	96	96	96	96	96	96
<i>Predominant</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>	<i>96</i>

YOS – Years of Service

Survey Question: How many sick leave hours does an employee earn/accrue in a year?

**TABLE 22D
SICK LEAVE HOURS ACCRUED PER YEAR
REPRESENTED FIRE EMPLOYEES**

Peer Employer	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	7 YOS	10 YOS	12 YOS	15 YOS	17 YOS	20 YOS
Billings, MT	120	120	120	120	120	120	144	144	168	168	192
Boulder, CO	88	136	136	136	184	184	184	184	232	232	232
Cedar Rapids, IA	152	152	152	152	152	192	192	233	233	272	272
Des Moines, IA	80	80	80	80	80	120	120	160	160	160	200
Fargo, ND	96	96	96	96	96	96	144	144	144	144	144
Lincoln, NE	144	144	144	144	144	144	144	144	144	144	144
Madison, WI	76	76	76	97	97	97	116	136	136	155	194
Omaha, NE	148	148	148	148	148	148	148	148	148	148	148
Rochester, MN	144	144	144	144	144	144	144	144	144	144	144
Sioux City, IA	120	120	120	120	120	120	120	120	120	120	120
St. Paul, MN	135	135	135	135	135	135	135	135	135	135	135
Topeka, KS	288	288	288	288	288	288	288	288	288	288	288
State of South Dakota	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<i>Market Average</i>	<i>133</i>	<i>137</i>	<i>137</i>	<i>138</i>	<i>142</i>	<i>149</i>	<i>157</i>	<i>165</i>	<i>171</i>	<i>176</i>	<i>184</i>
Sioux Falls	144	144	144	144	144	144	144	144	144	144	144
<i>Predominant</i>	<i>120</i>	<i>120</i>	<i>120</i>	<i>120</i>	<i>120</i>	<i>120</i>	<i>144</i>	<i>144</i>	<i>144</i>	<i>144</i>	<i>144</i>

NA – Not applicable. Does not have an applicable policy, program, and/or benefit for this employee category.

YOS – Years of Service

Survey Question: For Non-Represented, General and Police employees, how many paid holidays does an employee receive in a year?

Paid Holidays

We found that for all employee groups, the City provides a competitive number of paid holidays. Additionally, like the City, most peers provide designated holiday hours to their fire personnel. Three (3) peers maintain alternate holiday time arrangements for each employee group.

**TABLE 23
NUMBER OF PAID HOLIDAYS**

Peer Employer	All Employees Except Fire (days)	Fire Employees (Hours)	For Fire, describe policy
Billings, MT	10	120	4.61 hrs./pay period
Boulder, CO	10 full-day holidays and 2½ holidays, varies by employee group and hours worked	NA	Holiday hours are included with vacation accrual
Cedar Rapids, IA	11	NA	NA
Des Moines, IA	11	264	11 – 24 hour shifts
Fargo, ND	8	NA	Holiday hours are included with vacation accrual
Lincoln, NE	10	108	NR
Madison, WI	10	NA	Holiday hours are included with vacation accrual
Omaha, NE	13	312	13 – 24 hour shifts
Rochester, MN	11	288	12 – 24 hour shifts
Sioux City, IA	13	288	NA
St. Paul, MN	10	264	11 – 24 hour shifts
Topeka, KS	10	240	NR
State of South Dakota	10	NA	NA
<i>Market Average</i>	11	236	NA
Sioux Falls	10	168	7 – 24 hour shifts

NA – Not Applicable
NR – Not Reported

Survey Question: Can employees carry-over unused vacation/annual leave hours?

Carry-Over and Cash-Out of Unused Vacation Leave

Similar to Sioux Falls, all peer cities allow employees to carry-over unused vacation accrual from year to year. The amount available for carry-over varies by a number of factors, including employee group and years of service (i.e. based on annual accrual). However, across all employee groups, Sioux Falls’ maximum carry-over amount is competitive for the non-represented, represented general and police employees while a few peer cities provide more hours for fire employees (see **Table 24**).

Additionally, the City’s policy on cashing out unused vacation accrual at termination is competitive with its peer cities. See **Table 25** for specific responses.

**TABLE 24
ABILITY TO CARRY-OVER UNUSED
ACCRUED VACATION LEAVE**

Peer Employer	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	Yes – 2x annual accrual	Yes – 2x annual accrual	Yes – 2x annual accrual	Yes – 2x annual accrual
Boulder, CO	NR	NR	Yes – 450 hours	NR
Cedar Rapids, IA	Yes – 1x annual accrual	NA	Yes – 12x the monthly accrual rate	Yes – 720 hours
Des Moines, IA	Yes – 2x annual accrual	Yes – 2x annual accrual	Yes – 2x annual accrual	Yes – 2x annual accrual
Fargo, ND	Yes – 256 hours	NA	Yes – 256 hours	Yes – 508.5 hours
Lincoln, NE	Yes – 280 hours	Yes – 280 hours	Yes – 320 hours	Yes – 720 hours
Madison, WI	Yes – 150 hours	Yes – 150 hours	Yes – 150 hours	Yes – 150 hours
Omaha, NE	Yes – 280 hours	Yes – 280 hours	Yes – 320 hours	Yes – 360 hours
Rochester, MN	Yes – 2x annual accrual	Yes – 2x annual accrual	Yes – 2x annual accrual	Yes – 2x annual accrual
Sioux City, IA	Yes – 1x annual accrual	Yes – 1x annual accrual	Yes – 48 hours	NA
St. Paul, MN	NA	Yes – 120 hours	NA	Yes – 120 hours
Topeka, KS	Yes – 240 hours	Yes – 240 hours	Yes – 320 hours	Yes – 720 (24H) / 480 (8H)
State of South Dakota	Yes – 2x annual accrual	Yes – 2x annual accrual	Yes – 2x annual accrual	Yes – 2x annual accrual
Sioux Falls	Yes – 240 hours	Yes – 201 hours	Yes – 201 hours	Yes – 264 hours

NA – Not Applicable
NR – Not Reported

Survey Question: Can employees cash-out unused vacation/annual leave hours?

**TABLE 25
ABILITY TO CASH-OUT UNUSED
VACATION LEAVE HOURS**

Peer Employer	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	Yes at Termination – 2x annual accrual	Yes at Termination – 2x annual accrual	Yes at Termination – 2x annual accrual	Yes at Termination – 2x annual accrual
Boulder, CO	NR	NR	Yes at Year End - 80 hours	NR
Cedar Rapids, IA	Yes at Year End - 48 hours	Yes at Termination – 1x annual accrual	Yes at Year End - 48 hours	NA
Des Moines, IA	Yes at Termination – Unlimited	Yes at Termination – Unlimited	Yes at Termination – Unlimited	Yes at Termination – Unlimited
Fargo, ND	Yes at Termination – Unlimited	Yes at Termination – Unlimited	Yes at Termination – Unlimited	Yes at Termination – Unlimited
Lincoln, NE	Yes at Termination – Vacation Accumulated	Yes at Termination – 35% of Accumulated Sick Leave	Yes at Termination – Accumulated vacation leave in excess of eighty (80) hours	Yes at Year End
Madison, WI	Yes at Year End - full vacation credit for the calendar year minus any vacation used, plus carry-over balance	Yes at Year End - full vacation credit for the calendar year minus any vacation used, plus carry-over balance	Yes at Year End - full vacation credit for the calendar year minus any vacation used, plus carry-over balance	Yes at Year End - full vacation credit for the calendar year minus any vacation used, plus carry-over balance
Omaha, NE	Yes at Year End – 40 hours 2x per year	Yes at Year End – 40 hours 2x per year	Yes at Year End – 40 hours 2x per year	Yes at Year End – 40 hours 2x per year
Rochester, MN	No	No	No	No
Sioux City, IA	Yes at Termination – 40 hours plus annual accrual	Yes at Termination – 40 hours plus annual accrual	Yes at Termination – 60 hours	Yes at Termination – 2x annual accrual
St. Paul, MN	NA	Yes at Year End - 40 hours	NA	Yes at Year End – request cash for up to four (4) days 96 hours for 56 hour employees, 32 hours for 40 hour employees
Topeka, KS	Yes at Termination – 240 hours	Yes at Termination – 240 hours	Yes at Termination – 320 hours	Yes at Termination – Yes – 720 (24H) / 480 (8H)
State of South Dakota	Yes at Termination – 2x annual accrual	Yes at Termination – 2x annual accrual	Yes at Termination – 2x annual accrual	Yes at Termination – 2x annual accrual
Sioux Falls	Yes at Termination – 240 hours	Yes at Termination – 201 hours	Yes at Termination – 201 hours	Yes at Termination – 264 hours

NA – Not Applicable
NR – Not Reported

Survey Question: Can employees donate accrued vacation leave to another eligible employee for use as sick leave during a catastrophic event?

Donation of Accrued Vacation Leave to Eligible Employees

We asked peer cities if they maintain a policy that allows employees to donate accrued vacation leave to other employees in the case of catastrophic events. Unlike Sioux Falls, many of the peer cities maintain such a policy, though the amount varies by city.

TABLE 26
DONATION OF ACCRUED VACATION LEAVE TO ELIGIBLE EMPLOYEES
(FOR USE DURING A CATASTROPHIC EVENT)

Peer Employer	Yes	No
Billings, MT		X
Boulder, CO	NA	NA
Cedar Rapids, IA	Unlimited	
Des Moines, IA	24 hrs.	
Fargo, ND	40 hrs.	
Lincoln, NE		X
Madison, WI	40 hrs.	
Omaha, NE		X
Rochester, MN	Up to 16 hrs. vacation	
Sioux City, IA	Unlimited	
St. Paul, MN	NA	NA
Topeka, KS	Unlimited	
State of South Dakota	Unlimited, must have at least 80 hrs.	
Sioux Falls		X

NA – Not Applicable

Survey Question: Can employees carry over sick leave hours?

Carry-Over and Cash-Out of Unused Sick Leave

The majority of peers allow employees to carry-over unused sick leave accrual from year to year. Peer cities are split as to whether they allow an unlimited amount of accrued sick leave to be carried-over year to year (like the City), or place a cap on the amount. Those that cap annual carry-over hours range between 960 to 2,500 hours for non-fire suppression employees (see **Table 27**).

Additionally, the City’s policy on cashing out unused sick leave accrual at termination is competitive with the majority of its peer cities. **Table 28** on the following page shows specific responses.

TABLE 27
ABILITY TO CARRY-OVER UNUSED ACCRUED SICK LEAVE

Peer Employer	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited
Boulder, CO	NR	NR	NR	NR
Cedar Rapids, IA	Yes – Unlimited	Yes – Unlimited	Yes – Combined in Flex Leave	Yes – Unlimited
Des Moines, IA	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited
Fargo, ND	Yes – 960 hours	NA	Yes – 960 hours	Yes – 1,344 hours
Lincoln, NE	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited
Madison, WI	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited
Omaha, NE	Yes – 2,500 hours	Yes – 2,500 hours	Yes – 2,500 hours	Yes – 2,500 hours
Rochester, MN	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited
Sioux City, IA	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited
St. Paul, MN	NA	NA	NA	Yes – 1,295 hours
Topeka, KS	Yes – 1,040 hours	Yes – 1,040 hours	Yes – Unlimited	Yes – 1,388 hours
State of South Dakota	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited
Sioux Falls	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited	Yes – Unlimited

NA – Not Applicable
NR – Not Reported

Survey Question: Can employees cash-out unused sick leave hours?

**TABLE 28
ABILITY TO CASH-OUT UNUSED SICK LEAVE HOURS**

Peer Employer	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	Yes at Termination – 25%	Yes at Termination – 25%	Yes at Termination – 25%	Yes at Termination – 25%
Boulder, CO	NR	NR	Yes at Termination and Retirement – any hours over 570 hours	NR
Cedar Rapids, IA	No	No	No	No
Des Moines, IA	Yes at Termination - 1/2 of total hours up to 750 hours	Yes at Termination - 1/2 of total hours up to 750 hours	Yes at Termination - 1/2 of total hours up to 750 hours	Yes at Termination - 1/2 of total hours up to 750 hours
Fargo, ND	Yes at Year End – Any amount in excess of 960 hours at 44.4%	NA	Yes at Year End – Any amount in excess of 960 hours at 44.4%	Yes at Year End – Any amount in excess of 1,344 hours at 44.4%
Lincoln, NE	Yes at Termination – Varies by Pay Range Distinction	Yes at Termination – 35%	Yes at Termination – Varies by Pay Range Distinction	No – Only at Retirement
Madison, WI	Yes at Termination and Year End for days over 150	Yes at Termination and Year End for days over 150	Yes at Termination and Year End for days over 150	Yes at Termination and Year End for days over 150
Omaha, NE	Yes at Termination	Yes at Termination	Yes at Termination	Yes at Termination
Rochester, MN	No	No	No	No
Sioux City, IA	No	No	No	No
St. Paul, MN	NA	NA	NA	Yes at Year End – Excess to vacation at the rate of one-half day vacation for each day of sick leave credit
Topeka, KS	Yes at Termination – 35%	Yes at Termination – 35%	Yes at Termination – 55 days	Yes at Termination – 55 days
State of South Dakota	Yes at Termination – After seven years of employment	Yes at Termination – After seven years of employment	Yes at Termination – After seven years of employment	Yes at Termination – After seven years of employment
Sioux Falls	Yes at Termination – 25% of balance with minimum of 48 hours times years of service	Yes at Termination – 25% of balance with minimum of 48 hours times years of service and 5 years of service	Yes at Termination – 25% of balance with minimum of 15 years of service	Yes at Termination – 25% of balance with minimum of 72 hours times years of service with minimum 15 years of service

NA – Not Applicable
NR – Not Reported

Survey Question: How many bereavement days would an employee receive per occurrence?

Other Paid Time Off

Bereavement Leave

When asked about the number of bereavement days per incident offered, most peer cities provide an average of 3 days, though it does vary by employee group.

**TABLE 29
NUMBER OF BEREAVEMENT DAYS**

Peer Employer	Number of Days	Subtracted from Sick or PTO Balance
Billings, MT	Non-Rep, General and Police: 5 Fire: 9	Yes
Boulder, CO	NR	NR
Cedar Rapids, IA	General and Police: 3 Fire: 5	Yes
Des Moines, IA	7	No
Fargo, ND	4	No
Lincoln, NE	4	No
Madison, WI	3	No
Omaha, NE	Non-Rep and General: 1 – 5 Police: 1 – 3 Fire: 3	No
Rochester, MN	3	No
Sioux City, IA	3	Yes – General & Police No – Non-rep & Fire
St. Paul, MN	Accumulated sick leave credit – General and Police: 3	Yes – Accrued sick leave
Topeka, KS	3	Yes – not Police
State of South Dakota	NR	NR
Sioux Falls	5 per occur/10 per year Fire – 96 hrs./year	Yes – Subtracted from sick leave balance

NR – Not Reported

Survey Question: How many hours of personal leave does an employee receive in a year?

Personal Hours

Most of the peer cities also provide personal time separate from vacation leave to use as needed, though it is most common for non-represented employees. The market average for personal hours is sixteen (16) for non-represented and represented employees. Police and Fire varied from eight (8) to twenty-eight (28) hours of personal time. Four cities stated they provide their fire suppression employees with personal leave.

**TABLE 30
NUMBER OF PERSONAL HOURS**

Peer Employer	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	24	24	10	NA
Boulder, CO	NA	NA	NA	NA
Cedar Rapids, IA	NA	16	NA	NA
Des Moines, IA	8	8	8	8
Fargo, ND	8	NA	8	12
Lincoln, NE	16	16	24	NA
Madison, WI	28	28	28	28
Omaha, NE	NA	NA	NA	NA
Rochester, MN	NA	NA	NA	NA
Sioux City, IA	24	24	16	NA
St. Paul, MN	8	8	8	NA
Topeka, KS	8	16	8	24
State of South Dakota	24	NA	NA	NA
<i>Market Average</i>	16	16	11	24
Sioux Falls	16	16	16	0

NA – Not Applicable

Study Findings – Health Benefits

Health-Related Benefits

In general, the City’s cost-sharing arrangement for health (medical and dental) benefits is slightly less competitive to what peer employers currently report paying. This section will summarize our findings based on the following:

- Employee only (EE)
- Employee plus one (EE + Spouse)
- Family (Family)

If peers offer more than one type of plan (e.g. two PPO plans), we asked them to provide information for the most populous plan.

Specifically, the survey collected employer and employee monthly cost premiums for the following:

- Medical Plan (PPO, HMO, and HDHP)
- Prescription Drug Plan
- Dental Plan
- Vision Plan

Details for each data source and type of plan are shown in **Tables 31** through **42**.

General Health Plan Information

Like the City, eight (8) peers provide a self-insured plan while five (5) peer employers indicated a cafeteria plan.

**TABLE 31
GENERAL HEALTH PLAN INFORMATION**

Peer Employer	Self-Insured Plan	Cafeteria Plan	Opt-Out Benefit Offered
Billings, MT	Yes	Yes	No
Boulder, CO	NR	NR	NR
Cedar Rapids, IA	Yes	No	No
Des Moines, IA	Yes	Yes	Yes - \$2,500 for Non-rep
Fargo, ND	No	Yes	No
Lincoln, NE	Yes	Yes	No
Madison, WI	No	No	No
Omaha, NE	Yes	No	No
Rochester, MN	Yes	No	No
Sioux City, IA	NR	No	No
St. Paul, MN	NR	No	No
Topeka, KS	Yes	Yes	No
State of South Dakota	Yes	No	Yes
Sioux Falls	Yes	Yes	No

NA – Not Applicable

NR – Not Reported

Medical Premium Cost-Sharing

The City pays 75% of the monthly cost of medical premiums. We found that, unlike the City, most peers pay 100% of the monthly cost of premiums for employee single coverage. However, for employee plus one and family coverage, the City’s 75% contribution is at the median of its peers. **Table 32** shows the cost sharing arrangement for Preferred Provider Organization (PPO) plans at the peer cities.

In addition to the PPO information below, we asked peer cities if they provide other types of medical plans. However, like the City, most peers provide a PPO medical plan option. Only Cedar Rapids, Des Moines, and Madison provide a Health Maintenance Organization (HMO) plan option (see **Table 33**). Additionally, Rochester and the State of South Dakota are the only peers that provide a High Deductible Health Plan (HDHP) see **Table 34**.

TABLE 32
MEDICAL PLAN MONTHLY PREMIUM COST-SHARING PPO PLAN

Peer Employer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Billings, MT	TPA: EBMS Provider Network: RMHN	94%	6%	81%	19%	76%	24%
Boulder, CO	Cigna HealthCare	80%	20%	80%	20%	80%	20%
Cedar Rapids, IA	Wellmark Blue Cross and Blue Shield – Traditional Plan	82%	18%	NA	NA	82%	18%
Des Moines, IA	Wellmark Blue Cross Blue Shield	92%	8%	NA	NA	92%	8%
Fargo, ND	Blue Cross Blue Shield	86%	14%	NA	NA	72%	28%
Lincoln, NE	Aetna	92%	8%	90%	10%	90%	10%
Madison, WI	NA	NA	NA	NA	NA	NA	NA
Omaha, NE	Blue Cross and Blue Shield of Nebraska	93%	7%	NA	NA	93%	7%
Rochester, MN	Mayo Clinic/Olmsted Medical Center	92%	8%	88%	12%	88%	12%
Sioux City, IA	Wellmark Blue Cross and Blue Shield	90%	10%	90%	10%	90%	10%
St. Paul, MN	HealthPartners	100%	0%	NA	NA	80%	20%
Topeka, KS	Blue Cross and Blue Shield of Kansas	90%	10%	73%	27%	73%	27%
State of South Dakota	Dakotacare	100%	0%	89%	11%	68%	32%
<i>Market Average</i>		90%	10%	86%	14%	84%	16%
Sioux Falls	UMR - Avera System or Sanford System	75%	25%	75%	25%	75%	25%

NA – Not Applicable. Does not have an applicable policy, program or benefit for this employee category.

PPO – Preferred Provider Organization

TABLE 33
MEDICAL PLAN MONTHLY PREMIUM COST-SHARING HMO PLAN

Peer Employer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Billings, MT	NA	NA	NA	NA	NA	NA	NA
Boulder, CO	NA	NA	NA	NA	NA	NA	NA
Cedar Rapids, IA	Wellmark Blue Cross Blue Shield – Choice Plan	90%	10%	90%	10%	90%	10%
Des Moines, IA	Wellmark Blue Cross Blue Shield	90%	10%	90%	10%	90%	10%
Fargo, ND	NA	NA	NA	NA	NA	NA	NA
Lincoln, NE	NA	NA	NA	NA	NA	NA	NA
Madison, WI	Unity	97%	3%	NA	NA	97%	3%
Omaha, NE	NA	NA	NA	NA	NA	NA	NA
Rochester, MN	NA	NA	NA	NA	NA	NA	NA
Sioux City, IA	NA	NA	NA	NA	NA	NA	NA
St. Paul, MN	NA	NA	NA	NA	NA	NA	NA
Topeka, KS	NA	NA	NA	NA	NA	NA	NA
State of South Dakota	NA	NA	NA	NA	NA	NA	NA
Sioux Falls	NA	NA	NA	NA	NA	NA	NA

NA – Not Applicable. Does not have an applicable policy, program or benefit for this employee category.
HMO – Health Maintenance Organization

TABLE 34
MEDICAL PLAN MONTHLY PREMIUM COST-SHARING HDHP PLAN

Peer Employer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Billings, MT	NR	100%	0%	94%	6%	92%	8%
Boulder, CO	NA	NA	NA	NA	NA	NA	NA
Cedar Rapids, IA	NA	NA	NA	NA	NA	NA	NA
Des Moines, IA	NA	NA	NA	NA	NA	NA	NA
Fargo, ND	NA	NA	NA	NA	NA	NA	NA
Lincoln, NE	NA	NA	NA	NA	NA	NA	NA
Madison, WI	NA	NA	NA	NA	NA	NA	NA
Omaha, NE	NA	NA	NA	NA	NA	NA	NA
Rochester, MN	Mayo Clinic/Olmsted Medical Center - Health Savings Account is through Select Account	92%	8%	89%	11%	88%	12%
Sioux City, IA	NA	NA	NA	NA	NA	NA	NA
St. Paul, MN	NA	NA	NA	NA	NA	NA	NA
Topeka, KS	NA	NA	NA	NA	NA	NA	NA
State of South Dakota	Dakotacare	100%	0%	98%	2%	89%	11%
Sioux Falls	NA	NA	NA	NA	NA	NA	NA

NA – Not Applicable. Does not have an applicable policy, program or benefit for this employee category.

NR – Not Reported

HDHP – High Deductible Health Plan

Dental Premium Cost-Sharing

The City pays 75% of the monthly cost of dental premiums. Four (4) peers cover 100% of the cost of dental premiums for their employees while six (6) peers offer an employee-pay-all voluntary dental plan. For employee plus one and family coverage, the City's 75% contribution is more generous than most of its peers while the peers pay between 20-80%.

TABLE 35
DENTAL PLAN MONTHLY PREMIUM COST-SHARING DPO PLAN

Peer Employer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Billings, MT	TPA: EBMS	0%	100%	0%	100%	0%	100%
Boulder, CO	Delta Dental	80%	20%	80%	20%	80%	20%
Cedar Rapids, IA	Delta Dental	100%	0%	NA	NA	30%	70%
Des Moines, IA	Delta Dental	100%	0%	NA	NA	100%	0%
Fargo, ND	Blue Cross Blue Shield	100%	0%	50%	50%	34%	66%
Lincoln, NE	Ameritus Dental	50%	50%	50%	50%	50%	50%
Madison, WI	Delta Dental	0%	100%	0%	100%	0%	100%
Omaha, NE	Ameritus Dental	0%	100%	NA	NA	0%	100%
Rochester, MN	Delta Dental	100%	0%	NA	NA	91%	9%
Sioux City, IA	Blue Cross Blue Shield	0%	100%	0%	100%	0%	100%
St. Paul, MN	Delta Dental MN	0%	100%	0%	100%	0%	100%
Topeka, KS	Delta Dental of Kansas	90%	10%	73%	27%	73%	27%
State of South Dakota	Delta Dental	0%	100%	0%	100%	0%	100%
<i>Market Average</i>		<i>54%</i>	<i>46%</i>	<i>40%</i>	<i>60%</i>	<i>38%</i>	<i>62%</i>
Sioux Falls	Delta Dental	75%	25%	75%	25%	75%	25%

NA – Not Applicable. Does not have an applicable policy, program or benefit for this employee category.

DPO – Dental Plan Organization

Life Insurance

We asked peer cities about the additional benefits offered to employees, including life insurance, short-term disability, long-term disability, and long-term care insurance.

Similar to the city, most peers provide life insurance coverage, 85% of peers pay the entire premium cost of the coverage as shown in **Table 36** below. Additionally, most peers provide supplemental life insurance, however, like the City of Sioux Falls, it is funded entirely by employee contributions. See **Table 37** for specific responses.

TABLE 36
BASIC LIFE INSURANCE

Peer Employer	Employer Cost	Employee Cost	Maximum Benefit
Billings, MT	100%	0%	\$10,000
Boulder, CO	100%	0%	1.5x the employee's annual salary
Cedar Rapids, IA	100%	0%	\$50,000 face value with Accidental Death and Dismemberment benefits
Des Moines, IA	100%	0%	2x the employee's annual salary
Fargo, ND	NA	NA	NA
Lincoln, NE	100%	0%	Varies by Employee Class
Madison, WI	0%	100%	1x the employee's annual salary
Omaha, NE	100%	0%	\$50,000
Rochester, MN	100%	0%	Non-Exempt – \$50,000
Sioux City, IA	100%	0%	2x the employee's annual salary
St. Paul, MN	100%	0%	1.5x the employee's annual salary
Topeka, KS	100%	0%	150% of Average Annual Salary
State of South Dakota	100%	0%	\$25,000
Sioux Falls	100%	0%	1 x's annual wage plus \$33K to max of \$133,000 for non-public safety, 1 x's annual wage for public safety

NA – Not Applicable

TABLE 37
SUPPLEMENTAL LIFE INSURANCE

Peer Employer	Employer Cost	Employee Cost	Maximum Benefit
Billings, MT	0%	100%	\$300,000
Boulder, CO	0%	100%	NR
Cedar Rapids, IA	0%	100%	Purchase in multiples of \$5,000 up to five times annual salary to \$500,000 maximum
Des Moines, IA	0%	100%	2x the employee's annual salary
Fargo, ND	NA	Varies by Age	\$200,000
Lincoln, NE	NA	NA	NA
Madison, WI	0%	100%	3x the employee's annual salary
Omaha, NE	NA	NA	NA
Rochester, MN	0%	100%	\$300,000
Sioux City, IA	0%	100%	\$300,000
St. Paul, MN	0%	100%	NR
Topeka, KS	0%	100%	Age and amount of coverage - max
State of South Dakota	0%	100%	5x annual salary
<i>Market Average</i>	<i>0%</i>	<i>100%</i>	
Sioux Falls	0%	100%	\$500,000

NA – Not Applicable
NR – Not Reported

Disability Insurance

We also asked questions regarding short-term disability and long-term care insurance; however, few peer cities provide such insurance programs to their employees. Only Topeka and the State of South Dakota provide short-term disability insurance to employees, however, it is primarily (if not fully) employee funded.

Long-term disability is also a commonly offered benefit. However, unlike the City, four (4) peers pay 100% of the monthly premiums on behalf of employees. Most provide a benefit between 60%-67% of salary. See **Tables 38-40** below.

**TABLE 38
SHORT-TERM DISABILITY**

Peer Employer	Employer Cost	Employee Cost	Benefit Provided
Billings, MT	NA	NA	NA
Boulder, CO	NA	NA	NA
Cedar Rapids, IA	NA	NA	NA
Des Moines, IA	NA	NA	NA
Fargo, ND	NA	NA	NA
Lincoln, NE	NA	NA	NA
Madison, WI	NA	NA	NA
Omaha, NE	NA	NA	NA
Rochester, MN	NA	NA	NA
Sioux City, IA	NA	NA	NA
St. Paul, MN	NA	NA	NA
Topeka, KS	0%	100%	40.00% or 60.00% Max weekly - \$1,000
State of South Dakota	0%	100%	60.00% of base pay
Sioux Falls	NA	NA	NA

NA – Not Applicable
NR – Not Reported

**TABLE 39
LONG-TERM DISABILITY**

Peer Employer	Employer Cost	Employee Cost	Benefit Provided
Billings, MT	0%	100%	50.00% of base pay 180-day waiting period
Boulder, CO	NR	NR	NR
Cedar Rapids, IA	100%	0%	66.67% of base pay 90-day waiting period
Des Moines, IA	100%	0%	66.67% of base pay 90-day waiting period
Fargo, ND	100%	0%	60.00% of base pay 120-day waiting period
Lincoln, NE	NA	NA	NA
Madison, WI	20%	80%	65.00% of base pay 8-day waiting period
Omaha, NE	NA	NA	NA
Rochester, MN	0%	100%	60.00% of base pay
Sioux City, IA	0%	100%	60.00% of base pay
St. Paul, MN	0%	100%	60.00% of base pay
Topeka, KS	100%	0%	60.00% of base pay
State of South Dakota	NA	NA	NA
Sioux Falls	0%	100%	50.00% of base pay, 90- days waiting period

NA – Not Applicable
NR – Not Reported

**TABLE 40
LONG-TERM CARE INSURANCE**

Peer Employer	Employer Cost	Employee Cost	Benefit Provided
Billings, MT	NA	NA	NA
Boulder, CO	NA	NA	NA
Cedar Rapids, IA	NA	NA	NA
Des Moines, IA	NA	NA	NA
Fargo, ND	NA	NA	NA
Lincoln, NE	NA	NA	NA
Madison, WI	NA	NA	NA
Omaha, NE	NA	NA	NA
Rochester, MN	NA	NA	NA
Sioux City, IA	NA	NA	NA
St. Paul, MN	NA	NA	NA
Topeka, KS	NA	NA	NA
State of South Dakota	NA	NA	NA
Sioux Falls	NA	NA	NA

NA – Not Applicable
NR – Not Reported

Retirement Benefits

Defined Benefit Contribution Rates

Peer employer DB contributions range between 6% and 12.8% for general employees and 7.6% to 34.41% for public safety employees. Additionally, like Sioux Falls, most peer cities require employees to also contribute to the defined benefit plan. **Table 41A through 41D** show peer cities' contribution rates in more detail by employee group.

TABLE 41A
DEFINED BENEFIT CONTRIBUTION RATES AS A PERCENT OF PAY
NON-REPRESENTED EMPLOYEES

Peer Employer	Plan Name	Employer Contribution- % of base pay	Employee Contribution- % of base pay
Billings, MT	MPERA-PERS	8.47%	7.90%
Boulder, CO	Colorado PERA/ICMA	12.80%	8.00%
Cedar Rapids, IA	Iowa Public Employees Retirement System (IPERS)	8.93%	5.95%
Des Moines, IA	Iowa Public Employees Retirement System (IPERS)	8.93%	5.95%
Fargo, ND	City of Fargo/NDPERS	8.00% - 8.26%	6.5% - 7.00%
Lincoln, NE	City of Lincoln Employees Retirement Plan	9.00%	7.00%
Madison, WI	Wisconsin Retirement System	6.70%	6.70%
Omaha, NE	City of Omaha Employees Retirement System	11.76%	10.01%
Rochester, MN	MN PERA	7.50%	6.50%
Sioux City, IA	Iowa Public Employees Retirement System (IPERS)	8.93%	5.95%
St. Paul, MN	MN PERA	7.50%	6.50%
Topeka, KS	KPERS - KS Public Employees Retirement System	8.39%	6.00%
State of South Dakota	South Dakota Retirement System (SDRS)	6.00%	6.00%
Sioux Falls	South Dakota Retirement System (SDRS)*	6.00%	6.00%

*SDRS became effective July 1, 2013

TABLE 41B
DEFINED BENEFIT CONTRIBUTION RATES AS A PERCENT OF PAY
REPRESENTED GENERAL EMPLOYEES

Peer Employer	Plan Name	Employer Contribution- % of base pay	Employee Contribution- % of base pay
Billings, MT	MPERA-PERS	8.47%	7.9%
Boulder, CO	Colorado PERA/ICMA	12.80%	8.00%
Cedar Rapids, IA	Iowa Public Employees Retirement System (IPERS)	8.93%	5.95%
Des Moines, IA	Iowa Public Employees Retirement System (IPERS)	8.93%	5.95%
Fargo, ND	NA	NA	NA
Lincoln, NE	City of Lincoln Employees Retirement Plan	9.00%	7.00%
Madison, WI	Wisconsin Retirement System	6.70%	6.70%
Omaha, NE	City of Omaha Employees Retirement System	34.41%	15.35%
Rochester, MN	MN PERA	7.50%	6.50%
Sioux City, IA	Iowa Public Employees Retirement System (IPERS)	8.93%	5.95%
St. Paul, MN	MN PERA	7.50%	6.50%
Topeka, KS	KPERS - KS Public Employees Retirement System	8.39%	6.00%
State of South Dakota	South Dakota Retirement System (SDRS)	6.00%	6.00%
Sioux Falls	South Dakota Retirement System (SDRS)*	6.00%	6.00%

*SDRS became effective July 1, 2013

NA – Not Applicable

TABLE 41C
DEFINED BENEFIT CONTRIBUTION RATES AS A PERCENT OF PAY
REPRESENTED POLICE EMPLOYEES

Peer Employer	Plan Name	Employer Contribution- % of base pay	Employee Contribution- % of base pay
Billings, MT	MPERA-MPORS	9.00%	14.41%
Boulder, CO	Fire & Police Money Purchase Pension Plan & Trust Agreement of the City	13.80%	6.20%
Cedar Rapids, IA	Municipal Fire & Police Retirement System of Iowa (MFPRSI)	25.68%	9.40%
Des Moines, IA	Municipal Fire & Police Retirement System of Iowa (MFPRSI)	25.68%	9.40%
Fargo, ND	Non-Represented Police Pension	14.20%	10.00%
Lincoln, NE	City of Lincoln Employees Retirement Plan	7.60%	7.60%
Madison, WI	Wisconsin Retirement System	10.70%	6.70%
Omaha, NE	City of Omaha Employees Retirement System	34.41%	16.10%
Rochester, MN	MN PERA Police & Fire	16.20%	10.80%
Sioux City, IA	Municipal Fire & Police Retirement System of Iowa (MFPRSI)	25.68%	9.40%
St. Paul, MN	MN PERA Police & Fire	16.20%	10.80%
Topeka, KS	Kansas Police & Fire	20.09%	7.15%
State of South Dakota	South Dakota Retirement System (SDRS)	8.00%	8.00%
Sioux Falls	South Dakota Retirement System (SDRS)*	8.00%	8.00%

*SDRS became effective July 1, 2013

TABLE 41D
DEFINED BENEFIT CONTRIBUTION RATES AS A PERCENT OF PAY
REPRESENTED FIRE EMPLOYEES

Peer Employer	Plan Name	Employer Contribution- % of base pay	Employee Contribution- % of base pay
Billings, MT	MPERA-FURS	14.36%	10.70%
Boulder, CO	Fire & Police Money Purchase Pension Plan & Trust Agreement of the City	13.80%	6.20%
Cedar Rapids, IA	Municipal Fire & Police Retirement System of Iowa (MFPRSI)	25.68%	9.40%
Des Moines, IA	Municipal Fire & Police Retirement System of Iowa (MFPRSI)	25.68%	9.40%
Fargo, ND	Non-Represented Fire	14.20%	10.40%
Lincoln, NE	City of Lincoln Employees Retirement Plan	7.60%	7.60%
Madison, WI	Wisconsin Retirement System	10.70%	6.70%
Omaha, NE	City of Omaha Employees Retirement System	34.41%	16.10%
Rochester, MN	MN PERA Police & Fire	16.20%	10.80%
Sioux City, IA	Municipal Fire & Police Retirement System of Iowa (MFPRSI)	25.68%	9.40%
St. Paul, MN	MN PERA Police & Fire	16.20%	10.80%
Topeka, KS	Kansas Police & Fire	20.09%	7.15%
State of South Dakota	South Dakota Retirement System (SDRS)	8.00%	8.00%
Sioux Falls	South Dakota Retirement System (SDRS)*	8.00%	8.00%

*SDRS became effective July 1, 2013

Normal Retirement Age

We asked peer cities to provide their definition of normal retirement, or the criteria that must be met in order for the employee to receive full pension benefits. **Table 42** provides these definitions for each peer city.

TABLE 42
DEFINITION OF NORMAL RETIREMENT

Peer Employer	Non-Represented	Represented General	Represented Police	Represented Fire
Billings, MT	Age 60 with 5 years of service or 30 years of service at any age	Age 60 with 5 years of service or 30 years of service at any age	Age 50 with 5 years of service or 20 years of service at any age	Age 50 with 5 years of service or 20 years of service at any age
Boulder, CO	Age 65 or rule of 85	Age 65 or rule of 85	NR	NR
Cedar Rapids, IA	Age 65, 62 and 20 years of service, rule of 88	Age 65, 62 and 20 years of service, rule of 88	Age 55 + 22 YOS	Age 55 + 22 YOS
Des Moines, IA	Age 65, 62 and 20 years of service, rule of 88	Age 65, 62 and 20 years of service, rule of 88	Age 55 + 22 YOS	Age 55 + 22 YOS
Fargo, ND	Varies by pension plan	Varies by pension plan	Varies by pension plan	Varies by pension plan
Lincoln, NE	NR	NR	Age 53 and 21 years of service	Age 53 and 21 years of service
Madison, WI	Age 55 + 30 YOS	Age 55 + 30 YOS	Age 50 + 30 YOS	Age 50 + 30 YOS
Omaha, NE	Age 55/25 years of service	Age 55/25 years of service	Age 55/30 years of service	Age 50/20 years of service
Rochester, MN	66 or Age + Service = 90	66 or Age + Service = 90	55 or Age + Service = 90	55 or Age + Service = 90
Sioux City, IA	Age 65, 62 and 20 years of service, rule of 88	Age 65, 62 and 20 years of service, rule of 88	Age 55 + 22 YOS	Age 55 + 22 YOS
St. Paul, MN	66 or Age + Service = 90	66 or Age + Service = 90	55 or Age + Service = 90	55 or Age + Service = 90
Topeka, KS	Age 65 + 1 YOS Age 62 + 10 YOS Rule of 85	Age 65 + 1 YOS Age 62 + 10 YOS Rule of 85	Age 50 + 20 YOS	Age 50 + 20 YOS
State of South Dakota	NR	NR	NR	NR
Sioux Falls	Age 67	Age 67	Age 57	Age 57

NR – Not Reported

Defined Contribution Plans

Like the City, most peers do not provide a 401(a) defined contribution plan. Additionally, almost all peer cities offer a 457 deferred contribution plan to all employee groups. While these plans are made available to employees, only three peers contribute to their non-represented employees' plans, three contribute to their represented employees' plans, and three contribute to their represented police and fire employees' plans. **Table 43A through 43D** show in detail the type and contributions for defined contribution retirement plans.

TABLE 43A
DEFINED CONTRIBUTION PLANS NON-REPRESENTED EMPLOYEES

Peer Employer	Plan Type	Employer Contribution- % of base pay	Employee Contribution- % of base pay	Employer Maximum Match
Billings, MT	401 (a) – MPERA-PERS	8.47%	7.90% Up to IRS Max	NA
Boulder, CO	457	0.00%	Up to IRS Max	NA
Cedar Rapids, IA	457	0.00%	Up to IRS Max	NA
Des Moines, IA	457	0.00%	Up to IRS Max	2.50%
Fargo, ND	VOYA, ICMA, Nationwide, AXA-Advisors	Amount Varies	Up to IRS Max	NA
Lincoln, NE	Nationwide - Roth 457	0.00%	Up to IRS Max	0.50%
Madison, WI	Lincoln or ICMA-RC	0.00%	Up to IRS Max	NA
Omaha, NE	457	0.00%	Up to IRS Max	NA
Rochester, MN	ICMA, Empower, or MN State Retirement System	0.00%	Up to IRS Max	NA
Sioux City, IA	457	0.00%	Up to IRS Max	2.00%
St. Paul, MN	457	0.00%	Up to IRS Max	NR
Topeka, KS	457	0.00%	Up to IRS Max	NA
State of South Dakota	457	0.00%	Up to IRS Max	NA
Sioux Falls	457 – ICMA-RC	Match up to 4.00%	Up to IRS Max	NA

NA – Not Applicable

TABLE 43B
DEFINED CONTRIBUTION PLANS REPRESENTED GENERAL EMPLOYEES

Peer Employer	Plan Type	Employer Contribution- % of base pay	Employee Contribution- % of base pay	Employer Maximum Match
Billings, MT	401 (a) – MPERA-PERS	8.47%	7.90% Up to IRS Max	NA
Boulder, CO	457	0.00%	Up to IRS Max	NA
Cedar Rapids, IA	457	0.00%	Up to IRS Max	NA
Des Moines, IA	457	0.00%	Up to IRS Max	2.50%
Fargo, ND	NA	NA	NA	NA
Lincoln, NE	Nationwide - Roth 457	0.00%	Up to IRS Max	0.50%
Madison, WI	457	0.00%	Up to IRS Max	NA
Omaha, NE	457	0.00%	Up to IRS Max	NA
Rochester, MN	ICMA, Empower, or MN State Retirement System	0.00%	Up to IRS Max	NA
Sioux City, IA	NA	NA	NA	NA
St. Paul, MN	457	0.00%	Up to IRS Max	Amount varies by bargaining unit
Topeka, KS	457	0.00%	Up to IRS Max	NA
State of South Dakota	457	0.00%	Up to IRS Max	NA
Sioux Falls	457	0.00%	Up to IRS Max	NA

NA – Not Applicable

TABLE 43C
DEFINED CONTRIBUTION PLANS REPRESENTED POLICE EMPLOYEES

Peer Employer	Plan Type	Employer Contribution- % of base pay	Employee Contribution- % of base pay	Employer Maximum Match
Billings, MT	457	0.00%	Up to IRS Max	NA
Boulder, CO	457	0.00%	Up to IRS Max	NA
Cedar Rapids, IA	457	0.00%	Up to IRS Max	NA
Des Moines, IA	457	0.00%	Up to IRS Max	2.50%
Fargo, ND	NA	NA	NA	NA
Lincoln, NE	Nationwide - Roth 457	0.00%	Up to IRS Max	0.50%
Madison, WI	457	0.00%	Up to IRS Max	NA
Omaha, NE	457	0.00%	Up to IRS Max	NA
Rochester, MN	ICMA, Empower, or MN State Retirement System	0.00%	Up to IRS Max	NA
Sioux City, IA	457	0.00%	Up to IRS Max	2.00%
St. Paul, MN	457	0.00%	Up to IRS Max	NA
Topeka, KS	457	0.00%	Up to IRS Max	NA
State of South Dakota	457	0.00%	Up to IRS Max	NA
Sioux Falls	457	0.00%	Up to IRS Max	NA

NA – Not Applicable

**TABLE 43D
DEFINED CONTRIBUTION PLANS REPRESENTED FIRE EMPLOYEES**

Peer Employer	Plan Type	Employer Contribution- % of base pay	Employee Contribution- % of base pay	Employer Maximum Match
Billings, MT	457	0.00%	Up to IRS Max	NA
Boulder, CO	457	0.00%	Up to IRS Max	NA
Cedar Rapids, IA	457	0.00%	Up to IRS Max	NA
Des Moines, IA	457	0.00%	Up to IRS Max	2.50%
Fargo, ND	NA	NA	NA	NA
Lincoln, NE	Nationwide - Roth 457	0.00%	Up to IRS Max	0.50%
Madison, WI				
Omaha, NE	457	0.00%	Up to IRS Max	NA
Rochester, MN	ICMA, Empower, or MN State Retirement System	0.00%	Up to IRS Max	NA
Sioux City, IA	457	0.00%	Up to IRS Max	2.00%
St. Paul, MN	457	0.00%	Up to IRS Max	NA
Topeka, KS	457	0.00%	Up to IRS Max	NA
State of South Dakota	457	0.00%	Up to IRS Max	NA
Sioux Falls	457	0.00%	Up to IRS Max	NA

NA – Not Applicable

Survey Question: Does the organization offer medical insurance to retirees?

**TABLE 44
RETIREE MEDICAL INSURANCE**

Peer Employer	Yes	No
Billings, MT	X	
Boulder, CO	X	
Cedar Rapids, IA	X	
Des Moines, IA	X	
Fargo, ND		X
Lincoln, NE	X	
Madison, WI	X	
Omaha, NE	X	
Rochester, MN	X	
Sioux City, IA	X	
St. Paul, MN	NR	NR
Topeka, KS	X	
State of South Dakota	X	
Sioux Falls		X

NR – Not Reported

Conclusions and Recommendations

Direct Compensation

As stated in the findings, we found that overall, the City's pay ranges are market competitive at 103% at market average midpoint. Please note that we define market competitiveness as being between 95% and 105% of the market average. As indicated, there was variation in the competitiveness of the individual benchmark job titles, with 9 benchmarks below market, 39 at market, and 25 above market. Only one benchmark job did not garner enough matches.

After evaluating competitiveness of the City's current structure and placement of benchmark positions, recommendations are to:

- review individual benchmark positions that are less than 95% of market at midpoint for potential change in pay range to a more competitive range based on market values.
- review benchmark positions that are above 105% of market at midpoint to identify any discrepancies in comparison to market data and the City's pay range.
- take into consideration other issues such as the responsibilities and minimum requirements for the job and any internal equity as compared to other jobs in the employee group.

Pay Policies

Overall, the City's COLA adjustment of 1.5% is slightly lagging the market average of 2.0% or higher. Throughout the study findings section, we noted the policies where the City is particularly competitive, including on-call pay, call-back pay, and compensatory time. We provide specific observations for the City's consideration with regard to its pay policies.

Annual Adjustments

The City's approach to applying uniform across-the-board adjustments to all employee groups ensures that the City avoids compression problems, where supervisors make the same or less than the employees they are responsible for leading.

For all represented employees, we found that the City provides across-the-board adjustments with COLA. The City provides a merit adjustment based on satisfactory performance on a yearly basis for steps one through five and every two years for steps six through nine.

Pay for Holidays Worked

For **represented general and police employees**, we found that the City's current policy governing pay when an employee is required to work on a recognized City holiday is competitive with its peers.

Shift Differential

We found that only one peer offers a shift differential policy for **non-represented employees**. Therefore, the City's current policy, which does not provide for shift differential, is appropriate for this particular employee group.

For **represented general employees**, we found that, unlike the City most peer employers provide shift differential to its represented general staff.

For **represented police employees**, the City's current policy appears to be more competitive in comparison to what is offered by peer employers.

For **represented fire employees**, we found that only one out of thirteen peers offer shift differentials to this employee group. It is recommended the City continue its current policy.

Overtime

For **non-represented, non-exempt employees**, we found that 92% of the peers, like the City, calculate overtime for hours in excess of 40 per week, which is consistent with the FLSA.

For **non-exempt represented general and represented police employees**, we found that 65% of the City's peers are compensated similar to that of the City's policy for paying overtime for hours worked in excess of 40 per week. The City's current practice is competitive with that of its peer employers and meets the minimum requirements for overtime payments under the FLSA.

The majority of the **fire suppression employees** at peer cities are compensated for overtime for hours worked in excess of the regular work cycle similar to the City's current policy that meets the requirements of the FLSA.

Paid Time-Off Benefits

The City is competitive for most elements of its paid time off benefit, including the amount of sick leave accrual, designated holidays, carry-over, and cash-out policies provided to its employees. However, we found that the competitiveness of the City's vacation leave accruals is slightly less generous than its peers.

For **non-represented employees**, the City's vacation accrual is less competitive than its peer employers at the beginning of an employee's tenure. However, the competitiveness increases as the employee gains years of service.

For **represented general employees**, the City's vacation accrual is competitive at most points throughout an employee's career.

For **represented police employees**, the vacation accrual rate is less competitive at the beginning of an employee's career, but improves after four (4) years of service.

For **fire suppression employees**, we found that the competitiveness of the City's vacation accrual varies at specific points throughout the employee's career.

Health Benefits

Medical Benefits

The majority of peer cities pay more than 85% of the monthly premium cost of medical insurance for single coverage (employee only). For employee plus one and family coverage, on average, peer cities pay between 70% - 90% of the monthly premium cost.

The City's across-the-board 75% monthly contribution toward the cost of medical coverage is slightly less competitive for each tier, however, we do not recommend changing this benefit given the favorable market competitiveness of direct pay.

Long-Term Disability Benefits

Peer cities (69%) provide a long-term disability benefit outside of its defined benefit retirement plan. We found that, unlike Sioux Falls, 31% of the peer cities pay 100% of the monthly premium cost of this long-term disability insurance for its employees. Like the City of Sioux Falls, 38% of the peers' employees covered the cost of long-term disability insurance at 50% of base pay with varying waiting periods.

Retirement Benefits

For **non-represented employees**, the City's contribution to its defined benefit plan is lower in comparison to its peer employers. The City is more generous than its peers are by matching 4% of non-represented employee contributions to their 457 plans.

For **represented general employees**, the City's contribution to its defined benefit plan is lower in comparison to its peers, with employees contributing the same amount to their defined benefit plan.

For **represented police and represented fire employees**, the City's contribution to its defined benefit plan is significantly lower in comparison to its peers.

Appendix A – Survey Document

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

GENERAL INFORMATION			
Employer			
Name			
Title			
Email			
Phone			
Address 1			
Address 2			
City		State	Zip
BACKGROUND INFORMATION			
Definitions: <u>Non-Represented:</u> all exempt appointed, exempt mid-management, and non-exempt support employees <u>not</u> covered by a union contract. <u>Represented General:</u> non-exempt employees represented by a union. <u>Represented Police:</u> uniformed police employees represented by a union. These employees are non-exempt. <u>Represented Fire:</u> uniformed fire employees represented a union. These employees are non-exempt.			
Total Operating Budget (Fiscal Year 2018)	<input type="text"/>		
Number of Full-Time Positions (as of 01/01/2018):			
Non-Represented	<input type="text"/>		
Represented General	<input type="text"/>		
Represented Police	<input type="text"/>		
Represented Fire	<input type="text"/>		
Work Week/Cycle Definition: (40 hrs., 35 hrs., etc)			
Non-Represented	<input type="text"/>	hrs/week	
Represented General	<input type="text"/>	hrs/week	
Represented Police	<input type="text"/>	hrs/week	
Represented Fire	Workday: <input type="text"/>	hrs /	Cycle length <input type="text"/> days
<p align="center">PLEASE RETURN COMPLETED SURVEY By Friday, February 2, 2018 To: Fredericka Ogbazi Segal Waters Consulting 5057 Keller Springs Road, Suite 110 Addison, Texas, 75001</p> <p align="center">Telephone: 214.466.2453 Email: fogbazi@segalco.com</p>			

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

PAY PLAN/PAY SCHEDULE INFORMATION

1. What were your most recent overall adjustments for the following categories.

	Fiscal Year 2018	Fiscal Year 2019
Annual Pay Schedule Adjustments		
Annual Cost of Living		

2. How do the following employees progress through the pay range? (place X in the box)

	Police	Fire
Longevity or time in job increases		
Merit/Performance Increases (varies by performance rating)		
Market Data Adjustments		
Cost of living (CPI) adjustments, general wage increase or some other index; please specify		
Other		

Please provide any additional information regarding pay adjustments below:

INCENTIVES OR ADDITIONS TO BASE PAY

3. Which employee groups are eligible for any of the following? (Please enter amount in the relevant box).

Type of Incentive or Addition to Base Pay	Brief Description of Policy	Non-Represented	General	Police	Fire
Call-in / Call-back pay					
On-Call pay					
Pay for Holidays Worked					
Certification Attainment (beyond minimum qualifications)					
Shift Differential					
Other (please explain):					

OVERTIME

4. After how many hours are non-exempt employees eligible for overtime pay? (place X in the box)

	Non-Represented	General	Police	Fire
After 8 work hours				
After 40 work hours per week				
Other, explain:				

5. For non-exempt employees, overtime eligibility is based on: (place X in the box)

	Non-Represented	General	Police	Fire
Only actual hours worked, including other work-related activities as defined by FLSA (pre- and post-shift prep, training, travel, etc.)				
All hours, including non-productive hours, mark type of hours included:				
Vacation time				
Sick time				
Holidays				
Other, explain:				

COMPENSATORY TIME

6. Does your organization offer compensatory time to non-exempt employees?

Yes No

If "Yes" please describe your policy, noting differences in bargaining or occupational groups:

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

PAID TIME OFF

8. Which type of program do you have for granting paid time off?

Traditional Sick Leave and Vacation Time Accrual.

Paid Time Off (PTO), which may combine vacation, holidays, and sick into a single annual pool of time off.
If you have a PTO program, place all days under vacation.

9. How many hours does an employee earn/accrue in a year?

Years of Service	Vacation Hours				Sick Hours			
	Non-Represented	General	Police	Fire	Non-Represented	General	Police	Fire
New Hire								
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								

10. Can employees carry-over unused vacation/annual leave hours?

If "Yes", enter the maximum number of hours per year that an employee can "bank" into the space below.

If there is no limit, please write "unlimited."

Non-Represented

Yes

No

General

Yes

No

Police

Yes

No

Fire

Yes

No

11. Can employees cash-out unused vacation/annual leave hours?

If "Yes", enter the maximum number of hours per year that an employee can cash-out into the space below.

If there is no limit, please write "unlimited."

	Yes at Termination	Yes at Year End	No
Non-Represented			
General			
Police			
Fire			

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

12. Can employees donate accrued vacation leave to another eligible employee for use as sick leave during a catastrophic event?
If "Yes", enter the maximum number of hours per year that an employee can "donate" into the space below. If there is no limit, please write "unlimited."

Yes No

13. Can employees carry over sick leave hours?
If "Yes", enter the maximum number of hours per year that an employee can "bank" into the space below. If there is no limit, please write "unlimited."

Non-Represented	<input type="text"/>	Yes	<input type="text"/>	No
General	<input type="text"/>	Yes	<input type="text"/>	No
Police	<input type="text"/>	Yes	<input type="text"/>	No
Fire	<input type="text"/>	Yes	<input type="text"/>	No

14. Can employees cash-out unused sick leave hours?
If "Yes", enter the maximum number of hours per year that an employee can cash-out into the space below. If there is no limit, please write "unlimited."

	Yes at Termination	Yes at Year End	No
Non-Represented	<input type="text"/>	<input type="text"/>	<input type="text"/>
General	<input type="text"/>	<input type="text"/>	<input type="text"/>
Police	<input type="text"/>	<input type="text"/>	<input type="text"/>
Fire	<input type="text"/>	<input type="text"/>	<input type="text"/>

OTHER PAID LEAVE

15a. For Non-Represented, General and Police employees, how many paid holidays does an employee receive in a year?

Non-Represented	<input type="text"/>	days
General	<input type="text"/>	days
Police	<input type="text"/>	days

15b. For Firefighters, how many hours of holiday pay does a Firefighter receive during the year?

hours

If answer is "0", describe how your organization recognizes treats holidays for fire shift personnel.

16. How many bereavement days would an employee receive per occurrence?

Non-Represented	<input type="text"/>	days
General	<input type="text"/>	days
Police	<input type="text"/>	days
Fire	<input type="text"/>	days

Is bereavement leave subtracted from sick or PTO leave balance? Yes No

17. How many personal hours does an employee receive (in addition to paid holidays, vacation, and sick leave) in a year?

Non-Represented	<input type="text"/>	hours
General	<input type="text"/>	hours
Police	<input type="text"/>	hours
Fire	<input type="text"/>	hours

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

HEALTH BENEFIT COST INFORMATION

18. Do you self-insure your health benefits?
 Yes No

19. Are health benefits offered as part of a Cafeteria plan?
 Yes No

If yes, does your organization offer an Opt-Out Benefit?
 Yes No

If an Opt-Out benefit is provided, how much is offered per year?
 \$

Please answer the following questions for your health and dental plans. If you have more than one of each plan described below, respond based on the plan with the highest enrollment. In addition, if you use 4-tier rates, enter the Employee + Spouse rate into the "EE + 1" category.

HEALTH

20a. Preferred Provider Organization (PPO) Carrier Name:

	EE only	EE + 1	Family
Employer Portion (Monthly) (\$ or %)			
Employee Portion (Monthly) (\$ or %)			

20b. Health Maintenance Organization (HMO) Carrier Name:

	EE only	EE + 1	Family
Employer Portion (Monthly) (\$ or %)			
Employee Portion (Monthly) (\$ or %)			

20c. High Deductible Health Plan (HDHP) Carrier Name:

	EE only	EE + 1	Family
Employer Portion (Monthly) (\$ or %)			
Employee Portion (Monthly) (\$ or %)			

21. Does the health coverage in 20a-c above include prescription drugs?
 Yes No

If "No", what are the employer and employee cost sharing arrangements for prescription drugs (\$ or %)?

	EE only	EE + 1	Family
Employer Portion (Monthly) (\$ or %)			
Employee Portion (Monthly) (\$ or %)			

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

DENTAL

22a. Dental/PPO Carrier Name:

	EE only	EE + 1	Family
Employer Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>
Employee Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>

22b. Dental Maintenance Org. (DMO) Carrier Name:

	EE only	EE + 1	Family
Employer Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>
Employee Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>

LIFE INSURANCE

23a. Basic Life Insurance Cost:

Employer Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>
Employee Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>

23b. Basic Life Insurance Maximum Benefit: (\$ or multiple of pay)

24a. Supplemental Life Insurance Cost:

Employer Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>
Employee Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>

24b. Supplemental Life Insurance Maximum Benefit: (\$ or multiple of pay)

SHORT-TERM DISABILITY

25a. Short-Term Disability Cost:

Employer Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>
Employee Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>

25b. Short-Term Disability Benefit:

% of base pay	<input style="width: 90%;" type="text"/> %
Maximum weekly benefit	<input style="width: 90%;" type="text"/> \$
Maximum # of weeks provided	<input style="width: 90%;" type="text"/>

LONG-TERM DISABILITY

26a. Long-Term Disability Cost:

Employer Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>
Employee Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>

26b. Long-Term Disability Benefit:

% of base pay	<input style="width: 90%;" type="text"/> %
Waiting period	<input style="width: 90%;" type="text"/>

LONG-TERM CARE INSURANCE

27a. Long-Term Care Cost:

Employer Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>
Employee Portion (Monthly) (\$ or %)	<input style="width: 90%;" type="text"/>

27b. Long-Term Care Benefit:

Maximum daily benefit	<input style="width: 90%;" type="text"/> \$
% of total cost of care	<input style="width: 90%;" type="text"/> %

Includes inflation protection? Yes No

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

RETIREMENT / PENSION COST INFORMATION		
Please answer the following questions regarding your retirement plans, including the contribution rate for both employer and employee. If the contribution amount is voluntary (not required), enter the maximum rate that may be contributed.		
28 Defined Benefit	EMPLOYER CONTRIBUTION	EMPLOYEE CONTRIBUTION
Non-Represented Retirement Plan Name <input type="text"/>	<input type="text"/> % of base pay	<input type="text"/> % of base pay
General Retirement Plan Name <input type="text"/>	<input type="text"/> % of base pay	<input type="text"/> % of base pay
Police Retirement Plan Name <input type="text"/>	<input type="text"/> % of base pay	<input type="text"/> % of base pay
Fire Retirement Plan Name <input type="text"/>	<input type="text"/> % of base pay	<input type="text"/> % of base pay
29. What is your organization's definition of normal retirement (e.g. Age 65 or Age + Service = 85)?		
Non-Represented	<input type="text"/>	
General	<input type="text"/>	
Police	<input type="text"/>	
Fire	<input type="text"/>	
30. Defined Contribution	EMPLOYER CONTRIBUTION	EMPLOYEE CONTRIBUTION
Non-Represented Retirement Plan	<input type="text"/> % of base pay	<input type="text"/> % of base pay
Name of Plan: 401(a) <input type="text"/>	\$ <input type="text"/> Dollar amount	\$ <input type="text"/> Dollar amount
	<i>and/or</i>	<i>and/or</i>
Name of Plan: 457(b) <input type="text"/>	<input type="text"/> % of match \$ <input type="text"/> Dollar amount	<input type="text"/> % of match \$ <input type="text"/> Dollar amount
General Retirement Plan	<input type="text"/> % of base pay	<input type="text"/> % of base pay
Name of Plan: 401(a) <input type="text"/>	\$ <input type="text"/> Dollar amount	\$ <input type="text"/> Dollar amount
	<i>and/or</i>	<i>and/or</i>
Name of Plan: 457(b) <input type="text"/>	<input type="text"/> % of match \$ <input type="text"/> Dollar amount	<input type="text"/> % of match \$ <input type="text"/> Dollar amount
Police Retirement Plan	<input type="text"/> % of base pay	<input type="text"/> % of base pay
Name of Plan: 401(a) <input type="text"/>	\$ <input type="text"/> Dollar amount	\$ <input type="text"/> Dollar amount
	<i>and/or</i>	<i>and/or</i>
Name of Plan: 457(b) <input type="text"/>	<input type="text"/> % of match \$ <input type="text"/> Dollar amount	<input type="text"/> % of match \$ <input type="text"/> Dollar amount
Fire Retirement Plan	<input type="text"/> % of base pay	<input type="text"/> % of base pay
Name of Plan: 401(a) <input type="text"/>	\$ <input type="text"/> Dollar amount	\$ <input type="text"/> Dollar amount
	<i>and/or</i>	<i>and/or</i>
Name of Plan: 457(b) <input type="text"/>	<input type="text"/> % of match \$ <input type="text"/> Dollar amount	<input type="text"/> % of match \$ <input type="text"/> Dollar amount
RETIREE MEDICAL INSURANCE		
31. Does your organization offer medical insurance to retirees?		
Non-Represented	<input type="text"/> Yes	<input type="text"/> No
General	<input type="text"/> Yes	<input type="text"/> No
Police	<input type="text"/> Yes	<input type="text"/> No
Fire	<input type="text"/> Yes	<input type="text"/> No

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

MAYOR - COUNCIL INFORMATION*			
32. Please specify the form of government for your organization. (Please select one)			
<input type="checkbox"/> Mayor - Council		<input type="checkbox"/> Council - Manager	
<input type="checkbox"/> Commission		<input type="checkbox"/> Other? (Please specify) _____	
Mayor's Duties and Responsibilities.			
The mayor shall, at the beginning of each calendar year, and may at other times give the council information as to the affairs of the city and recommend measures considered necessary and desirable. The mayor shall preside at meetings of the council, represent the city in intergovernmental relationships, appoint with the advice and consent of the council the members of the citizen advisory boards and commissions, present an annual state of the city message, and perform other duties specified by the council and by article III. The mayor shall be recognized as head of the city government for all ceremonial purposes and by the governor for purposes of military law. Mayor is a full-time position and benefits eligible.			
32a. If your organization has a Mayor, are they full-time or part-time?			
<input type="checkbox"/> Full-time		<input type="checkbox"/> Part-time	
Indicate if they are paid by the meeting or salary and if they are benefits eligible?			
	Meeting Rate	Annual Base Salary	Benefits Eligible (Yes/No)
Mayor			
City Council General powers and duties.			
All powers of the city shall be vested in the city council, except as otherwise provided by law or this charter, and the council shall provide for the exercise thereof and for the performance of all duties and obligations imposed on the city by law. The council shall act as a part-time, policy making and legislative body, avoiding management and administrative issues. Councilors are part-time with no benefits.			
32b. Does your organization have full-time or part-time Councilors, Commissioners or Aldermen?			
<input type="checkbox"/> Full-time		<input type="checkbox"/> Part-time	
Indicate if they are paid by the meeting or salary and if they are benefits eligible?			
	Meeting Rate		Annual Base Salary
	\$	% of Mayor's Base Salary	Benefits Eligible (Yes/No)
City Councilor			
Commissioners			
Aldermen			

*Data gathered for Charter Revision Commission consideration only.

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

Benchmark Job Summaries

Instructions: Please complete the table on the next page by matching your organization's jobs to the City of Sioux Falls' positions. Summary Job Descriptions are included to help you with the matching. These jobs may not match exactly to those in your organization, but please provide information for those job titles that are at least an 80% match.

#	Survey Job Title	Department Location	Description of Work
1	Accountant	Finance	<p>Performs accounting and analytical activities in support of the City's uniform accounting and financial management system, including functions of accounts receivable, accounts payable, special assessments, cash receipts, capital assets, inventory, fleet and work orders, investments, grants, construction-in-progress, and long-term debt.</p> <p>Minimum Qualifications: Bachelor's degree in accounting, finance, economics, or business administration and a minimum of one year experience in accounting.</p>
2	Advanced Practice Provider (Nurse Practitioner/Physician's Assistant)	Public Health	<p>Provides comprehensive health care services in a primary medical care setting. Responsible for personal full compliance with all applicable federal, state, local, and department rules, regulations, protocols, and procedures governing the practice of medicine and clinical provision of medical care.</p> <p>Minimum Qualifications: Graduation from an accredited registered nursing program. A master's degree in nursing is required. Must hold or have ability to obtain within 90 days of hire a valid South Dakota Certified Nurse Practitioner License. Must hold South Dakota Controlled Substance Registration, valid DEA number, and current Cardiopulmonary Resuscitation (CPR) for Healthcare Professionals Certification. One year of clinical or hospital experience desirable.</p>
3	Animal Control Officer	Police	<p>Performs enforcement and investigative duties in relation to the control of animals within the city and prevention of animal diseases communicable to man. Capture at-large animals and deliver them to designated animal shelter and prepare necessary reports. Pick up and dispose of dead animals found within the city limits. Respond to accidents, investigate complaints, enforce animal control ordinances, write citations and arrest reports, and testify in court on issues involving animals.</p> <p>Minimum Qualifications: Graduation from high school or GED certification with a minimum of one year experience working with animals and the general public.</p>
4	Assistant City Attorney	Attorney	<p>Provides legal advice, counsel to, and representation of City government, elected officials, officers, and employees. Directs the overall operational activities and programs of the Human Relations Division and serves as the City's ADA Coordinator.</p> <p>Minimum Qualifications: Graduation from an accredited school of law and a minimum of three years' experience in the practice of law, preferably in public sector law, regulatory compliance work experience or diversified program management experience including conducting research and/or investigations, analyzing data.</p>
5	Building Inspector	Planning/Building Services	<p>Enforces City building codes and ordinances through on-site inspections of commercial and residential structures in all construction stages to ensure compliance. Receives and answers written, telephone, and face-to-face inquiries concerning permits, building standards, code requirements, and departmental policies and procedures.</p> <p>Minimum Qualifications: Graduation from a standard high school or GED certification with a minimum of five years' experience in all aspects of commercial, residential, and existing building construction.</p>
6	Building Maintenance Worker	Central Services	<p>Performs cleaning, maintenance, and repair work in and around municipal buildings and grounds. Cleans floors, windows, walls, woodwork, fixtures, rugs, furniture, surfaces, cabinets, and hardware. Rakes, mows, and waters lawns and care for flower beds. Performs minor plumbing repair, carpentry, masonry, electrical, and painting.</p> <p>Minimum Qualifications: Graduation from high school or GED certification with a minimum of two years' experience in custodial and building maintenance work, including minor electrical, plumbing, and carpentry work.</p>
7	Business Analyst	Finance	<p>Evaluates and analyzes the business needs and functions for City departments. Develops and implements effective strategies and tactics to meet business needs. Coordinates and performs specific business analytics including financial, budget, procurement, supply chain, payroll, and benefits.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with a bachelor degree in business administration or related field and a minimum of two years' highly relevant experience in finance, procurement, or human resources; or any such combination of education, experience, and training as may be acceptable to the hiring authority.</p>

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

#	Survey Job Title	Department Location	Description of Work
8	Business Specialist	Finance	Executes the business transactions of the City in support of finance, accounting, and purchasing functions. Compiles timely, accurate, and effective financial, investment, and other financial reports. Coordinates and performs specific day-to-day business functions in support of various departments of the City. Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree in accounting, finance, economics, business administration, or related field and a minimum of one year's relevant experience in accounting, finance, or procurement;
9	Business Technician	Finance	Performs various technical, multidiscipline business support services including, but not limited to, accounts receivable, accounts payable, billing, procurement, inventory, work orders, records management, systems support, customer service, and other project-based activities. Minimum Qualifications: Graduation from an accredited college or university or vocational/technical school with an associate's degree in business administration, finance, accounting, computer support, or related field and a minimum of two years' business experience.
10	Chief Medical Officer	Public Health	Provides medical services as the clinical director of the Public Health Department. Directs the development, implementation, operation, maintenance, and control of essential medical services. Reviews and approves a health care plan for Falls Community Health, including clinic outcome goals for prevention activities and chronic disease management. Responsible for and oversee the delivery of quality medical care to patients and related functions including the direct treatment of patients. Minimum Qualifications: Graduation from an accredited school of medicine and completion of an accredited residency program in family medicine is required. Five years' clinical experience in the practice of clinical medicine desirable.
11	City Clerk	City Council	Performs administrative, professional, and communication work in the management of the day-to-day operations and activities of the City Clerk's Office. Ensures that the City Council and Operations Committee receives regular operational updates and communications. Supervises employees and cross-train Assistant City Clerks and make recommendations relative to hiring, discharge, layoff, suspension, disciplinary action, adjustment of grievances, and conduct performance evaluations of employees. Minimum Qualifications: Graduation from an accredited college or university with at least five years' related diverse experience in managing a range of administrative areas of responsibilities, preferably in the public sector.
12	City Engineer	Public Works	Plans, directs, and manages the personnel, operations, and functions of the Engineering Division within Public Works. Supervise employees and make recommendations relative to hiring, discharge, layoffs or suspensions, disciplinary action, adjustment of grievances, and employee performance evaluations. Assign work and provide direction. Minimum Qualifications: Graduation from an accredited college or university with a bachelor of science degree in civil engineering with a minimum of eight years' progressively responsible civil engineering experience and with at least four years at a supervisory level.
13	Civil Engineer/P.E.	Public Works	Monitors and ensures compliance with specifications and applicable local, state, and federal rules/regulations in the planning, design, and construction of various municipal projects and activities. Designs and develops specifications or plans for municipal projects; i.e., sanitary and storm sewer, asphalt and concrete streets, curb and gutter, drainage systems, bike paths, utilities, traffic control projects, etc. Determine methods, locations, standards, type of materials, and estimated costs. Minimum Qualifications: Bachelor of science degree in civil engineering, or any such combination of education, experience, and training as may be acceptable to the hiring authority.
14	Clinical Services Manager	Public Health	Manages the daily operations of the clinical programs for the medical and dental clinic and works directly with providers and staff in the delivery of patient care. Serves as a resource person for all clinic staff and providers, resolving operational and other daily clinic issues. Minimum Qualifications: Bachelor's degree and a minimum of five years' experience in a clinical or hospital setting with working knowledge in pediatrics, adolescents, gynecology, geriatrics, and dental hygiene with two years' management experience preferred.
15	Code Enforcement Manager	Planning/Building Services	Leads and manages the City's comprehensive code enforcement program with coordination authority for inspection and enforcement elements across the city. Coordinates ongoing communication regarding all areas of code enforcement related to inspection and enforcement functions and the City Attorney's office. Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree and a minimum of four years' professional focused experience in urban planning and code enforcement.

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16	Controls Technician	Public Works	<p>Performs skilled work in the design, testing, installation, inspection, maintenance, and repair of specialized electronic instrumentation and process control equipment in facilities of the water treatment system or related municipal water and wastewater system facilities utilizing the Supervisory Control and Data Acquisition (SCADA) system.</p> <p>Minimum Qualifications: Graduation from high school or GED certification supplemented by two years' specialized education or vocational technical training in computer information systems or electronics technology and two years' experience in computer-based control systems.</p>
17	Criminal Analyst	Police	<p>Coordinates and provides research and analytical support of specific criminal activity in support of the mission of the Sioux Falls Police Department. Collects, categorizes, and analyzes complex qualitative and quantitative data from a variety of sources pertaining to past and current criminal activity. Prepares and disseminates reports using various illustrative and statistical methods.</p> <p>Minimum Qualifications: Bachelor's degree from an accredited college or university with course work in criminal justice, computer science, statistics, or a related field and a minimum of three years' work experience in crime analysis work or related statistical research.</p>
18	Dental Assistant	Public Health	<p>Assists dentists and hygienists in providing dental care and treatment of patients. Performs duties associated with chair-side assisting, reception, infection control, inventory, and records.</p> <p>Minimum Qualifications: Graduation from an approved school for dental assisting, or any such combination of education, experience, and training as may be acceptable to the hiring authority. Must possess State Dental Assistant license within six months of hire.</p>
19	Dentist	Public Health	<p>Provides dental services, including diagnosing and treating diseases, injuries, and malformations of teeth and gums and related oral structures. Implements dental health education programs for Falls Community Health. Refers individuals for specialty consultation or treatment in conformance with approved clinical protocols and guidelines.</p> <p>Minimum Qualifications: Graduation from an accredited dental school required with a minimum of one year experience in the practice of dentistry desirable.</p>
20	District Park Supervisor	Parks and Recreation	<p>Supervises and directs the daily activities of personnel and resources in the management, maintenance, and construction of park properties and facilities. Plans, organizes, and implements projects relating to the management of maintenance programs and construction of City parks, ball fields, golf course grounds, picnic sites, park roads, shelter grounds, tennis courts, skating rinks, swimming pools, and other park properties and facilities ensuring proper operation and safety goals are met.</p> <p>Minimum Qualifications: Degree in park management, park and recreation administration, horticulture, or a closely related field with a minimum of three years' experience in the areas of building maintenance, management of park properties and facilities, grounds maintenance procedures.</p>
21	Electrical Inspector	Planning/Building Services	<p>Inspects building plans and electrical installations during and upon completion of construction to ensure conformity with the applications, approved plans, and adopted codes. Prepares reports and maintain records of daily inspection work.</p> <p>Minimum Qualifications: Graduation from high school or GED certification with a minimum of six years' experience as a journeyman electrician in commercial, residential, and/or industrial electrical installations.</p>
22	Electrician	Public Works	<p>Maintains, troubleshoots, calibrates and repairs electronic, pneumatic, and other related electrical and mechanical instrumentation and control equipment. Plans and monitors installation of electrical equipment by City personnel to insure compliance with specifications and local, state, or federal rules/regulation/ordinances.</p> <p>Minimum Qualifications: Graduation from high school or GED certification and must be a journeyman electrician certified by the State.</p>
23	Emergency Vehicle Technician/Certified	Fire	<p>Performs skilled mechanical work in the maintenance and repair of automotive fire fighting equipment, heavy-duty trucks, and special fire fighting apparatus.</p> <p>Minimum Qualifications: Graduation from high school or GED certification, or vocational/technical school with a minimum of three years' experience as a journeyman automotive and heavy-duty equipment mechanic.</p>
24	Engineering Technician	Public Works	<p>Performs a variety of paraprofessional office and field engineering work, including inspection, drafting, minor to moderately complex design work, engineering records, asset management, and surveying. Active contact with the public, contractors, and other customers. Prepares reports and maintain records of inspections performed. Coordinates tests and analyze test results for compliance with the specifications.</p> <p>Minimum Qualifications: Graduation from high school or GED certification and completion of a two year course in engineering technology is required for apprenticeship.</p>

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25	Environmental Analyst	Public Works	<p>Develops, implements, and enforces programs relating to environmental protection and control, including, but not limited to, the following environmental fields: air quality, biosolids, Brownfields, environmental site assessment, groundwater, hazardous waste, industrial pretreatment, natural drainage, natural resource management, pollution prevention, solid waste, storm water, sustainability, water source protection, water treatment, and wastewater treatment.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with a bachelor of science degree in natural sciences, engineering, or an environmental management related field supplemented by experience in any of the following areas: environmental compliance inspections, hazardous materials and toxic waste management, industrial pretreatment, solid waste management, storm water management, or natural resources management</p>
26	Equipment Operator	Public Works	<p>Operates light and heavy equipment including front-end loaders, sanders, dump trucks, tractors, sweepers, backhoes, forklifts, garbage crushers, cranes, motor graders, scrapers, bulldozers, asphalt paver, agriculture equipment. Performs snow and ice control procedures including plowing, sanding, spreading deicing chemicals, loading, or operate other snow and ice removal light and heavy equipment.</p> <p>Minimum Qualifications: Graduation from high school or GED certification with a minimum of two years' experience in performing manual and semi-skilled work in maintenance activities, including the operation of some light and heavy construction-related equipment used in construction, street maintenance, and/or agricultural activities. Must possess or be able to obtain, prior to hire, a valid commercial driver's license. Class A Tanker Endorsement required for Water Reclamation Division and Street Division.</p>
27	Fire Apparatus Operator	Fire	<p>Ensures the safe operation and daily maintenance of fire response apparatus and related fire equipment. Drives and operates various pieces of specialized fire apparatus. Performs fire fighting duties, or assumes the responsibility of a fire officer in charge of a crew when necessary.</p> <p>Minimum Qualifications: Graduation from high school or GED certification, attained firefighter status, and a minimum of three years' service with a satisfactory service rating. Candidates must hold current Fire Rescue certification to the following standard: NFPA 1002 – Fire Apparatus Driver/Operator Professional Qualifications; General Requirements, Apparatus Equipped with an Attack or Fire Pump, and Apparatus Equipped with an Aerial Device.</p>
28	Fire Battalion Chief	Fire	<p>Supervises, instructs, directs, and manages officers and employees. Makes recommendations relative to employment and the adjustment of grievances. Assumes the duties and responsibilities designated by the Fire Chief. The duties of the Fire Battalion Chief include, but are not limited to, supervision of companies and company officers, planning, coordination, communication, administration, development, teaching, research, public speaking, evaluation, and command.</p> <p>Minimum Qualifications: Candidates must have attained the rank of Captain and completed probation, have a minimum of six years' service, and hold current Fire Rescue certification to the following NFPA standards: 1021—Fire Officer II, 1041—Instructor II and 472—Hazardous Materials—Incident Commander.</p>
29	Fire Captain	Fire	<p>Supervises and directs the activities of personnel and equipment of a Fire Station or Fire Rescue group. Supervises general firefighter work. Ensures safe operation and daily maintenance of various pieces of fire apparatus and other related equipment. Drives and operates emergency response apparatus when necessary.</p> <p>Minimum Qualifications: Graduation from high school or GED certification, a minimum of eight years' service as a Firefighter and Fire Apparatus Operator. All candidates must hold the rank of Fire Apparatus Operator to be eligible for promotion to Captain and hold current Fire Rescue certification to the following standards: NFPA 1021 – Fire Officer 1 and NFPA 1041 – Fire Service Instructor I and have a satisfactory service rating.</p>
30	Fire Inspector (uniformed/civilian)	Fire	<p>Develops and implements programmed efforts in education, enforcement, and investigation based on nationally recognized standards and national, state, and local legislation. Inspects the site of, review plans and issue permits for, and answer code and policy questions concerning new construction, fire protection systems, and storage tank installations to ensure compliance with national, state, and local codes.</p> <p>Minimum Qualifications: Graduation from a college or university with a degree in engineering, construction management, industrial hygiene, or related field desirable. Must hold or be able to obtain certification by the International Fire Service Accreditation Congress (IFSAC) or certificates of test completion from the National Fire Protection Association (NFPA), or the International Code Council (ICC) to the following standards: NFPA 1031—Fire Inspector I within twelve months of hire.</p>

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31	Firefighter	Fire	<p>Performs general firefighting duties in the protection of life and property. Performs in-service inspections of commercial, industrial, and other structures for fire hazards and file reports. Attends training sessions on subjects relating to the performance of Firefighter duties.</p> <p>Minimum Qualifications: Firefighters must annually pass the Individual Physical Ability Test (IPAT). Graduation from high school or GED certification, or any such combination of education, experience, and training as may be acceptable to the hiring authority.</p>
32	Forensic Specialist I/II	Police	<p>Provides scientific expertise in the examination of physical evidence for the purpose of inclusion or elimination within the distinct disciplines and sub disciplines in forensic science, such as biology, drug chemistry, firearms/toolmarks, footwear/tire tracks, latent prints, trace evidence/arson, and multi-media/video.</p> <p>Minimum Qualifications: Degree in forensic science, chemistry, biology, physics, or related field and a minimum of five years' experience in a clinical laboratory.</p>
33	GIS Analyst	Central Services	<p>Administers, develops, analyzes, and maintains enterprise geospatial data, geodatabase, applications, and services in coordination with the City's GIS Division. Assists in leading, sharing, educating, and implementing innovative ideas into the Enterprise GIS and with users. Performs complex technical work in the maintenance, updating, and security of the GIS geodatabase and interfaces to other computer hardware and software, applications, and databases.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with an undergraduate or graduate degree in geography or GIS with a minimum of four years' experience in working enterprise GIS database management, and enterprise GIS system software.</p>
34	Human Resources Manager	Human Resources	<p>Responsible for the day-to-day functions and supervision of the employment or labor relations programs, policies, and administrative rules relating to wages, hours, and conditions of employment for all appointive, civil service, and temporary and seasonal employees. Interprets civil service rules, contracts, ordinances, state and federal regulations to counsel and advise City officials, management, and employees on courses of action relating to employee relations issues.</p> <p>Minimum Qualifications: Graduation from college or university with a degree in human resource management, business or public administration, or related field with at least five years of human resource management experience, program administration, and/or managerial capacity.</p>
35	Information Security Administrator	Central Services	<p>Designs, develops, and implements information security systems and controls necessary to protect all City Information Technology systems, data assets, and interests from intentional or unintentional unauthorized modification, disclosure, destruction, access, or tampering. Administers system security standards, contingency plans, internal control procedures, the design of system configurations, and appropriate user guides.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with a major in computer science or related field and a minimum of three years' of responsible experience in security administration.</p>
36	Information Technology Manager	Central Services	<p>Oversees the City's Information Technology Division operations to include: computer operations, technical support, systems analysis, programming, database management, telecommunications, IT training, and PC technology. Directs supervisory employees and programmers. Assigns and reviews projects and manages department budget to ensure goals are met.</p> <p>Minimum Qualifications: Degree in computer science supplemented by a minimum of five years' progressively responsible experience in the information systems technology area.</p>
37	Information Technology System Analyst	Central Services	<p>Analyzes, recommends, implements, and supports technology solutions to improve client efficiency and resolve business problems. Installs and configures enterprise level software applications on a Microsoft Server platform. Researches, develops, manages, and implements software/hardware projects to ensure compatibility with City IT standards.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with a degree in information technology and a minimum of four years' responsible experience in server level software application support.</p>
38	Internal Auditor	City Council	<p>Conducts internal audits of citywide operations to assess effectiveness of controls, compliance with policies and laws, accuracy of records, and efficiency and effectiveness of operations. Recommends appropriate corrective or preventive measures. Collects, examines, and analyzes accounting and financial records and other data for evidence of deficiencies, proper controls, duplication of effort, extravagance, fraud, performance, or lack of compliance with applicable laws, regulations, or management policies and procedures.</p> <p>Minimum Qualifications: Graduation from a college or university with a bachelor's degree in public/business administration, accounting, or related field with a minimum of two years' experience in accounting, auditing, or related occupation.</p>

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39	Laborer	Public Works	Performs routine and heavy manual labor tasks. Rakes, mows, and performs general ground maintenance duties. Assists maintenance crews as assigned. Performs minor maintenance tasks on vehicles and small equipment. Minimum Qualifications: Graduation from high school or GED certification with some mechanical experience or training.
40	Landfill Scale Operator	Public Works	Performs a wide variety of duties in support of the Sioux Falls Regional Sanitary Landfill operations including customer service, scale operation, inspection duties, cashiering, customer billing and collection, data entry, and clerical support. Directs customers to predetermined areas of the Landfill for tipping and disposal of materials based on specific load contents. Minimum Qualifications: Graduation from high school or GED certification with a minimum of two years' experience in customer service in a business office environment dealing with cashier duties, billing and payment collections, data entry, and computer operation.
41	Librarian	Library	Oversees and maintains the daily operations within a library division and/or perform in depth library information and user services involving extensive public contact. Provides general and specialized reference and reader's advisory assistance in all areas of the collection. Designs, promotes, executes, and evaluates library programs for children of all ages, including providing outreach programs to schools and community groups. May supervise day-to-day operations of a small branch. Minimum Qualifications: Graduation with a master's degree in library science from an accredited college or university with a minimum of two years of library experience with demonstrated areas of progressive responsibility.
42	Library Associate	Library	Performs complex paraprofessional library work with extensive public contact. Assists library customers of all ages to locate library materials, use the Internet, find specific information, and do research. Minimum Qualifications: Graduation from a college or university with course work in library science and a minimum of two years' library experience.
43	Light Superintendent	Public Works	Supervises and plans the operation, maintenance, and personnel of the City electric system relative to electric distribution, construction, streetlighting systems, and maintenance projects. Supervises employees and makes recommendations relative to hiring, promotions, discharge, layoffs or suspensions, disciplinary, grievances, and develop and conduct employee performance evaluations. Minimum Qualifications: Graduation from an accredited college or university with a degree in electrical engineering with emphasis on distribution is desirable, or trade school and eight years' of electric distribution operations experience of which four years must have been in a supervisory capacity.
44	Line Worker	Public Works	Performs skilled and hazardous electrical work of the journeyman utility Line Worker level in the construction, maintenance, inspection, and repair of the City's overhead and underground high-voltage electrical distribution and street lighting systems, substations, and related equipment, including energized and de-energized lines safely and efficiently. Minimum Qualifications: Graduation from high school or GED certification with a minimum of one-year vocational/technical training from an accredited power line maintenance school and four years of experience as an apprentice line worker with an electric distribution utility.
45	Maintenance Mechanic	Public Works	Performs semi-skilled and skilled work in the inspection, maintenance, and repair of specialized plant machinery, equipment, and facilities of the water treatment facility or wastewater treatment facility and related municipal water and wastewater collection systems facilities. Inspects, disassembles, repairs, overhauls, and reassembles operating parts of engines, pumps, motors, and other equipment. Minimum Qualifications: Graduation from a standard high school or GED certification supplemented by two years related specialized education or vocational and equipment training, and one year's experience in the maintenance field.
46	Mechanic	Central Services	Performs scheduled and unscheduled repairs, inspections, tune-ups, and overhauls on automotive and heavy gasoline and diesel equipment. Performs routine preventative maintenance, DOT safety checks, and repair on City vehicles and equipment. Minimum Qualifications: Graduation from high school or GED certification, and automotive/diesel trade school, with a minimum of three years' experience as a journeyman mechanic.

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47	Network Administrator	Central Services	<p>Researches, develops, and administers the design, specification, configuration, installation, and maintenance of the local and wide area network including: hardware, software, and telecommunications services such as personal computers, system software, software applications, printers, servers, routers, bridges, switches, modems, cabling, and Internet service providers.</p> <p>Minimum Qualifications: Degree in computer science or business administration and a minimum of three years of responsible experience in network administration.</p>
48	Paralegal	Attorney	<p>Performs professional legal work regarding legal research, investigates facts, and prepares legal documents to assist the City and Assistant City Attorneys. Conducts legal research on routine and complex legal issues and analyzes law sources such as statutes, recorded judicial decisions, legal articles, legal codes, etc., as directed by City Attorneys.</p> <p>Minimum Qualifications: Successful completion of the Certified Legal Assistant (CLA) examination, or graduation from an ABA-approved program of study for legal assistants, and a minimum of two years' in-house training as a legal assistant.</p>
49	Park Caretaker	Parks and Recreation	<p>Performs duties relating to the care and maintenance of park properties, right-of-ways, and facilities. Directs activities and work schedules as crew leader of other regular and temporary employees. Inspects, cares for, and maintains park facilities such as shelter houses, playground equipment, tennis courts, skating rinks, park buildings, park roads, swimming and wading pools.</p> <p>Minimum Qualifications: Graduation from high school or GED certification with a minimum of five years' experience in tree planting, trimming, care and removal, horticulture or landscape planning and design, building maintenance, and/or the care of cultivation of grounds including plants, shrubs, and trees.</p>
50	Park Service Worker	Parks and Recreation	<p>Performs work relating to the care and maintenance of park grounds, facilities, and equipment. May be assigned specialized work relating to golf courses, park system, or forestry. Trims and removes trees and conducts annual tree survey to identify disease/damaged trees for removal. Plants, removes and maintains trees, shrubs, flowers, lawns, and golf course greens, fairways, tees, and rough. Inspects and maintains park buildings, picnic areas, park roads, shelter houses, playground equipment, tennis courts, skating rinks, ball fields, and other park properties and facilities.</p> <p>Minimum Qualifications: Graduation from high school or GED certification and a minimum of one years' experience in the maintenance, care, and cultivation of grounds, including plants, shrubs, and trees.</p>
51	Parking Patrol	Community Development/Public Parking	<p>Enforces City parking ordinances regarding streets, public sidewalks, and crosswalks. Checks for parking violations, including overtime parking, prohibited parking, improper parking, and snow alerts, and issue parking tickets for those violations.</p> <p>Minimum Qualifications: Graduation from high school or GED certification with a minimum of one year experience in customer service.</p>
52	Patient Support Technician	Public Health	<p>Provides patient assistance in accessing care by scheduling appointments, assisting with eligibility requirements, assisting with patient transportation, and maintaining patient confidentiality. Performs data entry for patient demographics, daily patient charges, and cash receipts.</p> <p>Minimum Qualifications: Completion of a one-year medical assistant's program and/or one year experience in clinic setting or ambulatory health care facility dealing with medical records, reception, and patient scheduling.</p>
53	Permit Technician	Planning/Building Services	<p>Performs a wide variety of customer service and technical tasks in administrative support of the planning and building, zoning, and code enforcement activities of the Planning and Building Services department. Provides customer service and information for related services regarding permitting, permit issuance, inspections, business and contractor licensure administration, code enforcement, and application processes.</p> <p>Minimum Qualifications: Graduation from an accredited college, university, or vocational/technical school with an associate's degree in business or public administration with a minimum of two years' customer service experience, an understanding of planning and zoning, building trades and construction, and code enforcement.</p>
54	Police Lieutenant	Police	<p>Directs, manages, and assigns the activities of employees, including patrol, traffic, investigations, training, crime prevention, school-based programs, crime lab, and animal control. Assists the Division Commander in developing, implementing, and communicating work methods and procedures. Reviews work and reports of employees to ensure they are responsive to departmental and community needs.</p> <p>Minimum Qualifications: Certification under the State Law Enforcement Standards and Training Act with a minimum of seven years' experience in the Police Department, including three years at the rank of Sergeant.</p>

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55	Police Officer	Police	<p>Performs general police work in the protection of life and property, including conducting investigations, responding to emergency and nonemergency situations, and conducting public education programs. Patrols designated areas of the city. Prepares citations. Compiles information and prepares reports.</p> <p>Minimum Qualifications: Must be eligible for certification under the State Law Enforcement Officers Standards and Training Commission.</p>
56	Police Sergeant	Police	<p>Assigns and supervises duties and responsibilities to employees, including patrol, traffic, crime prevention, school resource officer and DARE programs, training, and investigations. Makes recommendations relative to disciplinary actions. Administers performance evaluations. Assists in developing, implementing, and communicating work methods and procedures.</p> <p>Minimum Qualifications: Certification under the State Law Enforcement Standards and Training Act with a minimum of four continuous years of service in the Police Department. Must have held the rank of Patrol Officer for four consecutive years immediately preceding the promotional examination dates, and have satisfactory service rating on their most recent annual evaluation.</p>
57	Principal Engineer	Public Works	<p>Directs, coordinates, and exercises highly technical functional authority for planning, organization, control, integration, and completion of engineering projects within area of specialized responsibility, including construction, lights, structures, sanitary sewer, storm sewer, street, water, traffic engineering, surveying, and inspection activities.</p> <p>Minimum Qualifications: Bachelor of science degree in civil engineering and four years' practical experience in related civil engineering work including work associated with the management and supervision of construction project work.</p>
58	Project Manager	Finance	<p>Manages assigned technical and operational duties in relation to the development, coordination, and execution of various City projects. Provides direct support to the divisions of City departments in relation to project management and implementation.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree in business administration, public administration, or related field and four years' progressively responsible experience in working both independently and collaboratively in management or project management.</p>
59	Property Maintenance Inspector	Planning/Building Services	<p>Enforces the Property Maintenance Code, vacant building ordinance, rental housing ordinance, nuisance vegetation ordinance, and snow and ice removal ordinance through property inspection and issuance of notices and orders. Performs inspections and issue notices and orders related to the repair, vacation, and demolition of residential and commercial buildings which are not in compliance with the Property Maintenance Code.</p> <p>Minimum Qualifications: Graduation from high school or GED certification with a minimum of four years' experience in all aspects of residential or commercial building construction.</p>
60	Recreation Manager	Parks and Recreation	<p>Directs, supervises, and promotes a comprehensive municipal recreation program while establishing and maintaining effective relationships with user groups, employees, and department management. Plans, coordinates, and directs the programming of athletic leagues, special events, and other programs as directed for special populations, youth, senior, and adult recreation and educational services.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree in community recreation, physical education, public or business administration, or a related field and a minimum of five years' of progressively responsible management experience in a parks and recreation department.</p>
61	Recreation Program Specialist	Parks and Recreation	<p>Assists in the implementation, coordination, and supervision of specialized comprehensive citywide programs for all age groups in one or more of the following general areas: outdoor education/recreation, aquatics, recreation centers, parks/playgrounds, sports leagues, outdoor winter recreation facilities, senior citizens programs, etc. Makes recommendations regarding new programs or existing program changes and improvements. Supervises, trains, and provides work direction to temporary and seasonal employees assigned to program.</p> <p>Minimum Qualifications: Degree in recreation, physical education, or related field. Must have the mobility necessary to effectively supervise and facilitate various recreational programs in numerous locations throughout the city.</p>
62	Registered Nurse - Clinic	Public Health	<p>Provides professional nursing care for clients that ensures safe and effective primary health care. Provides assistance to the provider, triages walk-in clients, completes medication refill requests, and returns patient phone calls.</p> <p>Minimum Qualifications: Graduation from an accredited school of nursing with a minimum of two years' clinical or hospital nursing care experience. Must hold or be able to obtain State Board of Nursing Certification as a licensed registered nurse prior to hire.</p>

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63	Sanitary Landfill Superintendent	Public Works	<p>Administers the City Solid Waste Management Programs within the five-county regional service area. Supervises and directs the landfill staff and operations of municipal solid waste, construction and demolition debris (rubble), hazardous materials, composting, recycling, waste reduction, and other special waste activities. Monitors the landfill programs and infrastructure to ensure compliance with all applicable local, state, and federal regulations.</p> <p>Minimum Qualifications: Bachelor of science degree in engineering or natural sciences or an environmental management field with five years' experience in sanitation, environment, solid waste, hazardous materials, and toxic waste management.</p>
64	Sewer Collection Technician	Public Works	<p>Performs semi-skilled work and skilled equipment operation in the installation, maintenance, and repair of sanitary sewer and storm sewer systems of a municipal Class IV wastewater collection system and a municipal storm water drainage system.</p> <p>Minimum Qualifications: Graduation from high school or GED certification. Experience desired in the installation, maintenance, and repair of mains, pipes, and services; heavy equipment operation or related work in the sanitary and storm systems.</p>
65	Street Maintenance Supervisor	Public Works	<p>Performs supervisory duties over other regular and temporary employees in the street maintenance, construction, and repair operation of the City Street Department. Reviews crew sizes, work methods, and maintenance and construction practices to ensure that work is being carried out in the most efficient and economical manner. Assists in the preparation of the budget and cost projections of materials and equipment for street projects.</p> <p>Minimum Qualifications: Graduation from a standard high school or GED certification and trade school with a minimum of five years' experience in the construction and maintenance of streets and related public works.</p>
66	System Administrator	Central Services	<p>Maintains and upgrades the environment of the City's Information Technology systems. Identifies system requirements, monitor performance, ensures system is upgraded and available, and implement best practices. Administers the design, development, and deployment of solutions. Provides efficient and effective problem identification and resolution for technology-related problems.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with a major in computer science or related field and a minimum of three years' of responsible experience in system administration.</p>
67	Technical Support Specialist	Central Services	<p>Installs, configures, and makes minor repairs to microcomputer hardware and software systems. Performs technical services and support necessary to maintain or update this environment and train employees in use of equipment and software.</p> <p>Minimum Qualifications: Graduation from high school or GED certification and completion of two-year vocational program in either data processing, computer science, or business information systems, or two years' practical experience.</p>
68	Traffic Signal Technician	Public Works	<p>Performs skilled and semiskilled work related to the installation, maintenance, troubleshooting, and repair of traffic signal devices and related systems. Troubleshoots malfunctioning electronic signal systems, including controllers, master controllers, detection systems, and communication systems.</p> <p>Minimum Qualifications: Graduation from high school or GED certification supplemented by two-year trade school, including course work in electrical theory and electronics, and two years' experience in the installation, repair, and maintenance of traffic control devices.</p>
69	Urban Planner	Planning/Building Services	<p>Performs professional City planning activities requiring the application of advanced urban planning skills. Collects and interprets data and information used to prepare formal plans and reports. Creates and writes planning projects and studies and makes oral presentations to and participates in the formal review of proposed actions or decisions before the City Planning Commission, City Council, and other public bodies and citizen groups.</p> <p>Minimum Qualifications: Bachelor's degree in urban planning and a minimum of two years' professional planning experience.</p>
70	Wastewater Operator	Public Works	<p>Performs semi-skilled, skilled, technical, and specialized work in the operation of the wastewater treatment facility. Operates, inspects, and monitors a wide variety of mechanical and electrical equipment while providing basic lubrication requirements. Collects wastewater and sludge samples and performs basic field and laboratory analysis on the samples.</p> <p>Minimum Qualifications: Graduation from high school or GED certification supplemented by two years' advanced or specialized education or vocational training and a minimum of two years' experience in the operation of a wastewater treatment facility.</p>

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

#	Survey Job Title	Department Location	Description of Work
71	Wastewater Superintendent	Public Works	<p>Plans, directs, and manages the personnel, operations, maintenance, and repair of all phases of domestic and industrial wastewater treatment and collection. Prepares, submits, and maintains annual division budget. Provides technical assistance to and oversees the professional, technical, skilled, and unskilled labor needed for the collection and treatment of domestic and industrial wastewater.</p> <p>Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree in science or engineering plus eight years' progressively responsible experience in the water/wastewater field with at least four years at a supervisory or management level.</p>
72	Water Distribution System Technician	Public Works	<p>Performs semi-skilled work in the installation, maintenance, and repair of a municipal Class IV water distribution system. Performs manual labor, including hand shoveling; loading and unloading pipes, fittings, and other water-related equipment and materials from utilities vehicles; lifting, carrying, and moving materials and equipment at the work sites; cleaning work areas, etc.</p> <p>Minimum Qualifications: Graduation from high school or GED certification with a minimum of one year of experience in the installation, maintenance, and repair of mains, pipes, and services, heavy equipment operation or related work in the utility water systems.</p>
73	Water Quality Analyst	Public Works	<p>Performs field work involved in the collection of water, sewage, sludge, soil, and other samples. Performs sample collection, chemical, and/or bacteriological analysis of samples and associated field work for the municipal Water Purification laboratory.</p> <p>Minimum Qualifications: Completion of two years of education from an accredited college or university, or an associate degree in biology, chemistry, or related environmental science.</p>
74	Water Service Technician	Public Works	<p>Installs, maintains, replaces, removes, and repairs water meters and automatic water meter reading equipment in residences or commercial and industrial establishments and meter pits. Turns water service on/off for residential and commercial customers and independent contractors, collects delinquent bills, checks for leaks and unusually high or low readings, and makes miscellaneous repairs and adjustments in the field to water meters, curb stops, hydrants, and water valves.</p> <p>Minimum Qualifications: Graduation from a standard high school or GED certification plus a minimum of two years' experience in the reading, installation, and repair of water meters in an apprenticeship level position or experience in water service delivery system monitoring.</p>

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

	Job Title	Matching Title	Match Strength (=, +, -)	FLSA Status (E or NE)	Employee Group	Scheduled Pay Ranges	
						Minimum	Maximum
1	Accountant						
2	Advanced Practice Provider (Nurse Practitioner/Physician's Assistant)						
3	Animal Control Officer						
4	Assistant City Attorney						
5	Building Inspector						
6	Building Maintenance Worker						
7	Business Analyst						
8	Business Specialist						
9	Business Technician						
10	Chief Medical Officer						
11	City Clerk						
12	City Engineer						
13	Civil Engineer/P.E.						
14	Clinical Services Manager						
15	Code Enforcement Manager						
16	Controls Technician						
17	Criminal Analyst						
18	Dental Assistant						
19	Dentist						
20	District Park Supervisor						
21	Electrical Inspector						
22	Electrician						
23	Emergency Vehicle Technician/Certified						
24	Engineering Technician						
25	Environmental Analyst						
26	Equipment Operator						
27	Fire Apparatus Operator						
28	Fire Battalion Chief						
29	Fire Captain						
30	Fire Inspector (uniformed/civilian)						
31	Firefighter						
32	Forensic Specialist I/II						
33	GIS Analyst						
34	Human Resources Manager						
35	Information Security Administrator						

**APPENDIX A
CITY OF SIOUX FALLS, SD
2018 TOTAL COMPENSATION SURVEY**

	Job Title	Matching Title	Match Strength (=, +, -)	FLSA Status (E or NE)	Employee Group	Scheduled Pay Ranges	
						Minimum	Maximum
36	Information Technology Manager						
37	Information Technology System Analyst						
38	Internal Auditor						
39	Laborer						
40	Landfill Scale Operator						
41	Librarian						
42	Library Associate						
43	Light Superintendent						
44	Line Worker						
45	Maintenance Mechanic						
46	Mechanic						
47	Network Administrator						
48	Paralegal						
49	Park Caretaker						
50	Park Service Worker						
51	Parking Patrol						
52	Patient Support Technician						
53	Permit Technician						
54	Police Lieutenant						
55	Police Officer						
56	Police Sergeant						
57	Principal Engineer						
58	Project Manager						
59	Property Maintenance Inspector						
60	Recreation Manager						
61	Recreation Program Specialist						
62	Registered Nurse - Clinic						
63	Sanitary Landfill Superintendent						
64	Sewer Collection Technician						
65	Street Maintenance Supervisor						
66	System Administrator						
67	Technical Support Specialist						
68	Traffic Signal Technician						
69	Urban Planner						
70	Wastewater Operator						
71	Wastewater Superintendent						
72	Water Distribution System Technician						
73	Water Quality Analyst						
74	Water Service Technician						

Appendix B – Detailed Market Data

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Animal Control Officer	B - 35	Landfill Scale Operator	B - 48
Assistant City Attorney	B - 2	Librarian	B - 21
Building Inspector	B - 36	Library Associate	B - 49
Building Maintenance Worker	B - 37	Light Superintendent	B - 22
Business Analyst	B - 3	Line Worker	B - 50
Business Specialist	B - 38	Maintenance Mechanic	B - 51
Business Technician	B - 39	Mechanic	B - 52
Chief Medical Officer	B - 4	Network Administrator	B - 23
City Clerk	B - 5	Paralegal	B - 24
City Engineer	B - 6	Park Caretaker	B - 53
Civil Engineer/P.E.	B - 7	Park Service Worker	B - 54
Clinical Services Manager	B - 8	Parking Patrol	B - 55
Code Enforcement Manager	B - 9	Patient Support Technician	B - 56
Controls Technician	B - 40	Permit Technician	B - 57
Criminal Analyst	B - 10	Police Lieutenant	B - 25
Dental Assistant	B - 41	Police Officer	B - 68
Dentist	B - 11	Police Sergeant	B - 69
District Park Supervisor	B - 12	Principal Engineer	B - 26
Electrical Inspector	B - 42	Project Manager	B - 27
Electrician	B - 43	Property Maintenance Inspector	B - 58
Emergency Vehicle Technician/Certified	B - 70	Recreation Manager	B - 28
Engineering Technician	B - 44	Recreation Program Specialist	B - 59
Environmental Analyst	B - 13	Registered Nurse - Clinic	B - 60
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Benchmark Title	Page #	Benchmark Title	Page #
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Fire Inspector (uniformed/civilian)	B - 73	Technical Support Specialist	B - 62
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APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Advanced Practice Provider (Nurse Practitioner/Physician's Assistant)						
Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Nurse Practitioner	40.0	E	\$76,342	\$87,786	\$99,230
City of Lincoln, NE	Nurse Practitioner	40.0	E	\$66,917	\$78,085	\$89,253
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Senior Public Health Nurse	40.0	NR	\$55,751	\$66,337	\$76,923
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Nurse Practitioner or Physician's Asst	40.0	E	\$87,268	\$101,976	\$116,684
City of Sioux Falls		40.0	E	\$77,314	\$95,139	\$112,965
Public Market Average				\$71,569	\$83,546	\$95,523
City of Sioux Falls as a % of Public Market Average				108%	114%	118%
Private Data Sources						
CompAnalyst - IBM Kenexa	Nurse Practitioner	40.0	NR	\$88,100	\$103,600	\$119,100
Economic Research Institute	Nurse Practitioner - Level 2	40.0	NR	\$84,179	\$99,403	\$114,628
Willis Towers Watson	Nurse Practitioner - General Care	40.0	NR	\$92,494	\$104,751	\$117,008
City of Sioux Falls		40.0	E	\$77,314	\$95,139	\$112,965
Private Market Average				\$88,258	\$102,585	\$116,912
City of Sioux Falls as a % of Private Market Average				88%	93%	97%
City of Sioux Falls				\$77,314	\$95,139	\$112,965
Overall Comparator Market Average				\$79,914	\$93,065	\$106,217
City of Sioux Falls as a % of Overall Market Average				97%	102%	106%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Provides comprehensive health care services in a primary medical care setting. Responsible for personal full compliance with all applicable federal, state, local, and department rules, regulations, protocols, and procedures governing the practice of medicine and clinical provision of medical care.

Minimum Qualifications: Graduation from an accredited registered nursing program. A master's degree in nursing is required. Must hold or have ability to obtain within 90 days of hire a valid South Dakota Certified Nurse Practitioner License. Must hold South Dakota Controlled Substance Registration, valid DEA number, and current Cardiopulmonary Resuscitation (CPR) for Healthcare Professionals Certification. One year of clinical or hospital experience desirable.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Assistant City Attorney Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Assistant City Attorney	40.0	E	\$77,320	\$90,482	\$103,644
City of Boulder, CO	Assistant City Attorney I	40.0	E	\$49,238	\$57,835	\$66,433
City of Cedar Rapids, IA	Assistant City Attorney II	40.0	E	\$65,521	\$77,767	\$90,013
City of Des Moines, IA	Assistant City Attorney I	40.0	E	\$66,440	\$95,031	\$123,622
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Attorney I	40.0	E	\$53,573	\$71,639	\$89,704
City of Madison, WI	Assistant City Attorney	40.0	E	\$58,570	\$90,690	\$122,810
City of Omaha, NE	Attorney	40.0	E	\$56,423	\$69,892	\$83,361
City of Rochester, MN	Assistant City Attorney I	40.0	E	\$69,254	\$85,550	\$101,845
City of Sioux City, IA	Assistant City Attorney I	40.0	E	\$59,565	\$71,478	\$83,391
City of St. Paul, MN	Attorney	40.0	NR	\$60,996	\$79,189	\$97,382
City of Topeka, KS	Assistant/Associate Attorney	40.0	E	\$46,617	\$65,614	\$84,612
State of South Dakota	Attorney I	40.0	E	\$63,413	\$104,114	\$144,815
City of Sioux Falls		40.0	E	\$70,720	\$86,632	\$102,544
<i>Public Market Average</i>				\$60,578	\$79,940	\$99,303
<i>City of Sioux Falls as a % of Public Market Average</i>				117%	108%	103%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Attorney I	40.0	NR	\$68,400	\$92,850	\$117,300
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$70,720	\$86,632	\$102,544
<i>Private Market Average</i>				\$68,400	\$92,850	\$117,300
<i>City of Sioux Falls as a % of Private Market Average</i>				103%	93%	87%
City of Sioux Falls				\$70,720	\$86,632	\$102,544
<i>Overall Comparator Market Average</i>				\$64,489	\$86,395	\$108,301
<i>City of Sioux Falls as a % of Overall Market Average</i>				110%	100%	95%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Provides legal advice, counsel to, and representation of City government, elected officials, officers, and employees. Directs the overall operational activities and programs of the Human Relations Division and serves as the City's ADA Coordinator.

Minimum Qualifications: Graduation from an accredited school of law and a minimum of three years' experience in the practice of law, preferably in public sector law, regulatory compliance work experience or diversified program management experience including conducting research and/or investigations, analyzing data.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Business Analyst Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Public Works Financial Analyst	40.0	E	\$47,981	\$56,117	\$64,253
City of Boulder, CO	Business Analyst	40.0	E	\$55,907	\$70,540	\$85,173
City of Cedar Rapids, IA	Business Process Analyst	40.0	E	\$62,406	\$74,064	\$85,722
City of Des Moines, IA	Budget Analyst	40.0	E	\$62,620	\$70,990	\$79,361
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Budget & Administrative Analyst	40.0	E	\$60,673	\$71,680	\$82,688
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Budget and Financial Analyst	40.0	E	\$49,808	\$59,770	\$69,731
City of St. Paul, MN	Budget and Management Analyst	40.0	NR	\$46,477	\$55,656	\$64,835
City of Topeka, KS	Management Analyst	40.0	NE	\$42,375	\$52,969	\$63,563
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
<i>Public Market Average</i>				\$53,531	\$63,973	\$74,416
<i>City of Sioux Falls as a % of Public Market Average</i>				111%	113%	113%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Business Analyst - Level 2	40.0	NR	\$64,683	\$79,745	\$94,807
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
<i>Private Market Average</i>				\$64,683	\$79,745	\$94,807
<i>City of Sioux Falls as a % of Private Market Average</i>				92%	90%	89%
City of Sioux Falls				\$59,550	\$71,999	\$84,448
<i>Overall Comparator Market Average</i>				\$59,107	\$71,859	\$84,611
City of Sioux Falls as a % of Overall Market Average				101%	100%	100%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Evaluates and analyzes the business needs and functions for City departments. Develops and implements effective strategies and tactics to meet business needs. Coordinates and performs specific business analytics including financial, budget, procurement, supply chain, payroll, and benefits.

Minimum Qualifications: Graduation from an accredited college or university with a bachelor degree in business administration or related field and a minimum of two years' highly relevant experience in finance, procurement, or human resources; or any such combination of education, experience, and training as may be acceptable to the hiring authority.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Chief Medical Officer Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$174,075	\$207,158	\$240,240
<i>Public Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Public Market Average</i>				NA	NA	NA
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$174,075	\$207,158	\$240,240
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$174,075	\$207,158	\$240,240
<i>Overall Comparator Market Average</i>				NA	NA	NA
City of Sioux Falls as a % of Overall Market Average				NA	NA	NA

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Provides medical services as the clinical director of the Public Health Department. Directs the development, implementation, operation, maintenance, and control of essential medical services. Reviews and approves a health care plan for Falls Community Health, including clinic outcome goals for prevention activities and chronic disease management. Responsible for and oversee the delivery of quality medical care to patients and related functions including the direct treatment of patients.

Minimum Qualifications: Graduation from an accredited school of medicine and completion of an accredited residency program in family medicine is required. Five years' clinical experience in the practice of clinical medicine desirable.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

City Clerk Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	City Clerk	40.0	NE	\$43,420	\$50,799	\$58,178
City of Boulder, CO	Deputy City Clerk	40.0	E	\$49,238	\$62,143	\$75,047
City of Cedar Rapids, IA	City Clerk (Unclassified)		NR	NA	NA	NA
City of Des Moines, IA	City Clerk - Council Established		NR	NA	NA	NA
City of Fargo, ND	Executive Assistant - Commission	40.0	E	\$70,660	\$81,259	\$91,858
City of Lincoln, NE	City Clerk	40.0	E	\$74,581	\$88,114	\$101,647
City of Madison, WI	City Clerk	40.0	E	\$77,248	\$90,766	\$104,285
City of Omaha, NE	City Clerk	40.0	E	\$60,717	\$84,570	\$108,424
City of Rochester, MN	City Clerk	40.0	E	\$98,783	\$119,950	\$141,117
City of Sioux City, IA	Customer Svc Division Mgr/ City Clerk	40.0	E	\$60,805	\$72,966	\$85,128
City of St. Paul, MN	City Clerk	40.0	NR	\$63,497	\$74,752	\$86,006
City of Topeka, KS	City Clerk	40.0	E	\$51,274	\$64,098	\$76,921
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$62,774	\$76,211	\$89,648
<i>Public Market Average</i>				\$65,022	\$78,942	\$92,861
<i>City of Sioux Falls as a % of Public Market Average</i>				97%	97%	97%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$62,774	\$76,211	\$89,648
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$62,774	\$76,211	\$89,648
<i>Overall Comparator Market Average</i>				\$65,022	\$78,942	\$92,861
City of Sioux Falls as a % of Overall Market Average				97%	97%	97%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs administrative, professional, and communication work in the management of the day-to-day operations and activities of the City Clerk's Office. Ensures that the City Council and Operations Committee receives regular operational updates and communications. Supervises employees and cross-train Assistant City Clerks and make recommendations relative to hiring, discharge, layoff, suspension, disciplinary action, adjustment of grievances, and conduct performance evaluations of employees.

Minimum Qualifications: Graduation from an accredited college or university with at least five years' related diverse experience in managing a range of administrative areas of responsibilities, preferably in the public sector.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

City Engineer Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	City Engineer	40.0	E	\$77,322	\$90,469	\$103,615
City of Boulder, CO	Senior Civil Engineer	40.0	E	\$63,498	\$80,084	\$96,670
City of Cedar Rapids, IA	City Engineer	40.0	E	\$92,188	\$109,450	\$126,712
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	City Engineer	40.0	E	\$115,622	\$132,962	\$150,301
City of Lincoln, NE	City Engineer	40.0	E	\$80,480	\$107,621	\$134,763
City of Madison, WI	City Engineer	40.0	E	\$102,131	\$120,002	\$137,873
City of Omaha, NE	Civil Engineer III	40.0	E	\$80,503	\$90,840	\$101,178
City of Rochester, MN	Manager of Engineering	40.0	E	\$93,351	\$115,315	\$137,280
City of Sioux City, IA	City Engineer	40.0	E	\$83,225	\$101,096	\$118,968
City of St. Paul, MN	City Engineer	40.0	NR	\$87,882	\$103,947	\$120,013
City of Topeka, KS	City Engineer	40.0	E	\$86,960	\$108,703	\$130,445
State of South Dakota	State Engineer	40.0	E	\$82,156	\$106,608	\$131,059
City of Sioux Falls		40.0	E	\$88,067	\$109,762	\$131,456
<i>Public Market Average</i>				\$87,110	\$105,591	\$124,073
<i>City of Sioux Falls as a % of Public Market Average</i>				101%	104%	106%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$88,067	\$109,762	\$131,456
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$88,067	\$109,762	\$131,456
<i>Overall Comparator Market Average</i>				\$87,110	\$105,591	\$124,073
City of Sioux Falls as a % of Overall Market Average				101%	104%	106%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Plans, directs, and manages the personnel, operations, and functions of the Engineering Division within Public Works. Supervise employees and make recommendations relative to hiring, discharge, layoffs or suspensions, disciplinary action, adjustment of grievances, and employee performance evaluations. Assign work and provide direction.

Minimum Qualifications: Graduation from an accredited college or university with a bachelor of science degree in civil engineering with a minimum of eight years' progressively responsible civil engineering experience and with at least four years at a supervisory level.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Civil Engineer/P.E. Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Engineer II	40.0	E	\$60,919	\$71,259	\$81,599
City of Boulder, CO	Civil Engineer I	40.0	E	\$49,238	\$62,143	\$75,047
City of Cedar Rapids, IA	Civil Engineer I	40.0	NE	\$53,941	\$64,012	\$74,083
City of Des Moines, IA	Civil Engineer I	40.0	E	\$66,440	\$75,317	\$84,195
City of Fargo, ND	Civil Engineer I/II	40.0	NE	\$65,427	\$82,328	\$99,230
City of Lincoln, NE	Engineer	40.0	E	\$60,673	\$71,680	\$82,688
City of Madison, WI	Engineer 1	40.0	E	\$52,102	\$56,724	\$61,346
City of Omaha, NE	Civil Engineer I	40.0	E	\$60,898	\$67,877	\$74,856
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Civil Engineer	40.0	E	\$52,797	\$63,356	\$73,915
City of St. Paul, MN	Civil Engineer II	40.0	NR	\$49,690	\$59,815	\$69,941
City of Topeka, KS	Engineer II	40.0	NE	\$56,408	\$70,510	\$84,612
State of South Dakota	Engineer III	40.0	E	\$51,162	\$78,856	\$106,551
City of Sioux Falls		40.0	E	\$57,782	\$71,646	\$85,509
Public Market Average				\$56,641	\$68,657	\$80,672
City of Sioux Falls as a % of Public Market Average				102%	104%	106%
Private Data Sources						
CompAnalyst - IBM Kenexa	Civil Engineer I	40.0	NR	\$55,900	\$69,500	\$83,100
Economic Research Institute	Civil Engineer - Level 2	40.0	NR	\$63,197	\$79,068	\$94,939
Willis Towers Watson	Civil Engineering - P3	40.0	NR	\$60,255	\$80,392	\$100,528
City of Sioux Falls		40.0	E	\$57,782	\$71,646	\$85,509
Private Market Average				\$59,784	\$76,320	\$92,856
City of Sioux Falls as a % of Private Market Average				97%	94%	92%
City of Sioux Falls				\$57,782	\$71,646	\$85,509
Overall Comparator Market Average				\$58,213	\$72,488	\$86,764
City of Sioux Falls as a % of Overall Market Average				99%	99%	99%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Monitors and ensures compliance with specifications and applicable local, state, and federal rules/regulations in the planning, design, and construction of various municipal projects and activities. Designs and develops specifications or plans for municipal projects; i.e., sanitary and storm sewer, asphalt and concrete streets, curb and gutter, drainage systems, bike paths, utilities, traffic control projects, etc. Determine methods, locations, standards, type of materials, and estimated costs.

Minimum Qualifications: Bachelor of science degree in civil engineering, or any such combination of education, experience, and training as may be acceptable to the hiring authority.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Clinical Services Manager Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Public Health Nurse Supervisor - Clinic	40.0	E	\$65,427	\$75,252	\$85,077
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Senior Public Health Nurse	40.0	NR	\$55,751	\$66,337	\$76,923
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$62,774	\$76,211	\$89,648
<i>Public Market Average</i>				\$60,589	\$70,795	\$81,000
<i>City of Sioux Falls as a % of Public Market Average</i>				104%	108%	111%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Clinic Manager - Level 2	40.0	NR	\$63,662	\$79,954	\$96,247
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$62,774	\$76,211	\$89,648
<i>Private Market Average</i>				\$63,662	\$79,954	\$96,247
<i>City of Sioux Falls as a % of Private Market Average</i>				99%	95%	93%
City of Sioux Falls				\$62,774	\$76,211	\$89,648
<i>Overall Comparator Market Average</i>				\$62,126	\$75,375	\$88,623
City of Sioux Falls as a % of Overall Market Average				101%	101%	101%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Manages the daily operations of the clinical programs for the medical and dental clinic and works directly with providers and staff in the delivery of patient care. Serves as a resource person for all clinic staff and providers, resolving operational and other daily clinic issues.

Minimum Qualifications: Bachelor's degree and a minimum of five years' experience in a clinical or hospital setting with working knowledge in pediatrics, adolescents, gynecology, geriatrics, and dental hygiene with two years' management experience preferred.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Code Enforcement Manager Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Code Enforcement Mgr/Zoning Coord	40.0	E	\$60,919	\$71,259	\$81,599
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Permit and Development Administrator	40.0	E	\$56,227	\$90,724	\$125,221
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Building & Safety Manager	40.0	E	\$66,562	\$89,006	\$111,450
City of Madison, WI	Plan Review and Inspection Manager	40.0	E	\$77,248	\$85,129	\$93,009
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Code Enforcement Manager	40.0	E	\$58,941	\$70,729	\$82,517
City of St. Paul, MN	Housing and Code Enforcement Mgr	40.0	NR	\$67,492	\$80,466	\$93,440
City of Topeka, KS	Division Director of Code Services	40.0	E	\$68,260	\$85,325	\$102,390
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$68,453	\$83,491	\$98,530
<i>Public Market Average</i>				\$65,093	\$81,805	\$98,518
<i>City of Sioux Falls as a % of Public Market Average</i>				105%	102%	100%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$68,453	\$83,491	\$98,530
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$68,453	\$83,491	\$98,530
<i>Overall Comparator Market Average</i>				\$65,093	\$81,805	\$98,518
City of Sioux Falls as a % of Overall Market Average				105%	102%	100%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Leads and manages the City's comprehensive code enforcement program with coordination authority for inspection and enforcement elements across the city. Coordinates ongoing communication regarding all areas of code enforcement related to inspection and enforcement functions and the City Attorney's office.

Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree and a minimum of four years' professional focused experience in urban planning and code enforcement.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Criminal Analyst Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Crime Analyst	40.0	NE	\$31,958	\$37,382	\$42,806
City of Boulder, CO	Crime Analyst	40.0	E	\$49,238	\$62,143	\$75,047
City of Cedar Rapids, IA	Criminal Intelligence Analyst	40.0	E	\$51,374	\$60,975	\$70,576
City of Des Moines, IA	Crime Analyst	40.0	NE	\$44,572	\$48,899	\$53,225
City of Fargo, ND	Crime Analyst	40.0	NE	\$51,967	\$59,756	\$67,545
City of Lincoln, NE	Crime Analyst	40.0	NE	\$51,178	\$58,267	\$65,355
City of Madison, WI	Crime Analyst	40.0	E	\$56,515	\$61,789	\$67,064
City of Omaha, NE	Crime Analyst	40.0	E	\$51,153	\$56,790	\$62,428
City of Rochester, MN	Crime Analyst	40.0	E	\$59,650	\$73,686	\$87,722
City of Sioux City, IA	Crime Analyst Technician	40.0	NE	\$48,038	\$51,149	\$54,259
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Crime Analyst	40.0	NE	\$38,520	\$48,153	\$57,785
State of South Dakota	DCI Special Agent II	40.0	E	\$52,823	\$73,216	\$93,610
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
<i>Public Market Average</i>				\$48,916	\$57,684	\$66,452
<i>City of Sioux Falls as a % of Public Market Average</i>				118%	121%	123%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Crime Laboratory Analyst - Level 3	40.0	NR	\$59,350	\$73,114	\$86,878
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
<i>Private Market Average</i>				\$59,350	\$73,114	\$86,878
<i>City of Sioux Falls as a % of Private Market Average</i>				97%	95%	94%
City of Sioux Falls				\$57,782	\$69,597	\$81,411
<i>Overall Comparator Market Average</i>				\$54,133	\$65,399	\$76,665
City of Sioux Falls as a % of Overall Market Average				107%	106%	106%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Coordinates and provides research and analytical support of specific criminal activity in support of the mission of the Sioux Falls Police Department. Collects, categorizes, and analyzes complex qualitative and quantitative data from a variety of sources pertaining to past and current criminal activity. Prepares and disseminates reports using various illustrative and statistical methods.

Minimum Qualifications: Bachelor's degree from an accredited college or university with course work in criminal justice, computer science, statistics, or a related field and a minimum of three years' work experience in crime analysis work or related statistical research.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Dentist Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Dentist	40.0	E	\$118,328	\$132,987	\$147,647
City of Sioux Falls		40.0	E	\$128,003	\$147,191	\$166,379
Public Market Average				\$118,328	\$132,987	\$147,647
City of Sioux Falls as a % of Public Market Average				108%	111%	113%
Private Data Sources						
CompAnalyst - IBM Kenexa	Dentist	40.0	NR	\$118,500	\$157,850	\$197,200
Economic Research Institute	Dentist - Level 1	40.0	NR	\$105,406	\$145,996	\$186,585
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$128,003	\$147,191	\$166,379
Private Market Average				\$111,953	\$151,923	\$191,893
City of Sioux Falls as a % of Private Market Average				114%	97%	87%
City of Sioux Falls				\$128,003	\$147,191	\$166,379
Overall Comparator Market Average				\$115,140	\$142,455	\$169,770
City of Sioux Falls as a % of Overall Market Average				111%	103%	98%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Provides dental services, including diagnosing and treating diseases, injuries, and malformations of teeth and gums and related oral structures. Implements dental health education programs for Falls Community Health. Refers individuals for specialty consultation or treatment in conformance with approved clinical protocols and guidelines.

Minimum Qualifications: Graduation from an accredited dental school required with a minimum of one year experience in the practice of dentistry desirable.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

District Park Supervisor Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Parks Supervisor	40.0	E	\$51,446	\$60,174	\$68,901
City of Boulder, CO	Parks Zone Supervisor	40.0	E	\$49,238	\$62,143	\$75,047
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Parks and Recreation Supervisor	40.0	E	\$59,034	\$66,908	\$74,782
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	District Park Supervisor	40.0	E	\$49,929	\$58,262	\$66,595
City of Madison, WI	Parks General Supervisor	40.0	E	\$56,515	\$61,789	\$67,064
City of Omaha, NE	Recreation Supervisor	40.0	NE	\$52,588	\$58,120	\$63,652
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Parks Maintenance Field Supervisor	40.0	E	\$58,941	\$70,729	\$82,517
City of St. Paul, MN	Park Facility Supervisor	40.0	NR	\$41,475	\$49,108	\$56,741
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
<i>Public Market Average</i>				\$52,396	\$60,904	\$69,412
<i>City of Sioux Falls as a % of Public Market Average</i>				110%	114%	117%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$57,782	\$69,597	\$81,411
<i>Overall Comparator Market Average</i>				\$52,396	\$60,904	\$69,412
City of Sioux Falls as a % of Overall Market Average				110%	114%	117%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Supervises and directs the daily activities of personnel and resources in the management, maintenance, and construction of park properties and facilities. Plans, organizes, and implements projects relating to the management of maintenance programs and construction of City parks, ball fields, golf course grounds, picnic sites, park roads, shelter grounds, tennis courts, skating rinks, swimming pools, and other park properties and facilities ensuring proper operation and safety goals are met.

Minimum Qualifications: Degree in park management, park and recreation administration, horticulture, or a closely related field with a minimum of three years' experience in the areas of building maintenance, management of park properties and facilities, grounds maintenance procedures.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Environmental Analyst Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Environmental Scientist	40.0	NE	\$48,037	\$55,286	\$62,535
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Environmental Quality Control Tech II	40.0	E	\$60,898	\$67,165	\$73,432
City of Rochester, MN	Environmental Education Specialist	40.0	E	\$51,836	\$62,508	\$73,180
City of Sioux City, IA	Environmental Services Analyst	40.0	NE	\$44,329	\$53,195	\$62,061
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Environmental Scientist II	40.0	NE	\$46,589	\$76,290	\$105,990
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
Public Market Average				\$50,338	\$62,889	\$75,440
City of Sioux Falls as a % of Public Market Average				115%	111%	108%
Private Data Sources						
CompAnalyst - IBM Kenexa	Sustainability Analyst	40.0	NR	\$47,900	\$71,100	\$94,300
Economic Research Institute	Environmental Analyst - Level 3	40.0	NR	\$52,250	\$63,983	\$75,716
Willis Towers Watson	Environmental Engineering - P2	40.0	NR	\$56,856	\$75,036	\$93,215
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
Private Market Average				\$52,335	\$70,039	\$87,744
City of Sioux Falls as a % of Private Market Average				110%	99%	93%
City of Sioux Falls				\$57,782	\$69,597	\$81,411
Overall Comparator Market Average				\$51,337	\$66,464	\$81,592
City of Sioux Falls as a % of Overall Market Average				113%	105%	100%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Develops, implements, and enforces programs relating to environmental protection and control, including, but not limited to, the following environmental fields: air quality, biosolids, Brownfields, environmental site assessment, groundwater, hazardous waste, industrial pretreatment, natural drainage, natural resource management, pollution prevention, solid waste, storm water, sustainability, water source protection, water treatment, and wastewater treatment.

Minimum Qualifications: Graduation from an accredited college or university with a bachelor of science degree in natural sciences, engineering, or an environmental management related field supplemented by experience in any of the following areas: environmental compliance inspections, hazardous materials and toxic waste management, industrial pretreatment, solid waste management, storm water management, or natural resources management.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Fire Battalion Chief Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Fire Battalion Chief	40.0	E	\$63,871	\$70,083	\$76,294
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Assistant Fire Chief	40.0	E	\$56,227	\$90,724	\$125,221
City of Fargo, ND	Fire Battalion Chief	40.0	E	\$76,342	\$87,786	\$99,230
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Fire Battalion Chief	40.0	NE	\$96,711	\$104,777	\$112,844
City of Rochester, MN	Battalion Chief	40.0	E	\$94,001	\$100,967	\$107,933
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Fire Battalion Chief	40.0	NE	\$68,260	\$85,325	\$102,390
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$94,474	\$97,864	\$101,254
<i>Public Market Average</i>				\$75,902	\$89,944	\$103,985
<i>City of Sioux Falls as a % of Public Market Average</i>				124%	109%	97%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$94,474	\$97,864	\$101,254
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$94,474	\$97,864	\$101,254
<i>Overall Comparator Market Average</i>				\$75,902	\$89,944	\$103,985
<i>City of Sioux Falls as a % of Overall Market Average</i>				124%	109%	97%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Supervises, instructs, directs, and manages officers and employees. Makes recommendations relative to employment and the adjustment of grievances. Assumes the duties and responsibilities designated by the Fire Chief. The duties of the Fire Battalion Chief include, but are not limited to, supervision of companies and company officers, planning, coordination, communication, administration, development, teaching, research, public speaking, evaluation, and command.

Minimum Qualifications: Candidates must have attained the rank of Captain and completed probation, have a minimum of six years' service, and hold current Fire Rescue certification to the following NFPA standards: 1021—Fire Officer II, 1041—Instructor II and 472—Hazardous Materials—Incident Commander.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

GIS Analyst Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	GIS Specialist	40.0	E	\$47,981	\$56,117	\$64,253
City of Boulder, CO	GIS Analyst/Senior GIS Specialist	40.0	E	\$43,402	\$54,753	\$66,103
City of Cedar Rapids, IA	GIS Data Analyst II	40.0	NE	\$51,374	\$60,975	\$70,576
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	GIS Specialist	40.0	NE	\$65,427	\$75,252	\$85,077
City of Lincoln, NE	GIS Analyst	40.0	E	\$60,697	\$70,828	\$80,959
City of Madison, WI	GIS Specialist	40.0	E	\$58,792	\$64,595	\$70,397
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	GIS Specialist	40.0	E	\$59,650	\$73,686	\$87,722
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Senior GIS Analyst	40.0	NE	\$51,274	\$64,098	\$76,921
State of South Dakota	GIS Analyst	40.0	NE	\$34,769	\$47,810	\$60,851
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
Public Market Average				\$52,597	\$63,124	\$73,651
City of Sioux Falls as a % of Public Market Average				110%	110%	111%
Private Data Sources						
CompAnalyst - IBM Kenexa	GIS Analyst II	40.0	NR	\$50,300	\$65,000	\$79,700
Economic Research Institute	Geospatial Intelligence Analyst - Level 2	40.0	NR	\$53,327	\$66,349	\$79,371
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
Private Market Average				\$51,813	\$65,675	\$79,536
City of Sioux Falls as a % of Private Market Average				112%	106%	102%
City of Sioux Falls				\$57,782	\$69,597	\$81,411
Overall Comparator Market Average				\$52,205	\$64,399	\$76,593
City of Sioux Falls as a % of Overall Market Average				111%	108%	106%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Administers, develops, analyzes, and maintains enterprise geospatial data, geodatabase, applications, and services in coordination with the City's GIS Division. Assists in leading, sharing, educating, and implementing innovative ideas into the Enterprise GIS and with users. Performs complex technical work in the maintenance, updating, and security of the GIS geodatabase and interfaces to other computer hardware and software, applications, and databases.

Minimum Qualifications: Graduation from an accredited college or university with an undergraduate or graduate degree in geography or GIS with a minimum of four years' experience in working enterprise GIS database management, and enterprise GIS system software.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Human Resources Manager Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Human Resources Manager	40.0	E	\$63,498	\$80,084	\$96,670
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Human Resources Manager	40.0	E	\$89,281	\$101,199	\$113,117
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	HR Services Manager	40.0	E	\$84,685	\$93,408	\$102,131
City of Omaha, NE	Human Resources Tech IV	40.0	E	\$81,715	\$90,720	\$99,726
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Human Resources Manager	40.0	NR	\$70,722	\$83,358	\$95,993
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Human Resources Manager	40.0	E	\$55,540	\$75,032	\$94,524
City of Sioux Falls		40.0	E	\$68,453	\$83,491	\$98,530
<i>Public Market Average</i>				\$74,240	\$87,300	\$100,360
<i>City of Sioux Falls as a % of Public Market Average</i>				92%	96%	98%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Human Resources Manager	40.0	NR	\$76,500	\$99,800	\$123,100
Economic Research Institute	Human Resources Manager - Level 1	40.0	NR	\$74,357	\$93,185	\$112,012
Willis Towers Watson	Human Resources - M2	40.0	NR	\$82,812	\$102,846	\$122,879
City of Sioux Falls		40.0	E	\$68,453	\$83,491	\$98,530
<i>Private Market Average</i>				\$77,890	\$98,610	\$119,330
<i>City of Sioux Falls as a % of Private Market Average</i>				88%	85%	83%
City of Sioux Falls				\$68,453	\$83,491	\$98,530
<i>Overall Comparator Market Average</i>				\$76,065	\$92,955	\$109,845
City of Sioux Falls as a % of Overall Market Average				90%	90%	90%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Responsible for the day-to-day functions and supervision of the employment or labor relations programs, policies, and administrative rules relating to wages, hours, and conditions of employment for all appointive, civil service, and temporary and seasonal employees. Interprets civil service rules, contracts, ordinances, state and federal regulations to counsel and advise City officials, management, and employees on courses of action relating to employee relations issues.

Minimum Qualifications: Graduation from college or university with a degree in human resource management, business or public administration, or related field with at least five years of human resource management experience, program administration, and/or managerial capacity.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Information Security Administrator Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	IT Security Officer	40.0	E	\$51,446	\$60,174	\$68,901
City of Boulder, CO	Information Security Officer	40.0	E	\$70,599	\$89,074	\$107,548
City of Cedar Rapids, IA	Information Security Analyst II	40.0	E	\$56,606	\$67,186	\$77,767
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	System Supervisor	40.0	E	\$69,622	\$82,255	\$94,888
City of Madison, WI	Principal IT Specialist	40.0	E	\$73,727	\$81,242	\$88,757
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	IT Security Specialist	40.0	NE	\$43,807	\$78,317	\$112,828
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
Public Market Average				\$60,968	\$76,375	\$91,781
City of Sioux Falls as a % of Public Market Average				98%	94%	92%
Private Data Sources						
CompAnalyst - IBM Kenexa	Information Security Analyst II	40.0	NR	\$57,600	\$74,050	\$90,500
Economic Research Institute	Administrator IT Security - Level 2	40.0	NR	\$51,476	\$64,067	\$76,657
Willis Towers Watson	IS and Cyber Security - P2	40.0	NR	\$59,843	\$75,345	\$90,846
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
Private Market Average				\$56,306	\$71,154	\$86,001
City of Sioux Falls as a % of Private Market Average				106%	101%	98%
City of Sioux Falls				\$59,550	\$71,999	\$84,448
Overall Comparator Market Average				\$58,637	\$73,764	\$88,891
City of Sioux Falls as a % of Overall Market Average				102%	98%	95%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Designs, develops, and implements information security systems and controls necessary to protect all City Information Technology systems, data assets, and interests from intentional or unintentional unauthorized modification, disclosure, destruction, access, or tampering. Administers system security standards, contingency plans, internal control procedures, the design of system configurations, and appropriate user guides.

Minimum Qualifications: Graduation from an accredited college or university with a major in computer science or related field and a minimum of three years' of responsible experience in security administration.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Information Technology Manager Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Information Technology Manager	40.0	NE	\$70,722	\$82,728	\$94,734
City of Boulder, CO	Information Resources Manager	40.0	E	\$72,008	\$90,852	\$109,696
City of Cedar Rapids, IA	Chief Information Officer	40.0	E	\$106,746	\$126,771	\$146,795
City of Des Moines, IA	Deputy Chief Information Officer	40.0	E	\$87,141	\$105,647	\$124,153
City of Fargo, ND	IS Manager	40.0	E	\$82,410	\$94,770	\$107,131
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	IT Technical Services Manager	40.0	E	\$80,963	\$89,266	\$97,570
City of Omaha, NE	Information Systems Manager	40.0	E	\$72,736	\$81,297	\$89,857
City of Rochester, MN	Manager of Information Services	40.0	E	\$86,636	\$107,022	\$127,407
City of Sioux City, IA	IT Director	40.0	E	\$85,514	\$103,877	\$122,239
City of St. Paul, MN	Technology Manager	40.0	NR	\$71,365	\$85,129	\$98,893
City of Topeka, KS	Director of IT/Deputy Director	40.0	E	\$75,356	\$102,801	\$130,247
State of South Dakota	Information Technology Manager I	40.0	E	\$43,807	\$78,317	\$112,828
City of Sioux Falls		40.0	E	\$77,314	\$95,139	\$112,965
Public Market Average				\$77,950	\$95,706	\$113,463
City of Sioux Falls as a % of Public Market Average				99%	99%	100%
Private Data Sources						
CompAnalyst - IBM Kenexa	Information Technology Manager	40.0	NR	\$94,600	\$122,150	\$149,700
Economic Research Institute	IT Manager - Level 3	40.0	NR	\$76,867	\$96,558	\$116,249
Willis Towers Watson	IT Development - M2	40.0	NR	\$103,103	\$123,188	\$143,273
City of Sioux Falls		40.0	E	\$77,314	\$95,139	\$112,965
Private Market Average				\$91,523	\$113,965	\$136,407
City of Sioux Falls as a % of Private Market Average				84%	83%	83%
City of Sioux Falls				\$77,314	\$95,139	\$112,965
Overall Comparator Market Average				\$84,737	\$104,836	\$124,935
City of Sioux Falls as a % of Overall Market Average				91%	91%	90%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Oversees the City's Information Technology Division operations to include: computer operations, technical support, systems analysis, programming, database management, telecommunications, IT training, and PC technology. Directs supervisory employees and programmers. Assigns and reviews projects and manages department budget to ensure goals are met.

Minimum Qualifications: Degree in computer science supplemented by a minimum of five years' progressively responsible experience in the information systems technology area.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Information Technology System Analyst Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	IT Coordinator	40.0	E	\$55,907	\$70,540	\$85,173
City of Cedar Rapids, IA	Systems Analyst I	40.0	NE	\$48,925	\$58,046	\$67,167
City of Des Moines, IA	IT Systems Analyst/Programmer	40.0	NE	\$92,361	\$94,544	\$96,727
City of Fargo, ND	Server/Network Technician II	40.0	NE	\$56,080	\$64,511	\$72,941
City of Lincoln, NE	Systems Analyst/Programmer I	40.0	E	\$55,051	\$64,238	\$73,425
City of Madison, WI	IT Specialist 2	40.0	E	\$56,514	\$61,789	\$67,063
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	IT Analyst	40.0	E	\$59,650	\$73,686	\$87,722
City of Sioux City, IA	Systems Analyst	40.0	E	\$49,808	\$59,770	\$69,731
City of St. Paul, MN	IS Information/Technical Analyst III	40.0	NR	\$49,829	\$58,730	\$67,631
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Systems Programmer	40.0	NE	\$41,283	\$57,835	\$74,387
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
<i>Public Market Average</i>				\$56,541	\$66,369	\$76,197
<i>City of Sioux Falls as a % of Public Market Average</i>				105%	108%	111%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Information Technology Generalist	40.0	NR	\$53,200	\$65,250	\$77,300
Economic Research Institute	Information Systems Analyst - Level 3	40.0	NR	\$61,128	\$75,479	\$89,830
Willis Towers Watson	IT Development - P2	40.0	NR	\$61,697	\$74,727	\$87,756
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
<i>Private Market Average</i>				\$58,675	\$71,819	\$84,962
<i>City of Sioux Falls as a % of Private Market Average</i>				101%	100%	99%
City of Sioux Falls				\$59,550	\$71,999	\$84,448
<i>Overall Comparator Market Average</i>				\$57,608	\$69,094	\$80,579
City of Sioux Falls as a % of Overall Market Average				103%	104%	105%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Analyzes, recommends, implements, and supports technology solutions to improve client efficiency and resolve business problems. Installs and configures enterprise level software applications on a Microsoft Server platform. Researches, develops, manages, and implements software/hardware projects to ensure compatibility with City IT standards.

Minimum Qualifications: Graduation from an accredited college or university with a degree in information technology and a minimum of four years' responsible experience in server level software application support.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Internal Auditor Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Internal Auditor	40.0	E	\$74,581	\$88,114	\$101,647
City of Madison, WI	Accountant 4	40.0	E	\$67,064	\$74,013	\$80,963
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Internal Auditor	40.0	E	\$64,273	\$79,397	\$94,520
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Accountant/Auditor I	40.0	NE	\$40,183	\$70,358	\$100,533
City of Sioux Falls		40.0	NE	\$46,779	\$55,879	\$64,979
Public Market Average				\$61,525	\$77,971	\$94,416
City of Sioux Falls as a % of Public Market Average				76%	72%	69%
Private Data Sources						
CompAnalyst - IBM Kenexa	Internal Auditor I	40.0	NR	\$46,300	\$56,600	\$66,900
Economic Research Institute	Internal Auditor - Level 1	40.0	NR	\$47,767	\$58,290	\$68,814
Willis Towers Watson	General Audit - P2	40.0	NR	\$49,749	\$61,852	\$73,954
City of Sioux Falls		40.0	NE	\$46,779	\$55,879	\$64,979
Private Market Average				\$47,939	\$58,914	\$69,889
City of Sioux Falls as a % of Private Market Average				98%	95%	93%
City of Sioux Falls				\$46,779	\$55,879	\$64,979
Overall Comparator Market Average				\$54,732	\$68,442	\$82,153
City of Sioux Falls as a % of Overall Market Average				85%	82%	79%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Conducts internal audits of citywide operations to assess effectiveness of controls, compliance with policies and laws, accuracy of records, and efficiency and effectiveness of operations. Recommends appropriate corrective or preventive measures. Collects, examines, and analyzes accounting and financial records and other data for evidence of deficiencies, proper controls, duplication of effort, extravagance, fraud, performance, or lack of compliance with applicable laws, regulations, or management policies and procedures.

Minimum Qualifications: Graduation from a college or university with a bachelor's degree in public/business administration, accounting, or related field with a minimum of two years' experience in accounting, auditing, or related occupation.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Librarian Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Library and Facility Coordinator	40.0	NE	\$47,981	\$56,117	\$64,253
City of Boulder, CO	Librarian I	40.0	E	\$38,279	\$48,248	\$58,218
City of Cedar Rapids, IA	Librarian	40.0	NE	\$46,887	\$50,875	\$54,862
City of Des Moines, IA	Librarian	40.0	NE	\$52,252	\$57,426	\$62,601
City of Fargo, ND	Librarian	40.0	E	\$48,037	\$55,286	\$62,535
City of Lincoln, NE	Librarian	40.0	E	\$47,552	\$55,485	\$63,419
City of Madison, WI	Librarian 1-2	40.0	E	\$48,975	\$55,141	\$61,308
City of Omaha, NE	Librarian II	40.0	E	\$56,174	\$61,784	\$67,394
City of Rochester, MN	Librarian I	40.0	NE	\$50,021	\$57,033	\$64,046
City of Sioux City, IA	Librarian	40.0	E	\$53,523	\$62,086	\$70,650
City of St. Paul, MN	Librarian I	40.0	NR	\$40,381	\$48,648	\$56,915
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Librarian	40.0	NE	\$34,769	\$47,810	\$60,851
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
Public Market Average				\$47,069	\$54,662	\$62,254
City of Sioux Falls as a % of Public Market Average				123%	127%	131%
Private Data Sources						
CompAnalyst - IBM Kenexa	Librarian	40.0	NR	\$44,500	\$63,450	\$82,400
Economic Research Institute	Librarian - Level 3	40.0	NR	\$51,532	\$62,955	\$74,378
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
Private Market Average				\$48,016	\$63,203	\$78,389
City of Sioux Falls as a % of Private Market Average				120%	110%	104%
City of Sioux Falls				\$57,782	\$69,597	\$81,411
Overall Comparator Market Average				\$47,543	\$58,932	\$70,322
City of Sioux Falls as a % of Overall Market Average				122%	118%	116%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Oversees and maintains the daily operations within a library division and/or perform in depth library information and user services involving extensive public contact. Provides general and specialized reference and reader's advisory assistance in all areas of the collection. Designs, promotes, executes, and evaluates library programs for children of all ages, including providing outreach programs to schools and community groups. May supervise day-to-day operations of a small branch.

Minimum Qualifications: Graduation with a master's degree in library science from an accredited college or university with a minimum of two years of library experience with demonstrated areas of progressive responsibility.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Light Superintendent Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Electric Construction Supervisor	40.0	E	\$80,406	\$99,325	\$118,243
City of Sioux City, IA	Utilities Superintendent	40.0	E	\$70,943	\$85,132	\$99,320
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Infrastructure Support Manager	40.0	NE	\$62,056	\$77,566	\$93,075
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$77,314	\$95,140	\$112,965
<i>Public Market Average</i>				\$71,135	\$87,341	\$103,546
<i>City of Sioux Falls as a % of Public Market Average</i>				109%	109%	109%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Electric and Gas Operations Supt	40.0	NR	\$84,400	\$105,250	\$126,100
Economic Research Institute	Maintenance Superintendent - Level 1	40.0	NR	\$74,894	\$91,030	\$107,166
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$77,314	\$95,140	\$112,965
<i>Private Market Average</i>				\$79,647	\$98,140	\$116,633
<i>City of Sioux Falls as a % of Private Market Average</i>				97%	97%	97%
City of Sioux Falls				\$77,314	\$95,140	\$112,965
<i>Overall Comparator Market Average</i>				\$75,391	\$92,740	\$110,089
City of Sioux Falls as a % of Overall Market Average				103%	103%	103%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Supervises and plans the operation, maintenance, and personnel of the City electric system relative to electric distribution, construction, streetlighting systems, and maintenance projects. Supervises employees and makes recommendations relative to hiring, promotions, discharge, layoffs or suspensions, disciplinary, grievances, and develop and conduct employee performance evaluations.

Minimum Qualifications: Graduation from an accredited college or university with a degree in electrical engineering with emphasis on distribution is desirable, or trade school and eight years' of electric distribution operations experience of which four years must have been in a supervisory capacity.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Network Administrator Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Network Administrator	40.0	E	\$57,981	\$67,816	\$77,651
City of Boulder, CO	IT- Network Administrator	40.0	E	\$54,818	\$69,159	\$83,500
City of Cedar Rapids, IA	Network Engineer	40.0	NE	\$62,406	\$74,064	\$85,722
City of Des Moines, IA	Network Technician	40.0	E	\$77,764	\$86,154	\$94,544
City of Fargo, ND	Server/Network Technician III	40.0	E	\$65,427	\$75,252	\$85,077
City of Lincoln, NE	Network Supervisor	40.0	E	\$74,581	\$88,114	\$101,647
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Systems Administrator	40.0	E	\$64,273	\$79,397	\$94,520
City of Sioux City, IA	Network Manager	40.0	E	\$60,805	\$72,966	\$85,128
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Network Engineer	40.0	E	\$62,056	\$77,566	\$93,075
State of South Dakota	Technology Engineer	40.0	NE	\$43,807	\$78,317	\$112,828
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
<i>Public Market Average</i>				\$62,392	\$76,880	\$91,369
<i>City of Sioux Falls as a % of Public Market Average</i>				95%	94%	92%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Network Administrator I	40.0	NR	\$45,100	\$61,050	\$77,000
Economic Research Institute	Computer Network Admin - Level 2	40.0	NR	\$56,194	\$70,246	\$84,298
Willis Towers Watson	Network Control/Administration - P2	40.0	NR	\$59,843	\$74,366	\$88,889
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
<i>Private Market Average</i>				\$53,712	\$68,554	\$83,396
<i>City of Sioux Falls as a % of Private Market Average</i>				111%	105%	101%
City of Sioux Falls				\$59,550	\$71,999	\$84,448
<i>Overall Comparator Market Average</i>				\$58,052	\$72,717	\$87,382
City of Sioux Falls as a % of Overall Market Average				103%	99%	97%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Researches, develops, and administers the design, specification, configuration, installation, and maintenance of the local and wide area network including: hardware, software, and telecommunications services such as personal computers, system software, software applications, printers, servers, routers, bridges, switches, modems, cabling, and Internet service providers.

Minimum Qualifications: Degree in computer science or business administration and a minimum of three years of responsible experience in network administration.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Paralegal Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Paralegal II	40.0	NE	\$43,402	\$54,753	\$66,103
City of Cedar Rapids, IA	Legal Secretary	40.0	NE	\$40,245	\$47,759	\$55,274
City of Des Moines, IA	Legal Assistant	40.0	NE	\$46,599	\$52,816	\$59,034
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Paralegal	40.0	NE	\$48,502	\$54,538	\$60,575
City of Madison, WI	Litigation Assistant 1	40.0	NE	\$49,007	\$52,761	\$56,514
City of Omaha, NE	Paralegal Assistant	40.0	NE	\$49,307	\$54,035	\$58,764
City of Rochester, MN	Prosecution Assistant	40.0	NE	\$42,880	\$49,272	\$55,664
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Legal Assistant II	40.0	NR	\$41,544	\$50,055	\$58,565
City of Topeka, KS	Paralegal/Senior Paralegal	40.0	NE	\$38,520	\$51,041	\$63,563
State of South Dakota	Legal Assistant	40.0	NE	\$34,769	\$47,810	\$60,851
City of Sioux Falls		40.0	NE	\$50,086	\$59,852	\$69,618
Public Market Average				\$43,478	\$51,484	\$59,491
City of Sioux Falls as a % of Public Market Average				115%	116%	117%
Private Data Sources						
CompAnalyst - IBM Kenexa	Paralegal II	40.0	NR	\$49,100	\$63,800	\$78,500
Economic Research Institute	Paralegal - Level 2	40.0	NR	\$47,382	\$58,646	\$69,910
Willis Towers Watson	Paralegal - P2	40.0	NR	\$47,895	\$61,697	\$75,499
City of Sioux Falls		40.0	NE	\$50,086	\$59,852	\$69,618
Private Market Average				\$48,126	\$61,381	\$74,636
City of Sioux Falls as a % of Private Market Average				104%	98%	93%
City of Sioux Falls				\$50,086	\$59,852	\$69,618
Overall Comparator Market Average				\$45,802	\$56,432	\$67,063
City of Sioux Falls as a % of Overall Market Average				109%	106%	104%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs professional legal work regarding legal research, investigates facts, and prepares legal documents to assist the City and Assistant City Attorneys. Conducts legal research on routine and complex legal issues and analyzes law sources such as statutes, recorded judicial decisions, legal articles, legal codes, etc., as directed by City Attorneys.

Minimum Qualifications: Successful completion of the Certified Legal Assistant (CLA) examination, or graduation from an ABA-approved program of study for legal assistants, and a minimum of two years' in-house training as a legal assistant.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Police Lieutenant Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Police Lieutenant	40.0	NE	\$65,941	\$77,180	\$88,418
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Police Lieutenant	40.0	E	\$72,281	\$85,742	\$99,202
City of Des Moines, IA	Police Lieutenant	40.0	NE	\$70,708	\$78,572	\$86,436
City of Fargo, ND	Police Lieutenant	40.0	E	\$76,342	\$87,786	\$99,230
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	Police Lieutenant	37.5	E	\$74,285	\$80,336	\$86,386
City of Omaha, NE	Police Lieutenant	40.0	NE	\$86,128	\$90,027	\$93,925
City of Rochester, MN	Police Lieutenant	40.0	E	\$89,508	\$96,777	\$104,047
City of Sioux City, IA	Police Lieutenant	40.0	E	\$89,819	\$89,819	\$89,819
City of St. Paul, MN	No Match	40.0	NR	NA	NA	NA
City of Topeka, KS	Police Lieutenant	40.0	E	\$68,260	\$85,325	\$102,390
State of South Dakota	Highway Patrol Lieutenant	40.0	NE	\$61,170	\$82,635	\$104,101
City of Sioux Falls		40.0	E	\$92,664	\$95,971	\$99,278
<i>Public Market Average</i>				\$75,444	\$85,420	\$95,395
<i>City of Sioux Falls as a % of Public Market Average</i>				123%	112%	104%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$92,664	\$95,971	\$99,278
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$92,664	\$95,971	\$99,278
<i>Overall Comparator Market Average</i>				\$75,444	\$85,420	\$95,395
<i>City of Sioux Falls as a % of Overall Market Average</i>				123%	112%	104%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Directs, manages, and assigns the activities of employees, including patrol, traffic, investigations, training, crime prevention, school-based programs, crime lab, and animal control. Assists the Division Commander in developing, implementing, and communicating work methods and procedures. Reviews work and reports of employees to ensure they are responsive to departmental and community needs.

Minimum Qualifications: Certification under the State Law Enforcement Standards and Training Act with a minimum of seven years' experience in the Police Department, including three years at the rank of Sergeant.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Principal Engineer Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Engineer III	40.0	E	\$63,967	\$74,837	\$85,707
City of Boulder, CO	Principal Engineer	40.0	E	\$81,681	\$103,105	\$124,529
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Deputy City Engineer	40.0	E	\$56,227	\$90,724	\$125,221
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Senior Engineer	40.0	E	\$69,622	\$82,255	\$94,888
City of Madison, WI	Principal Engineer 1	40.0	E	\$77,248	\$85,129	\$93,009
City of Omaha, NE	Civil Engineer IV	40.0	E	\$91,446	\$102,784	\$114,122
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Senior Civil Engineer	40.0	E	\$68,321	\$81,985	\$95,649
City of St. Paul, MN	Civil Engineer IV	40.0	NR	\$69,368	\$82,759	\$96,149
City of Topeka, KS	Engineer II	40.0	NE	\$56,408	\$79,399	\$102,390
State of South Dakota	Engineer III	40.0	NE	\$51,162	\$78,856	\$106,551
City of Sioux Falls		40.0	E	\$68,453	\$83,491	\$98,530
Public Market Average				\$68,545	\$86,183	\$103,821
City of Sioux Falls as a % of Public Market Average				100%	97%	95%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Civil Engineer - Level 3	40.0	NR	\$76,618	\$96,037	\$115,457
Willis Towers Watson	Engineering - P3	40.0	NR	\$71,276	\$88,117	\$104,957
City of Sioux Falls		40.0	E	\$68,453	\$83,491	\$98,530
Private Market Average				\$73,947	\$92,077	\$110,207
City of Sioux Falls as a % of Private Market Average				93%	91%	89%
City of Sioux Falls				\$68,453	\$83,491	\$98,530
Overall Comparator Market Average				\$71,246	\$89,130	\$107,014
City of Sioux Falls as a % of Overall Market Average				96%	94%	92%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Directs, coordinates, and exercises highly technical functional authority for planning, organization, control, integration, and completion of engineering projects within area of specialized responsibility, including construction, lights, structures, sanitary sewer, storm sewer, street, water, traffic engineering, surveying, and inspection activities.

Minimum Qualifications: Bachelor of science degree in civil engineering and four years' practical experience in related civil engineering work including work associated with the management and supervision of construction project work.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Project Manager Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Project Manager	40.0	E	\$63,498	\$80,084	\$96,670
City of Cedar Rapids, IA	Project Accountant Program Manager	40.0	E	\$62,406	\$74,064	\$85,722
City of Des Moines, IA	Performance and Innovation Manager	40.0	E	\$89,262	\$101,131	\$113,000
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Project Manager	40.0	E	\$62,823	\$69,497	\$76,171
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Project Manager	40.0	NR	\$42,864	\$51,618	\$60,371
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$62,774	\$76,211	\$89,648
<i>Public Market Average</i>				\$64,171	\$75,279	\$86,387
<i>City of Sioux Falls as a % of Public Market Average</i>				98%	101%	104%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Project Manager I	40.0	NR	\$54,400	\$74,150	\$93,900
Economic Research Institute	Project Manager - Level 1	40.0	NR	\$68,640	\$88,591	\$108,543
Willis Towers Watson	Project/Program Management - P2	40.0	NR	\$57,165	\$74,572	\$91,979
City of Sioux Falls		40.0	E	\$62,774	\$76,211	\$89,648
<i>Private Market Average</i>				\$60,068	\$79,104	\$98,141
<i>City of Sioux Falls as a % of Private Market Average</i>				105%	96%	91%
City of Sioux Falls				\$62,774	\$76,211	\$89,648
<i>Overall Comparator Market Average</i>				\$62,119	\$77,192	\$92,264
City of Sioux Falls as a % of Overall Market Average				101%	99%	97%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Manages assigned technical and operational duties in relation to the development, coordination, and execution of various City projects. Provides direct support to the divisions of City departments in relation to project management and implementation.

Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree in business administration, public administration, or related field and four years' progressively responsible experience in working both independently and collaboratively in management or project management.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Recreation Manager Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Recreation Superintendent	40.0	E	\$57,981	\$67,816	\$77,651
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Recreation Maintenance Manager	40.0	E	\$53,941	\$64,012	\$74,083
City of Des Moines, IA	Recreation Manager	40.0	E	\$56,227	\$90,724	\$125,221
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Recreation Manager	40.0	E	\$64,992	\$76,784	\$88,577
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Recreation Manager	40.0	E	\$72,736	\$80,864	\$88,991
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Parks and Recreation Manager	40.0	E	\$60,805	\$72,966	\$85,128
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$68,453	\$83,491	\$98,530
<i>Public Market Average</i>				\$61,114	\$75,528	\$89,942
<i>City of Sioux Falls as a % of Public Market Average</i>				112%	111%	110%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$68,453	\$83,491	\$98,530
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$68,453	\$83,491	\$98,530
<i>Overall Comparator Market Average</i>				\$61,114	\$75,528	\$89,942
<i>City of Sioux Falls as a % of Overall Market Average</i>				112%	111%	110%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Directs, supervises, and promotes a comprehensive municipal recreation program while establishing and maintaining effective relationships with user groups, employees, and department management. Plans, coordinates, and directs the programming of athletic leagues, special events, and other programs as directed for special populations, youth, senior, and adult recreation and educational services.

Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree in community recreation, physical education, public or business administration, or a related field and a minimum of five years' of progressively responsible management experience in a parks and recreation department.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Sanitary Landfill Superintendent Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Solid Waste Superintendent	40.0	E	\$70,722	\$82,728	\$94,734
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Solid Waste and Recycling Supt	40.0	E	\$75,866	\$90,042	\$104,218
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Supt of Solid Waste Operations	40.0	E	\$79,893	\$94,390	\$108,887
City of Madison, WI	Streets Superintendent	40.0	E	\$88,757	\$104,289	\$119,820
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Wastewater Treatment Plant Supt	40.0	E	\$64,454	\$77,344	\$90,235
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$77,314	\$95,139	\$112,965
<i>Public Market Average</i>				\$75,938	\$89,759	\$103,579
<i>City of Sioux Falls as a % of Public Market Average</i>				102%	106%	109%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$77,314	\$95,139	\$112,965
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$77,314	\$95,139	\$112,965
<i>Overall Comparator Market Average</i>				\$75,938	\$89,759	\$103,579
City of Sioux Falls as a % of Overall Market Average				102%	106%	109%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Administers the City Solid Waste Management Programs within the five-county regional service area. Supervises and directs the landfill staff and operations of municipal solid waste, construction and demolition debris (rubble), hazardous materials, composting, recycling, waste reduction, and other special waste activities. Monitors the landfill programs and infrastructure to ensure compliance with all applicable local, state, and federal regulations.

Minimum Qualifications: Bachelor of science degree in engineering or natural sciences or an environmental management field with five years' experience in sanitation, environment, solid waste, hazardous materials, and toxic waste management.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Street Maintenance Supervisor Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Streets/Traffic Supervisor	40.0	E	\$51,446	\$60,174	\$68,901
City of Boulder, CO	Facility Supervisor	40.0	E	\$55,907	\$70,540	\$85,173
City of Cedar Rapids, IA	Streets Supervisor	40.0	E	\$48,925	\$49,542	\$50,160
City of Des Moines, IA	Street Maintenance Supervisor	40.0	NE	\$66,440	\$75,318	\$84,195
City of Fargo, ND	Public Works Supervisor	40.0	NE	\$60,560	\$69,663	\$78,765
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	Public Works General Supervisor	40.0	E	\$61,346	\$67,537	\$73,727
City of Omaha, NE	City Maintenance Superintendent	40.0	E	\$66,820	\$74,958	\$83,097
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Labor Supervisor	40.0	NE	\$46,989	\$56,387	\$65,784
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Assistant Superintendent	40.0	E	\$62,056	\$77,566	\$93,075
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
<i>Public Market Average</i>				\$57,832	\$66,854	\$75,875
<i>City of Sioux Falls as a % of Public Market Average</i>				100%	104%	107%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$57,782	\$69,597	\$81,411
<i>Overall Comparator Market Average</i>				\$57,832	\$66,854	\$75,875
City of Sioux Falls as a % of Overall Market Average				100%	104%	107%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs supervisory duties over other regular and temporary employees in the street maintenance, construction, and repair operation of the City Street Department. Reviews crew sizes, work methods, and maintenance and construction practices to ensure that work is being carried out in the most efficient and economical manner. Assists in the preparation of the budget and cost projections of materials and equipment for street projects.

Minimum Qualifications: Graduation from a standard high school or GED certification and trade school with a minimum of five years' experience in the construction and maintenance of streets and related public works.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

System Administrator Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Systems Administrator I	40.0	E	\$49,238	\$62,143	\$75,047
City of Cedar Rapids, IA	Systems Analyst III	40.0	E	\$53,941	\$64,012	\$74,083
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Application Developer II	40.0	NE	\$60,560	\$69,663	\$78,765
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	IT Specialist 2	40.0	E	\$56,515	\$61,789	\$67,064
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	System Administrator	40.0	E	\$64,273	\$79,397	\$94,520
City of Sioux City, IA	Systems Administrator	40.0	E	\$55,515	\$66,618	\$77,721
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Technology Engineer	40.0	NE	\$43,807	\$78,317	\$112,828
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
<i>Public Market Average</i>				\$54,836	\$68,848	\$82,861
<i>City of Sioux Falls as a % of Public Market Average</i>				109%	105%	102%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Systems Administrator I	40.0	NR	\$48,100	\$63,050	\$78,000
Economic Research Institute	Systems Administrator - Level 2	40.0	NR	\$60,447	\$75,656	\$90,865
Willis Towers Watson	Computer Systems Administration - P2	40.0	NR	\$54,075	\$70,761	\$87,447
City of Sioux Falls		40.0	E	\$59,550	\$71,999	\$84,448
<i>Private Market Average</i>				\$54,207	\$69,822	\$85,437
<i>City of Sioux Falls as a % of Private Market Average</i>				110%	103%	99%
City of Sioux Falls				\$59,550	\$71,999	\$84,448
<i>Overall Comparator Market Average</i>				\$54,521	\$69,335	\$84,149
City of Sioux Falls as a % of Overall Market Average				109%	104%	100%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Maintains and upgrades the environment of the City's Information Technology systems. Identifies system requirements, monitor performance, ensures system is upgraded and available, and implement best practices. Administers the design, development, and deployment of solutions. Provides efficient and effective problem identification and resolution for technology-related problems.

Minimum Qualifications: Graduation from an accredited college or university with a major in computer science or related field and a minimum of three years' of responsible experience in system administration.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Urban Planner Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Planner I	40.0	E	\$47,981	\$56,117	\$64,253
City of Boulder, CO	Planner I	40.0	E	\$43,402	\$54,753	\$66,103
City of Cedar Rapids, IA	Planner I	40.0	E	\$44,340	\$52,628	\$60,917
City of Des Moines, IA	Urban Designer	40.0	E	\$70,513	\$79,897	\$89,281
City of Fargo, ND	Urban Planning Coordinator	40.0	E	\$70,660	\$81,259	\$91,858
City of Lincoln, NE	Planner I	40.0	E	\$52,436	\$61,186	\$69,935
City of Madison, WI	Planner 2	40.0	E	\$56,515	\$61,789	\$67,064
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Planner	40.0	E	\$52,457	\$62,949	\$73,440
City of St. Paul, MN	City Planner	40.0	NR	\$42,864	\$51,618	\$60,371
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
Public Market Average				\$53,463	\$62,466	\$71,469
City of Sioux Falls as a % of Public Market Average				108%	111%	114%
Private Data Sources						
CompAnalyst - IBM Kenexa	Planner/Scheduler I	40.0	NR	\$47,400	\$61,200	\$75,000
Economic Research Institute	Urban Planner - Level 2	40.0	NR	\$55,393	\$68,041	\$80,688
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$57,782	\$69,597	\$81,411
Private Market Average				\$51,397	\$64,620	\$77,844
City of Sioux Falls as a % of Private Market Average				112%	108%	105%
City of Sioux Falls				\$57,782	\$69,597	\$81,411
Overall Comparator Market Average				\$52,430	\$63,543	\$74,657
City of Sioux Falls as a % of Overall Market Average				110%	110%	109%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs professional City planning activities requiring the application of advanced urban planning skills. Collects and interprets data and information used to prepare formal plans and reports. Creates and writes planning projects and studies and makes oral presentations to and participates in the formal review of proposed actions or decisions before the City Planning Commission, City Council, and other public bodies and citizen groups.

Minimum Qualifications: Bachelor's degree in urban planning and a minimum of two years' professional planning experience.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Wastewater Superintendent Non-Represented						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Wastewater Superintendent	40.0	E	\$70,722	\$82,728	\$94,734
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Wastewater Facility Maintenance Mgr	40.0	E	\$84,214	\$95,420	\$106,627
City of Fargo, ND	Water/Wastewater Plant Supt	40.0	E	\$76,342	\$87,786	\$99,230
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	WWTP Manager	40.0	E	\$80,503	\$90,840	\$101,178
City of Rochester, MN	Wastewater Utility Manager	40.0	E	\$86,636	\$107,022	\$127,407
City of Sioux City, IA	Water Plant Superintendent	40.0	E	\$60,805	\$72,966	\$85,128
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Water Pollution Control General Mgr	40.0	E	\$75,356	\$94,195	\$113,033
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$84,781	\$104,749	\$124,717
Public Market Average				\$76,368	\$90,137	\$103,905
City of Sioux Falls as a % of Public Market Average				111%	116%	120%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Water Superintendent - Level 2	40.0	NR	\$80,596	\$100,508	\$120,420
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	E	\$84,781	\$104,749	\$124,717
Private Market Average				\$80,596	\$100,508	\$120,420
City of Sioux Falls as a % of Private Market Average				105%	104%	104%
City of Sioux Falls				\$84,781	\$104,749	\$124,717
Overall Comparator Market Average				\$78,482	\$95,322	\$112,163
City of Sioux Falls as a % of Overall Market Average				108%	110%	111%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Plans, directs, and manages the personnel, operations, maintenance, and repair of all phases of domestic and industrial wastewater treatment and collection. Prepares, submits, and maintains annual division budget. Provides technical assistance to and oversees the professional, technical, skilled, and unskilled labor needed for the collection and treatment of domestic and industrial wastewater.

Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree in science or engineering plus eight years' progressively responsible experience in the water/wastewater field with at least four years at a supervisory or management level.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Accountant						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Accountant II	40.0	E	\$51,446	\$60,167	\$68,889
City of Boulder, CO	Financial Reporting Accountant	40.0	E	\$49,238	\$62,143	\$75,047
City of Cedar Rapids, IA	Project Accountant	40.0	E	\$44,340	\$52,628	\$60,917
City of Des Moines, IA	Accountant	40.0	NE	\$48,081	\$52,807	\$57,533
City of Fargo, ND	Accountant	40.0	E	\$51,967	\$59,756	\$67,545
City of Lincoln, NE	Accountant	40.0	E	\$49,929	\$58,262	\$66,595
City of Madison, WI	Accountant 1	40.0	E	\$52,102	\$56,724	\$61,346
City of Omaha, NE	Accountant I	40.0	E	\$51,153	\$56,790	\$62,428
City of Rochester, MN	General Accountant	40.0	E	\$59,650	\$73,686	\$87,722
City of Sioux City, IA	Managerial Accountant	40.0	E	\$56,194	\$67,432	\$78,671
City of St. Paul, MN	Accountant II	40.0	NR	\$44,115	\$53,146	\$62,177
City of Topeka, KS	Accountant II	40.0	NE	\$46,617	\$58,271	\$69,925
State of South Dakota	Accountant	40.0	NE	\$34,769	\$47,810	\$60,851
City of Sioux Falls		40.0	NE	\$46,779	\$55,869	\$64,958
Public Market Average				\$49,200	\$58,433	\$67,665
City of Sioux Falls as a % of Public Market Average				95%	96%	96%
Private Data Sources						
CompAnalyst - IBM Kenexa	Accountant I	40.0	NR	\$41,800	\$50,950	\$60,100
Economic Research Institute	Accountant - Level 1	40.0	NR	\$47,850	\$58,399	\$68,947
Willis Towers Watson	Accounting - P2	40.0	NR	\$48,822	\$59,019	\$69,216
City of Sioux Falls		40.0	NE	\$46,779	\$55,869	\$64,958
Private Market Average				\$46,157	\$56,123	\$66,088
City of Sioux Falls as a % of Private Market Average				101%	100%	98%
City of Sioux Falls				\$46,779	\$55,869	\$64,958
Overall Comparator Market Average				\$47,679	\$57,278	\$66,876
City of Sioux Falls as a % of Overall Market Average				98%	98%	97%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs accounting and analytical activities in support of the City's uniform accounting and financial management system, including functions of accounts receivable, accounts payable, special assessments, cash receipts, capital assets, inventory, fleet and work orders, investments, grants, construction-in-progress, and long-term debt.

Minimum Qualifications: Bachelor's degree in accounting, finance, economics, or business administration and a minimum of one year experience in accounting.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Animal Control Officer Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Animal Control Officer	40.0	NE	\$31,797	\$37,203	\$42,609
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Animal Control Officer	40.0	NE	\$37,287	\$41,558	\$45,829
City of Des Moines, IA	Animal Control Officer	40.0	NE	\$45,411	\$46,522	\$47,633
City of Fargo, ND	Community Service Officer	40.0	NE	\$38,181	\$43,923	\$49,666
City of Lincoln, NE	Animal Control Officer I	40.0	NE	\$36,137	\$43,641	\$51,145
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Community Service Officer	40.0	NE	\$39,611	\$45,455	\$51,299
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Animal Control Officer	40.0	NR	\$36,924	\$43,741	\$50,558
City of Topeka, KS	Animal Control Officer	40.0	NE	\$48,811	\$57,386	\$65,961
State of South Dakota	Wildlife Damage Specialist	40.0	NE	\$34,769	\$47,810	\$60,851
City of Sioux Falls		40.0	NE	\$36,130	\$42,422	\$48,714
<i>Public Market Average</i>				\$38,770	\$45,249	\$51,728
<i>City of Sioux Falls as a % of Public Market Average</i>				93%	94%	94%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$36,130	\$42,422	\$48,714
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$36,130	\$42,422	\$48,714
<i>Overall Comparator Market Average</i>				\$38,770	\$45,249	\$51,728
<i>City of Sioux Falls as a % of Overall Market Average</i>				93%	94%	94%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs enforcement and investigative duties in relation to the control of animals within the city and prevention of animal diseases communicable to man. Capture at-large animals and deliver them to designated animal shelter and prepare necessary reports. Pick up and dispose of dead animals found within the city limits. Respond to accidents, investigate complaints, enforce animal control ordinances, write citations and arrest reports, and testify in court on issues involving animals.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of one year experience working with animals and the general public.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Building Inspector Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Building Official	40.0	E	\$70,722	\$82,728	\$94,734
City of Boulder, CO	Building Inspector II	40.0	E	\$41,986	\$54,584	\$67,181
City of Cedar Rapids, IA	Building Inspector	40.0	NE	\$47,789	\$53,569	\$59,349
City of Des Moines, IA	Building Inspector	40.0	NE	\$51,745	\$59,736	\$67,726
City of Fargo, ND	Building Inspector I/II	40.0	NE	\$51,967	\$62,454	\$72,941
City of Lincoln, NE	Building Inspector	40.0	NE	\$52,528	\$60,632	\$68,737
City of Madison, WI	Code Enforcement Officer 2	40.0	E	\$51,770	\$55,574	\$59,378
City of Omaha, NE	Building Inspector	40.0	E	\$45,423	\$51,017	\$56,611
City of Rochester, MN	Inspector	40.0	NE	\$60,379	\$64,830	\$69,280
City of Sioux City, IA	Housing Inspector	40.0	E	\$56,052	\$60,500	\$64,948
City of St. Paul, MN	Building Inspector	40.0	NR	\$59,850	\$69,733	\$79,615
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$54,829	\$66,310	\$77,792
Public Market Average				\$53,655	\$61,396	\$69,136
City of Sioux Falls as a % of Public Market Average				102%	108%	113%
Private Data Sources						
CompAnalyst - IBM Kenexa	Building Inspector	40.0	NR	\$38,100	\$53,200	\$68,300
Economic Research Institute	Inspector Construction - Level 3	40.0	NR	\$52,184	\$64,956	\$77,729
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$54,829	\$66,310	\$77,792
Private Market Average				\$45,142	\$59,078	\$73,014
City of Sioux Falls as a % of Private Market Average				121%	112%	107%
City of Sioux Falls				\$54,829	\$66,310	\$77,792
Overall Comparator Market Average				\$49,399	\$60,237	\$71,075
City of Sioux Falls as a % of Overall Market Average				111%	110%	109%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Enforces City building codes and ordinances through on-site inspections of commercial and residential structures in all construction stages to ensure compliance. Receives and answers written, telephone, and face-to-face inquiries concerning permits, building standards, code requirements, and departmental policies and procedures.

Minimum Qualifications: Graduation from a standard high school or GED certification with a minimum of five years' experience in all aspects of commercial, residential, and existing building construction.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Building Maintenance Worker						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Facilities Maintenance Support I	40.0	NE	\$25,043	\$29,297	\$33,552
City of Boulder, CO	Building Maintenance Person I	40.0	NE	\$24,315	\$31,618	\$38,922
City of Cedar Rapids, IA	Building Maintenance Worker II	40.0	NE	\$37,287	\$41,558	\$45,829
City of Des Moines, IA	Building Equipment Operator	40.0	NE	\$45,411	\$49,845	\$54,279
City of Fargo, ND	Maintenance Attendant I	40.0	NE	\$30,300	\$34,852	\$39,403
City of Lincoln, NE	Maintenance Repair Worker I	40.0	NE	\$35,851	\$40,927	\$46,003
City of Madison, WI	Facility Maintenance Worker	40.0	NE	\$43,084	\$45,606	\$48,128
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Building Maintenance Worker	40.0	NE	\$42,880	\$49,272	\$55,664
City of Sioux City, IA	Maintenance Repair Worker	40.0	NE	\$48,033	\$51,145	\$54,256
City of St. Paul, MN	Maintenance Worker	40.0	NR	\$47,640	\$48,778	\$49,916
City of Topeka, KS	Maintenance Worker I-III	40.0	NE	\$24,632	\$34,083	\$43,534
State of South Dakota	Senior Building Maintenance Worker	40.0	NE	\$26,659	\$36,003	\$45,347
City of Sioux Falls		40.0	NE	\$34,653	\$40,570	\$46,488
Public Market Average				\$35,928	\$41,082	\$46,236
City of Sioux Falls as a % of Public Market Average				96%	99%	101%
Private Data Sources						
CompAnalyst - IBM Kenexa	General Maintenance Worker I	40.0	NR	\$25,800	\$36,900	\$48,000
Economic Research Institute	Building Maintenance Worker - Level 2	40.0	NR	\$36,046	\$41,729	\$47,411
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$34,653	\$40,570	\$46,488
Private Market Average				\$30,923	\$39,314	\$47,706
City of Sioux Falls as a % of Private Market Average				112%	103%	97%
City of Sioux Falls				\$34,653	\$40,570	\$46,488
Overall Comparator Market Average				\$33,425	\$40,198	\$46,971
City of Sioux Falls as a % of Overall Market Average				104%	101%	99%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs cleaning, maintenance, and repair work in and around municipal buildings and grounds. Cleans floors, windows, walls, woodwork, fixtures, rugs, furniture, surfaces, cabinets, and hardware. Rakes, mows, and waters lawns and care for flower beds. Performs minor plumbing repair, carpentry, masonry, electrical, and painting.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of two years' experience in custodial and building maintenance work, including minor electrical, plumbing, and carpentry work.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Business Specialist Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Internal Services Specialist	40.0	NE	\$40,108	\$46,906	\$53,705
City of Boulder, CO	Finance Specialist	40.0	E	\$42,543	\$53,670	\$64,796
City of Cedar Rapids, IA	Accounting System Specialist	40.0	NE	\$44,340	\$52,628	\$60,917
City of Des Moines, IA	Accounting Specialist III	40.0	NE	\$44,572	\$48,899	\$53,225
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Fiscal Specialist	40.0	NE	\$42,384	\$46,899	\$51,414
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Purchasing Specialist	40.0	NE	\$46,611	\$55,934	\$65,256
City of St. Paul, MN	Business Assistance Specialist	40.0	NR	\$40,381	\$48,648	\$56,915
City of Topeka, KS	Accounting Specialist III	40.0	NE	\$38,520	\$48,153	\$57,785
State of South Dakota	Purchasing Specialist	40.0	NE	\$34,769	\$47,810	\$60,851
City of Sioux Falls		40.0	NE	\$46,779	\$55,869	\$64,958
<i>Public Market Average</i>				\$41,581	\$49,950	\$58,318
<i>City of Sioux Falls as a % of Public Market Average</i>				113%	112%	111%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Financial Specialist - Level 2	40.0	NR	\$48,460	\$59,935	\$71,411
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$46,779	\$55,869	\$64,958
<i>Private Market Average</i>				\$48,460	\$59,935	\$71,411
<i>City of Sioux Falls as a % of Private Market Average</i>				97%	93%	91%
City of Sioux Falls				\$46,779	\$55,869	\$64,958
<i>Overall Comparator Market Average</i>				\$45,020	\$54,942	\$64,864
City of Sioux Falls as a % of Overall Market Average				104%	102%	100%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Executes the business transactions of the City in support of finance, accounting, and purchasing functions. Compiles timely, accurate, and effective financial, investment, and other financial reports. Coordinates and performs specific day-to-day business functions in support of various departments of the City.

Minimum Qualifications: Graduation from an accredited college or university with a bachelor's degree in accounting, finance, economics, business administration, or related field and a minimum of one year's relevant experience in accounting, finance, or procurement.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Business Technician Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Accounting Technician	40.0	NE	\$33,676	\$42,499	\$51,322
City of Cedar Rapids, IA	Administrative Assistant II (Finance)	40.0	NE	\$38,325	\$45,487	\$52,648
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Accounting Technician	40.0	NE	\$48,037	\$55,286	\$62,535
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Accounting Technician	40.0	NE	\$42,880	\$49,272	\$55,664
City of Sioux City, IA	Accounting Technician	40.0	NE	\$46,781	\$49,548	\$52,315
City of St. Paul, MN	Accounting Technician II	40.0	NR	\$36,612	\$43,064	\$49,516
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Accounting Assistant	40.0	NE	\$29,204	\$39,463	\$49,721
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
<i>Public Market Average</i>				\$39,359	\$46,374	\$53,389
<i>City of Sioux Falls as a % of Public Market Average</i>				101%	102%	102%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Technician Accounting - Level 1	40.0	NR	\$37,912	\$45,143	\$52,375
Willis Towers Watson	Technical Customer Support - T1	40.0	NR	\$34,299	\$40,737	\$47,174
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
<i>Private Market Average</i>				\$36,105	\$42,940	\$49,774
<i>City of Sioux Falls as a % of Private Market Average</i>				111%	110%	109%
City of Sioux Falls				\$39,915	\$47,122	\$54,330
<i>Overall Comparator Market Average</i>				\$37,732	\$44,657	\$51,582
City of Sioux Falls as a % of Overall Market Average				106%	106%	105%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs various technical, multidiscipline business support services including, but not limited to, accounts receivable, accounts payable, billing, procurement, inventory, work orders, records management, systems support, customer service, and other project-based activities.

Minimum Qualifications: Graduation from an accredited college or university or vocational/technical school with an associate's degree in business administration, finance, accounting, computer support, or related field and a minimum of two years' business experience.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Controls Technician Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Instrumentation/Control Technician	40.0	NE	\$34,669	\$45,073	\$55,477
City of Cedar Rapids, IA	WPC Instrument Technician	40.0	NE	\$44,477	\$49,709	\$54,940
City of Des Moines, IA	Wastewater Operator Specialist	40.0	NE	\$51,413	\$56,442	\$61,470
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Control/Instrumentation Technician	40.0	NE	\$51,178	\$58,267	\$65,355
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Electrician/Instrument Technician	40.0	NE	\$48,283	\$51,123	\$53,964
City of St. Paul, MN	Water Control Systems Info Technician	40.0	NR	\$47,258	\$55,708	\$64,157
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$44,803	\$53,342	\$61,880
<i>Public Market Average</i>				\$46,213	\$52,720	\$59,227
<i>City of Sioux Falls as a % of Public Market Average</i>				97%	101%	104%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Controls Technician - Level 3	40.0	NR	\$42,662	\$51,592	\$60,522
Willis Towers Watson	Technical Specialty/Skilled Trade - T3	40.0	NR	\$47,277	\$58,659	\$70,040
City of Sioux Falls		40.0	NE	\$44,803	\$53,342	\$61,880
<i>Private Market Average</i>				\$44,969	\$55,125	\$65,281
<i>City of Sioux Falls as a % of Private Market Average</i>				100%	97%	95%
City of Sioux Falls				\$44,803	\$53,342	\$61,880
<i>Overall Comparator Market Average</i>				\$45,591	\$53,923	\$62,254
City of Sioux Falls as a % of Overall Market Average				98%	99%	99%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs skilled work in the design, testing, installation, inspection, maintenance, and repair of specialized electronic instrumentation and process control equipment in facilities of the water treatment system or related municipal water and wastewater system facilities utilizing the Supervisory Control and Data Acquisition (SCADA) system.

Minimum Qualifications: Graduation from high school or GED certification supplemented by two years' specialized education or vocational technical training in computer information systems or electronics technology and two years' experience in computer-based control systems.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Dental Assistant Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Dental Assistant	40.0	NE	\$28,648	\$33,270	\$37,892
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Dental Assistant	40.0	NE	\$26,659	\$36,003	\$45,347
City of Sioux Falls		40.0	NE	\$36,130	\$42,422	\$48,714
<i>Public Market Average</i>				\$27,654	\$34,636	\$41,619
<i>City of Sioux Falls as a % of Public Market Average</i>				131%	122%	117%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Dental Assistant	40.0	NR	\$28,300	\$35,800	\$43,300
Economic Research Institute	Dental Assistant - Level 3	40.0	NR	\$35,253	\$40,818	\$46,382
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$36,130	\$42,422	\$48,714
<i>Private Market Average</i>				\$31,777	\$38,309	\$44,841
<i>City of Sioux Falls as a % of Private Market Average</i>				114%	111%	109%
City of Sioux Falls				\$36,130	\$42,422	\$48,714
<i>Overall Comparator Market Average</i>				\$29,715	\$36,473	\$43,230
City of Sioux Falls as a % of Overall Market Average				122%	116%	113%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Assists dentists and hygienists in providing dental care and treatment of patients. Performs duties associated with chair-side assisting, reception, infection control, inventory, and records.

Minimum Qualifications: Graduation from an approved school for dental assisting, or any such combination of education, experience, and training as may be acceptable to the hiring authority. Must possess State Dental Assistant license within six months of hire.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Electrical Inspector Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Electrical Inspector I	40.0	E	\$45,196	\$52,871	\$60,546
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Electrical Inspector	40.0	NE	\$47,789	\$53,569	\$59,349
City of Des Moines, IA	Electrical Inspector	40.0	NE	\$51,745	\$59,736	\$67,726
City of Fargo, ND	Inspector I	40.0	NE	\$51,967	\$59,756	\$67,545
City of Lincoln, NE	Electrical Inspector	40.0	NE	\$55,373	\$62,360	\$69,346
City of Madison, WI	Electrical/Heating Inspector	40.0	E	\$57,276	\$62,051	\$66,826
City of Omaha, NE	Electrical Inspector	40.0	E	\$44,261	\$50,367	\$56,473
City of Rochester, MN	Inspector	40.0	NE	\$60,375	\$64,832	\$69,288
City of Sioux City, IA	Electrical Inspector	40.0	E	\$56,815	\$61,321	\$65,827
City of St. Paul, MN	Electrical Inspector	40.0	NR	\$68,881	\$71,461	\$74,040
City of Topeka, KS	Trade Inspector	40.0	NE	\$39,556	\$48,914	\$58,272
State of South Dakota	Electrical Inspector	40.0	NE	\$34,769	\$47,810	\$60,851
City of Sioux Falls		40.0	NE	\$52,541	\$63,305	\$74,069
<i>Public Market Average</i>				\$51,167	\$57,920	\$64,674
<i>City of Sioux Falls as a % of Public Market Average</i>				103%	109%	115%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Electrical Inspector - Level 3	40.0	NR	\$38,758	\$47,585	\$56,411
Willis Towers Watson	Electrical Skilled Trade - T3	40.0	NR	\$49,955	\$66,075	\$82,194
City of Sioux Falls		40.0	NE	\$52,541	\$63,305	\$74,069
<i>Private Market Average</i>				\$44,357	\$56,830	\$69,303
<i>City of Sioux Falls as a % of Private Market Average</i>				118%	111%	107%
City of Sioux Falls				\$52,541	\$63,305	\$74,069
<i>Overall Comparator Market Average</i>				\$47,762	\$57,375	\$66,988
City of Sioux Falls as a % of Overall Market Average				110%	110%	111%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Inspects building plans and electrical installations during and upon completion of construction to ensure conformity with the applications, approved plans, and adopted codes. Prepares reports and maintain records of daily inspection work.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of six years' experience as a journeyman electrician in commercial, residential, and/or industrial electrical installations.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Electrician						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Plant Maintenance Electrician I	40.0	NE	\$33,727	\$38,501	\$43,275
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Electrician	40.0	NE	\$47,789	\$53,569	\$59,349
City of Des Moines, IA	Electrician	40.0	NE	\$62,854	\$65,992	\$69,129
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Parks Electrician	40.0	NE	\$46,504	\$52,940	\$59,377
City of Madison, WI	Electrician	40.0	NE	\$53,888	\$58,158	\$62,428
City of Omaha, NE	Electrician	40.0	E	\$44,773	\$50,711	\$56,650
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Electrician	40.0	NR	\$64,678	\$67,101	\$69,524
City of Topeka, KS	Electrician	40.0	NE	\$37,371	\$43,967	\$50,563
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$46,779	\$55,869	\$64,958
Public Market Average				\$48,948	\$53,867	\$58,787
City of Sioux Falls as a % of Public Market Average				96%	104%	110%
Private Data Sources						
CompAnalyst - IBM Kenexa	Electrician I	40.0	NR	\$35,900	\$47,550	\$59,200
Economic Research Institute	Electrician Journeyman - Level 1	40.0	NR	\$36,527	\$44,854	\$53,180
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$46,779	\$55,869	\$64,958
Private Market Average				\$36,214	\$46,202	\$56,190
City of Sioux Falls as a % of Private Market Average				129%	121%	116%
City of Sioux Falls				\$46,779	\$55,869	\$64,958
Overall Comparator Market Average				\$42,581	\$50,035	\$57,489
City of Sioux Falls as a % of Overall Market Average				110%	112%	113%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Maintains, troubleshoots, calibrates and repairs electronic, pneumatic, and other related electrical and mechanical instrumentation and control equipment. Plans and monitors installation of electrical equipment by City personnel to insure compliance with specifications and local, state, or federal rules/regulation/ordinances.

Minimum Qualifications: Graduation from high school or GED certification and must be a journeyman electrician certified by the State.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Engineering Technician Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Engineering Technician II	40.0	E	\$47,981	\$56,117	\$64,253
City of Boulder, CO	Engineering Technician	40.0	E	\$43,402	\$54,753	\$66,103
City of Cedar Rapids, IA	Engineering Technician	40.0	NE	\$48,925	\$58,046	\$67,167
City of Des Moines, IA	Engineering Technician	40.0	NE	\$60,281	\$66,362	\$72,442
City of Fargo, ND	Engineering Technician I	40.0	NE	\$44,514	\$51,213	\$57,913
City of Lincoln, NE	Engineering Technician	40.0	NE	\$51,178	\$58,267	\$65,355
City of Madison, WI	Civil Technician 1	40.0	NE	\$46,847	\$49,409	\$51,971
City of Omaha, NE	Engineering Technician I	40.0	E	\$56,174	\$61,784	\$67,394
City of Rochester, MN	Engineering Technician	40.0	NE	\$43,318	\$54,367	\$65,416
City of Sioux City, IA	Engineering Technician I	40.0	NE	\$48,212	\$51,513	\$54,814
City of St. Paul, MN	Engineering Aide II	40.0	NR	\$34,007	\$39,790	\$45,574
City of Topeka, KS	Engineering Technician II	40.0	NE	\$38,505	\$45,286	\$52,068
State of South Dakota	Civil Engineering Technician	40.0	NE	\$37,163	\$52,061	\$66,959
City of Sioux Falls		40.0	NE	\$44,803	\$53,342	\$61,880
Public Market Average				\$46,193	\$53,767	\$61,341
City of Sioux Falls as a % of Public Market Average				97%	99%	101%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Engineering Technician - Level 2	40.0	NR	\$46,223	\$56,291	\$66,359
Willis Towers Watson	Engineering - P1	40.0	NR	\$52,221	\$62,830	\$73,439
City of Sioux Falls		40.0	NE	\$44,803	\$53,342	\$61,880
Private Market Average				\$49,222	\$59,561	\$69,899
City of Sioux Falls as a % of Private Market Average				91%	90%	89%
City of Sioux Falls				\$44,803	\$53,342	\$61,880
Overall Comparator Market Average				\$47,708	\$56,664	\$65,620
City of Sioux Falls as a % of Overall Market Average				94%	94%	94%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs a variety of paraprofessional office and field engineering work, including inspection, drafting, minor to moderately complex design work, engineering records, asset management, and surveying. Active contact with the public, contractors, and other customers. Prepares reports and maintain records of inspections performed. Coordinates tests and analyze test results for compliance with the specifications.

Minimum Qualifications: Graduation from high school or GED certification and completion of a two year course in engineering technology is required for apprenticeship.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Equipment Operator Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Equipment Oper/Maint Worker	40.0	NE	\$34,100	\$39,889	\$45,678
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Streets Heavy Equipment Operator	40.0	NE	\$42,851	\$47,877	\$52,903
City of Des Moines, IA	Medium Equipment Operator	40.0	NE	\$56,851	\$58,147	\$59,443
City of Fargo, ND	Equipment Operator II	40.0	NE	\$41,256	\$47,446	\$53,637
City of Lincoln, NE	Equipment Operator I	40.0	NE	\$39,272	\$44,385	\$49,498
City of Madison, WI	Equipment Operator 1	40.0	NE	\$43,084	\$45,606	\$48,128
City of Omaha, NE	Automotive Equipment Operator 1	40.0	NE	\$31,713	\$35,219	\$38,725
City of Rochester, MN	Equipment Operator	40.0	NE	\$42,880	\$49,272	\$55,664
City of Sioux City, IA	Automotive Equipment Operator III	40.0	NE	\$48,212	\$51,513	\$54,814
City of St. Paul, MN	Heavy Equipment Operator	40.0	NR	\$49,412	\$49,707	\$50,002
City of Topeka, KS	Equipment Operator	40.0	NE	\$26,817	\$41,164	\$55,510
State of South Dakota	Medium Equipment Operator	40.0	NE	\$24,222	\$32,727	\$41,231
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
Public Market Average				\$40,056	\$45,246	\$50,436
City of Sioux Falls as a % of Public Market Average				100%	104%	108%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Equipment Operator Heavy - Level 2	40.0	NR	\$37,366	\$46,672	\$55,978
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
Private Market Average				\$37,366	\$46,672	\$55,978
City of Sioux Falls as a % of Private Market Average				107%	101%	97%
City of Sioux Falls				\$39,915	\$47,122	\$54,330
Overall Comparator Market Average				\$38,711	\$45,959	\$53,207
City of Sioux Falls as a % of Overall Market Average				103%	103%	102%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Operates light and heavy equipment including front-end loaders, sanders, dump trucks, tractors, sweepers, backhoes, forklifts, garbage crushers, cranes, motor graders, scrapers, bulldozers, asphalt paver, agriculture equipment. Performs snow and ice control procedures including plowing, sanding, spreading deicing chemicals, loading, or operate other snow and ice removal light and heavy equipment.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of two years' experience in performing manual and semi-skilled work in maintenance activities, including the operation of some light and heavy construction-related equipment used in construction, street maintenance, and/or agricultural activities. Must possess or be able to obtain, prior to hire, a valid commercial driver's license. Class A Tanker Endorsement required for Water Reclamation Division and Street Division.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Forensic Specialist II Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Criminalist	40.0	E	\$49,238	\$62,143	\$75,047
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Criminalist II	40.0	NR	\$49,690	\$59,815	\$69,941
City of Topeka, KS	Crime Analyst Unit Coordinator	40.0	NE	\$42,375	\$52,969	\$63,563
State of South Dakota	Forensic Scientist II	40.0	NE	\$41,283	\$57,835	\$74,387
City of Sioux Falls		40.0	NE	\$54,829	\$66,311	\$77,792
<i>Public Market Average</i>				\$45,647	\$58,191	\$70,735
<i>City of Sioux Falls as a % of Public Market Average</i>				120%	114%	110%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Criminalist - Level 2	40.0	NR	\$50,722	\$62,024	\$73,326
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$54,829	\$66,311	\$77,792
<i>Private Market Average</i>				\$50,722	\$62,024	\$73,326
<i>City of Sioux Falls as a % of Private Market Average</i>				108%	107%	106%
City of Sioux Falls				\$54,829	\$66,311	\$77,792
<i>Overall Comparator Market Average</i>				\$48,184	\$60,107	\$72,030
City of Sioux Falls as a % of Overall Market Average				114%	110%	108%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Provides scientific expertise in the examination of physical evidence for the purpose of inclusion or elimination within the distinct disciplines and sub disciplines in forensic science, such as biology, drug chemistry, firearms/toolmarks, footwear/tire tracks, latent prints, trace evidence/arson, and multi-media/video.

Minimum Qualifications: Degree in forensic science, chemistry, biology, physics, or related field and a minimum of five years' experience in a clinical laboratory.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Laborer						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Maintenance Worker	40.0	NE	\$31,797	\$37,203	\$42,609
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Streets Laborer Extra Driver	40.0	NE	\$38,580	\$43,057	\$47,534
City of Des Moines, IA	Laborer	40.0	NE	\$44,494	\$45,508	\$46,521
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Laborer I	40.0	NE	\$37,545	\$40,227	\$42,908
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Laborer	40.0	NE	\$29,093	\$32,334	\$35,574
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Maintenance Worker	40.0	NE	\$24,632	\$29,033	\$33,434
State of South Dakota	Groundskeeper	40.0	NE	\$24,222	\$32,727	\$41,231
City of Sioux Falls		40.0	NE	\$31,574	\$36,618	\$41,662
<i>Public Market Average</i>				\$32,909	\$37,155	\$41,402
<i>City of Sioux Falls as a % of Public Market Average</i>				96%	99%	101%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	General Laborer	40.0	NR	\$23,100	\$32,600	\$42,100
Economic Research Institute	Laborer - Level 3	40.0	NR	\$30,050	\$35,263	\$40,477
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$31,574	\$36,618	\$41,662
<i>Private Market Average</i>				\$26,575	\$33,932	\$41,288
<i>City of Sioux Falls as a % of Private Market Average</i>				119%	108%	101%
City of Sioux Falls				\$31,574	\$36,618	\$41,662
<i>Overall Comparator Market Average</i>				\$29,742	\$35,544	\$41,345
City of Sioux Falls as a % of Overall Market Average				106%	103%	101%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs routine and heavy manual labor tasks. Rakes, mows, and performs general ground maintenance duties. Assists maintenance crews as assigned. Performs minor maintenance tasks on vehicles and small equipment.

Minimum Qualifications: Graduation from high school or GED certification with some mechanical experience or training.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Landfill Scale Operator Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Landfill Attendant	40.0	NE	\$31,797	\$37,203	\$42,609
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Solid Waste Recycling Diver Collector I	40.0	NE	\$38,580	\$43,057	\$47,534
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Scale Operator	40.0	NE	\$41,256	\$47,446	\$53,637
City of Lincoln, NE	Landfill Operator I	40.0	NE	\$39,064	\$44,398	\$49,733
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$33,322	\$38,834	\$44,346
<i>Public Market Average</i>				\$37,674	\$43,026	\$48,378
<i>City of Sioux Falls as a % of Public Market Average</i>				88%	90%	92%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Scale Operator - Level 2	40.0	NR	\$31,603	\$37,174	\$42,746
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$33,322	\$38,834	\$44,346
<i>Private Market Average</i>				\$31,603	\$37,174	\$42,746
<i>City of Sioux Falls as a % of Private Market Average</i>				105%	104%	104%
City of Sioux Falls				\$33,322	\$38,834	\$44,346
<i>Overall Comparator Market Average</i>				\$34,638	\$40,100	\$45,562
City of Sioux Falls as a % of Overall Market Average				96%	97%	97%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs a wide variety of duties in support of the Sioux Falls Regional Sanitary Landfill operations including customer service, scale operation, inspection duties, cashiering, customer billing and collection, data entry, and clerical support. Directs customers to predetermined areas of the Landfill for tipping and disposal of materials based on specific load contents.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of two years' experience in customer service in a business office environment dealing with cashier duties, billing and payment collections, data entry, and computer operation.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Library Associate Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Librarian	40.0	NE	\$39,977	\$46,764	\$53,551
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Library Assistant	40.0	NE	\$44,261	\$48,559	\$52,856
City of Fargo, ND	Library Associate II	40.0	NE	\$32,744	\$37,641	\$42,539
City of Lincoln, NE	Library Service Associate	40.0	NE	\$36,453	\$41,501	\$46,549
City of Madison, WI	Library Assistant 1	40.0	NE	\$41,022	\$43,717	\$46,411
City of Omaha, NE	Library Specialist	40.0	NE	\$39,014	\$43,111	\$47,208
City of Rochester, MN	Library Associate II	40.0	NE	\$44,725	\$50,925	\$57,125
City of Sioux City, IA	Library Service Associate	40.0	NE	\$32,091	\$34,541	\$36,991
City of St. Paul, MN	Library Associate	40.0	NR	\$34,910	\$40,971	\$47,033
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Library Associate	40.0	NE	\$29,204	\$39,463	\$49,721
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
<i>Public Market Average</i>				\$37,440	\$42,719	\$47,998
<i>City of Sioux Falls as a % of Public Market Average</i>				115%	120%	123%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	Technical Librarian I	40.0	NR	\$28,900	\$45,100	\$61,300
Economic Research Institute	Library Technician - Level 3	40.0	NR	\$34,631	\$41,205	\$47,780
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
<i>Private Market Average</i>				\$31,765	\$43,153	\$54,540
<i>City of Sioux Falls as a % of Private Market Average</i>				136%	118%	108%
City of Sioux Falls				\$43,118	\$51,126	\$59,134
<i>Overall Comparator Market Average</i>				\$34,603	\$42,936	\$51,269
<i>City of Sioux Falls as a % of Overall Market Average</i>				125%	119%	115%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs complex paraprofessional library work with extensive public contact. Assists library customers of all ages to locate library materials, use the Internet, find specific information, and do research.

Minimum Qualifications: Graduation from a college or university with course work in library science and a minimum of two years' library experience.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Line Worker Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Maintenance Repair Worker II	40.0	NE	\$43,703	\$50,824	\$57,946
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	First Class Line Worker	40.0	NE	\$59,444	\$66,877	\$74,310
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$65,083	\$69,576	\$74,069
Public Market Average				\$51,574	\$58,851	\$66,128
City of Sioux Falls as a % of Public Market Average				126%	118%	112%
Private Data Sources						
CompAnalyst - IBM Kenexa	General Maintenance Worker III	40.0	NR	\$41,600	\$57,150	\$72,700
Economic Research Institute	Electrical Power Repairer - Level 2	40.0	NR	\$52,321	\$64,907	\$77,492
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$65,083	\$69,576	\$74,069
Private Market Average				\$46,961	\$61,028	\$75,096
City of Sioux Falls as a % of Private Market Average				139%	114%	99%
City of Sioux Falls				\$65,083	\$69,576	\$74,069
Overall Comparator Market Average				\$49,267	\$59,940	\$70,612
City of Sioux Falls as a % of Overall Market Average				132%	116%	105%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs skilled and hazardous electrical work of the journeyman utility Line Worker level in the construction, maintenance, inspection, and repair of the City's overhead and underground high-voltage electrical distribution and street lighting systems, substations, and related equipment, including energized and de-energized lines safely and efficiently.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of one-year vocational/technical training from an accredited power line maintenance school and four years of experience as an apprentice line worker with an electric distribution utility.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Maintenance Mechanic						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Treatment Technician II	40.0	NE	\$37,652	\$44,056	\$50,459
City of Boulder, CO	Industrial Mechanic	40.0	NE	\$31,517	\$40,972	\$50,427
City of Cedar Rapids, IA	Water Plant Maint-Repair Wrk I/II	40.0	NE	\$39,912	\$44,546	\$49,180
City of Des Moines, IA	Plant Mechanic	40.0	NE	\$58,917	\$60,194	\$61,470
City of Fargo, ND	Equipment Technician II-Water	40.0	NE	\$44,514	\$51,213	\$57,913
City of Lincoln, NE	Utility Plant Mechanic I	40.0	NE	\$48,761	\$53,550	\$58,339
City of Madison, WI	Maintenance Mechanic 1	40.0	NE	\$48,128	\$50,881	\$53,634
City of Omaha, NE	Maintenance Mechanic I	40.0	NE	\$36,992	\$40,193	\$43,394
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	WW Treatment Plant Maint Mechanic	40.0	NE	\$44,569	\$47,191	\$49,813
City of St. Paul, MN	Equipment Repairer	40.0	NR	\$44,115	\$45,122	\$46,129
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
Public Market Average				\$43,508	\$47,792	\$52,076
City of Sioux Falls as a % of Public Market Average				99%	107%	114%
Private Data Sources						
CompAnalyst - IBM Kenexa	Mechanic Technician II	40.0	NR	\$35,800	\$48,350	\$60,900
Economic Research Institute	Maintenance Mechanic - Level 3	40.0	NR	\$48,030	\$55,843	\$63,656
Willis Towers Watson	Mechanical Skilled Trade - T2	40.0	NR	\$41,921	\$54,590	\$67,259
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
Private Market Average				\$41,917	\$52,928	\$63,938
City of Sioux Falls as a % of Private Market Average				103%	97%	92%
City of Sioux Falls				\$43,118	\$51,126	\$59,134
Overall Comparator Market Average				\$42,712	\$50,360	\$58,007
City of Sioux Falls as a % of Overall Market Average				101%	102%	102%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs semi-skilled and skilled work in the inspection, maintenance, and repair of specialized plant machinery, equipment, and facilities of the water treatment facility or wastewater treatment facility and related municipal water and wastewater collection systems facilities. Inspects, disassembles, repairs, overhauls, and reassembles operating parts of engines, pumps, motors, and other equipment.

Minimum Qualifications: Graduation from a standard high school or GED certification supplemented by two years related specialized education or vocational and equipment training, and one year's experience in the maintenance field.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Mechanic						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Mechanic II	40.0	NE	\$39,560	\$46,293	\$53,025
City of Boulder, CO	Mechanic	40.0	NE	\$31,517	\$40,972	\$50,427
City of Cedar Rapids, IA	Auto Equipment Mechanic II	40.0	NE	\$46,006	\$51,590	\$57,174
City of Des Moines, IA	Fleet Services Mechanic	40.0	NE	\$45,411	\$49,845	\$54,279
City of Fargo, ND	Equipment Technician II	40.0	NE	\$44,514	\$51,213	\$57,913
City of Lincoln, NE	Automotive Mechanic	40.0	NE	\$48,801	\$53,662	\$58,522
City of Madison, WI	Fleet Technician	40.0	NE	\$46,098	\$51,984	\$57,871
City of Omaha, NE	Automotive Mechanic	40.0	E	\$42,547	\$47,836	\$53,124
City of Rochester, MN	Mechanic	40.0	NE	\$46,058	\$52,450	\$58,841
City of Sioux City, IA	Automotive Mechanic I	40.0	NE	\$46,781	\$49,548	\$52,315
City of St. Paul, MN	Vehicle Mechanic	40.0	NR	\$51,913	\$51,913	\$51,913
City of Topeka, KS	Mechanic I	40.0	NE	\$36,258	\$42,658	\$49,058
State of South Dakota	Equipment Mechanic	40.0	NE	\$29,204	\$39,463	\$49,721
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
Public Market Average				\$42,667	\$48,417	\$54,168
City of Sioux Falls as a % of Public Market Average				101%	106%	109%
Private Data Sources						
CompAnalyst - IBM Kenexa	Automotive Mechanic II	40.0	NR	\$37,100	\$48,050	\$59,000
Economic Research Institute	Mechanic - Level 3	40.0	NR	\$42,973	\$52,023	\$61,072
Willis Towers Watson	Mechanical Skilled Trade - T3	40.0	NR	\$45,217	\$56,856	\$68,495
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
Private Market Average				\$41,763	\$52,310	\$62,856
City of Sioux Falls as a % of Private Market Average				103%	98%	94%
City of Sioux Falls				\$43,118	\$51,126	\$59,134
Overall Comparator Market Average				\$42,215	\$50,363	\$58,512
City of Sioux Falls as a % of Overall Market Average				102%	102%	101%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs scheduled and unscheduled repairs, inspections, tune-ups, and overhauls on automotive and heavy gasoline and diesel equipment. Performs routine preventative maintenance, DOT safety checks, and repair on City vehicles and equipment.

Minimum Qualifications: Graduation from high school or GED certification, and automotive/diesel trade school, with a minimum of three years' experience as a journeyman mechanic.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Park Caretaker Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Park Supervisor	40.0	NE	\$51,446	\$60,174	\$68,901
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Parks & Grounds Maint-Repair Wrk II	40.0	NE	\$43,596	\$48,768	\$53,941
City of Des Moines, IA	Park Maintenance Worker	40.0	NE	\$45,411	\$49,845	\$54,279
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	Public Works Leadworker	40.0	NE	\$46,847	\$49,409	\$51,971
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Landscape Technician	40.0	NE	\$45,053	\$47,555	\$50,057
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Conservation Technician	40.0	NE	\$29,204	\$39,463	\$49,721
City of Sioux Falls		40.0	NE	\$44,803	\$53,342	\$61,880
Public Market Average				\$43,593	\$49,202	\$54,812
City of Sioux Falls as a % of Public Market Average				103%	108%	113%
Private Data Sources						
CompAnalyst - IBM Kenexa	Groundskeeper, Sr.	40.0	NR	\$28,600	\$40,900	\$53,200
Economic Research Institute	Grounds Maint Foreman - Level 3	40.0	NR	\$46,263	\$56,064	\$65,865
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$44,803	\$53,342	\$61,880
Private Market Average				\$37,432	\$48,482	\$59,532
City of Sioux Falls as a % of Private Market Average				120%	110%	104%
City of Sioux Falls				\$44,803	\$53,342	\$61,880
Overall Comparator Market Average				\$40,512	\$48,842	\$57,172
City of Sioux Falls as a % of Overall Market Average				111%	109%	108%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs duties relating to the care and maintenance of park properties, right-of-ways, and facilities. Directs activities and work schedules as crew leader of other regular and temporary employees. Inspects, cares for, and maintains park facilities such as shelter houses, playground equipment, tennis courts, skating rinks, park buildings, park roads, swimming and wading pools.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of five years' experience in tree planting, trimming, care and removal, horticulture or landscape planning and design, building maintenance, and/or the care of cultivation of grounds including plants, shrubs, and trees.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Park Service Worker Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Parks Equipment Operator	40.0	NE	\$34,100	\$39,889	\$45,678
City of Boulder, CO	Maintenance Person I	40.0	NE	\$24,350	\$31,104	\$37,857
City of Cedar Rapids, IA	Parks Maintenance-Repair Worker	40.0	NE	\$40,676	\$45,487	\$50,297
City of Des Moines, IA	Parks Technician	40.0	NE	\$41,726	\$45,693	\$49,659
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Park Caretaker I	40.0	NE	\$29,566	\$32,265	\$34,963
City of Rochester, MN	Arborist	40.0	NE	\$48,834	\$51,546	\$54,258
City of Sioux City, IA	Maintenance Worker	40.0	NE	\$43,439	\$45,826	\$48,212
City of St. Paul, MN	Parks Worker II	40.0	NR	\$26,434	\$29,152	\$31,870
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$34,653	\$40,570	\$46,488
<i>Public Market Average</i>				\$36,141	\$40,120	\$44,099
<i>City of Sioux Falls as a % of Public Market Average</i>				96%	101%	105%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$34,653	\$40,570	\$46,488
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$34,653	\$40,570	\$46,488
<i>Overall Comparator Market Average</i>				\$36,141	\$40,120	\$44,099
<i>City of Sioux Falls as a % of Overall Market Average</i>				96%	101%	105%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs work relating to the care and maintenance of park grounds, facilities, and equipment. May be assigned specialized work relating to golf courses, park system, or forestry. Trims and removes trees and conducts annual tree survey to identify disease/damaged trees for removal. Plants, removes and maintains trees, shrubs, flowers, lawns, and golf course greens, fairways, tees, and rough. Inspects and maintains park buildings, picnic areas, park roads, shelter houses, playground equipment, tennis courts, skating rinks, ball fields, and other park properties and facilities.

Minimum Qualifications: Graduation from high school or GED certification and a minimum of one years' experience in the maintenance, care, and cultivation of grounds, including plants, shrubs, and trees.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Parking Patrol						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Parking Services Officer	40.0	NE	\$31,517	\$40,972	\$50,427
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Parking Meter Checker	40.0	NE	\$35,899	\$39,203	\$42,506
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	Parking Enforcement Officer	40.0	NE	\$45,570	\$48,194	\$50,817
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Community Service Officer	40.0	NE	\$39,611	\$45,455	\$51,299
City of Sioux City, IA	Parking Meter Attendant	40.0	NE	\$38,188	\$40,336	\$42,483
City of St. Paul, MN	Parking Enforcement Officer	40.0	NR	\$27,320	\$31,974	\$36,629
City of Topeka, KS	Parking Control Officer I/II	40.0	NE	\$26,941	\$34,083	\$41,226
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$34,653	\$40,570	\$46,488
<i>Public Market Average</i>				\$35,007	\$40,031	\$45,055
<i>City of Sioux Falls as a % of Public Market Average</i>				99%	101%	103%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$34,653	\$40,570	\$46,488
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$34,653	\$40,570	\$46,488
<i>Overall Comparator Market Average</i>				\$35,007	\$40,031	\$45,055
City of Sioux Falls as a % of Overall Market Average				99%	101%	103%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Enforces City parking ordinances regarding streets, public sidewalks, and crosswalks. Checks for parking violations, including overtime parking, prohibited parking, improper parking, and snow alerts, and issue parking tickets for those violations.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of one year experience in customer service.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Patient Support Technician Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Mental Health Aide	40.0	NE	\$26,659	\$36,003	\$45,347
City of Sioux Falls		40.0	NE	\$31,574	\$36,618	\$41,662
<i>Public Market Average</i>				\$26,659	\$36,003	\$45,347
<i>City of Sioux Falls as a % of Public Market Average</i>				118%	102%	92%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Medical Admitting Clerk - Level 3	40.0	NR	\$30,488	\$34,768	\$39,049
Willis Towers Watson	Patient Care Technician - T3	40.0	NR	\$31,312	\$33,321	\$35,329
City of Sioux Falls		40.0	NE	\$31,574	\$36,618	\$41,662
<i>Private Market Average</i>				\$30,900	\$34,044	\$37,189
<i>City of Sioux Falls as a % of Private Market Average</i>				102%	108%	112%
City of Sioux Falls				\$31,574	\$36,618	\$41,662
<i>Overall Comparator Market Average</i>				\$28,780	\$35,024	\$41,268
City of Sioux Falls as a % of Overall Market Average				110%	105%	101%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Provides patient assistance in accessing care by scheduling appointments, assisting with eligibility requirements, assisting with patient transportation, and maintaining patient confidentiality. Performs data entry for patient demographics, daily patient charges, and cash receipts.

Minimum Qualifications: Completion of a one-year medical assistant's program and/or one year experience in clinic setting or ambulatory health care facility dealing with medical records, reception, and patient scheduling.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Permit Technician						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Building Permit Technician	40.0	NE	\$27,587	\$32,247	\$36,907
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Permit Technician	40.0	NE	\$38,325	\$45,487	\$52,648
City of Des Moines, IA	Permit Technician	40.0	NE	\$55,136	\$60,525	\$65,913
City of Fargo, ND	Plan Reviewer I	40.0	NE	\$48,037	\$55,286	\$62,535
City of Lincoln, NE	Permit Assistant	40.0	NE	\$35,996	\$43,067	\$50,139
City of Madison, WI	Zoning Code Officer 1	40.0	NE	\$48,128	\$50,881	\$53,634
City of Omaha, NE	Permit Technician	40.0	NE	\$33,230	\$37,031	\$40,833
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Building Permit Clerk	40.0	NR	\$37,880	\$44,862	\$51,843
City of Topeka, KS	Zoning Inspector	40.0	NE	\$39,556	\$48,914	\$58,272
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
<i>Public Market Average</i>				\$40,430	\$46,478	\$52,525
<i>City of Sioux Falls as a % of Public Market Average</i>				99%	101%	103%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$39,915	\$47,122	\$54,330
<i>Overall Comparator Market Average</i>				\$40,430	\$46,478	\$52,525
City of Sioux Falls as a % of Overall Market Average				99%	101%	103%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs a wide variety of customer service and technical tasks in administrative support of the planning and building, zoning, and code enforcement activities of the Planning and Building Services department. Provides customer service and information for related services regarding permitting, permit issuance, inspections, business and contractor licensure administration, code enforcement, and application processes.

Minimum Qualifications: Graduation from an accredited college, university, or vocational/technical school with an associate's degree in business or public administration with a minimum of two years' customer service experience, an understanding of planning and zoning, building trades and construction, and code enforcement.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Property Maintenance Inspector Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Property Agent	40.0	E	\$55,907	\$70,540	\$85,173
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Neighborhood Inspector	40.0	NE	\$57,533	\$63,272	\$69,012
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	Property Code Inspector 2	40.0	NE	\$45,570	\$48,194	\$50,817
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Inspector	40.0	NE	\$60,375	\$64,832	\$69,288
City of Sioux City, IA	Combination Residential Inspector	40.0	E	\$55,565	\$59,972	\$64,379
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Property Maintenance Inspector	40.0	NE	\$33,187	\$44,111	\$55,036
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$52,541	\$63,305	\$74,069
<i>Public Market Average</i>				\$51,356	\$58,487	\$65,617
<i>City of Sioux Falls as a % of Public Market Average</i>				102%	108%	113%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$52,541	\$63,305	\$74,069
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$52,541	\$63,305	\$74,069
<i>Overall Comparator Market Average</i>				\$51,356	\$58,487	\$65,617
City of Sioux Falls as a % of Overall Market Average				102%	108%	113%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Enforces the Property Maintenance Code, vacant building ordinance, rental housing ordinance, nuisance vegetation ordinance, and snow and ice removal ordinance through property inspection and issuance of notices and orders. Performs inspections and issue notices and orders related to the repair, vacation, and demolition of residential and commercial buildings which are not in compliance with the Property Maintenance Code.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of four years' experience in all aspects of residential or commercial building construction.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Recreation Program Specialist						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Recreation Specialist	40.0	NE	\$37,762	\$44,187	\$50,613
City of Boulder, CO	Recreation Coordinator	40.0	E	\$38,279	\$48,248	\$58,218
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	Recreation Program Coordinator	40.0	NE	\$35,899	\$39,203	\$42,506
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Community Recreation Specialist	40.0	NR	\$36,612	\$43,064	\$49,516
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
Public Market Average				\$37,138	\$43,676	\$50,213
City of Sioux Falls as a % of Public Market Average				116%	117%	118%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Recreation Supervisor - Level 3	40.0	NR	\$37,214	\$43,575	\$49,935
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
Private Market Average				\$37,214	\$43,575	\$49,935
City of Sioux Falls as a % of Private Market Average				116%	117%	118%
City of Sioux Falls				\$43,118	\$51,126	\$59,134
Overall Comparator Market Average				\$37,176	\$43,625	\$50,074
City of Sioux Falls as a % of Overall Market Average				116%	117%	118%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Assists in the implementation, coordination, and supervision of specialized comprehensive citywide programs for all age groups in one or more of the following general areas: outdoor education/recreation, aquatics, recreation centers, parks/playgrounds, sports leagues, outdoor winter recreation facilities, senior citizens programs, etc. Makes recommendations regarding new programs or existing program changes and improvements. Supervises, trains, and provides work direction to temporary and seasonal employees assigned to program.

Minimum Qualifications: Degree in recreation, physical education, or related field. Must have the mobility necessary to effectively supervise and facilitate various recreational programs in numerous locations throughout the city.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Registered Nurse - Clinic Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Public Health Nurse	40.0	E	\$56,080	\$64,511	\$72,941
City of Lincoln, NE	Registered Nurse	40.0	E	\$45,293	\$52,853	\$60,412
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	Registered Nurse I	40.0	NE	\$46,007	\$81,056	\$116,106
City of Sioux Falls		40.0	NE	\$50,274	\$60,362	\$70,450
Public Market Average				\$49,127	\$66,140	\$83,153
City of Sioux Falls as a % of Public Market Average				102%	91%	85%
Private Data Sources						
CompAnalyst - IBM Kenexa	Staff Nurse - RN I	40.0	NR	\$48,700	\$63,600	\$78,500
Economic Research Institute	Registered Nurse - Level 1	40.0	NR	\$51,956	\$62,024	\$72,093
Willis Towers Watson	Staff Nurse - RN - N2	40.0	NR	\$58,813	\$68,341	\$77,868
City of Sioux Falls		40.0	NE	\$50,274	\$60,362	\$70,450
Private Market Average				\$53,156	\$64,655	\$76,154
City of Sioux Falls as a % of Private Market Average				95%	93%	93%
City of Sioux Falls				\$50,274	\$60,362	\$70,450
Overall Comparator Market Average				\$51,141	\$65,397	\$79,653
City of Sioux Falls as a % of Overall Market Average				98%	92%	88%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Provides professional nursing care for clients that ensures safe and effective primary health care. Provides assistance to the provider, triages walk-in clients, completes medication refill requests, and returns patient phone calls.

Minimum Qualifications: Graduation from an accredited school of nursing with a minimum of two years' clinical or hospital nursing care experience. Must hold or be able to obtain State Board of Nursing Certification as a licensed registered nurse prior to hire.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Sewer Collection Technician Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Sewer Maintenance Worker	40.0	NE	\$36,111	\$40,186	\$44,262
City of Des Moines, IA	Sewer Maintenance Worker	40.0	NE	\$50,461	\$51,532	\$52,603
City of Fargo, ND	Equipment Operator II	40.0	NE	\$41,256	\$47,446	\$53,637
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Wastewater Monitoring Tech	40.0	NE	\$34,944	\$40,804	\$46,664
City of Rochester, MN	Operator 3	40.0	NE	\$43,282	\$45,683	\$48,085
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Bio Solids Technician I/II	40.0	NE	\$34,753	\$44,565	\$54,377
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
<i>Public Market Average</i>				\$40,134	\$45,036	\$49,938
<i>City of Sioux Falls as a % of Public Market Average</i>				99%	105%	109%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$39,915	\$47,122	\$54,330
<i>Overall Comparator Market Average</i>				\$40,134	\$45,036	\$49,938
City of Sioux Falls as a % of Overall Market Average				99%	105%	109%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs semi-skilled work and skilled equipment operation in the installation, maintenance, and repair of sanitary sewer and storm sewer systems of a municipal Class IV wastewater collection system and a municipal storm water drainage system.

Minimum Qualifications: Graduation from high school or GED certification. Experience desired in the installation, maintenance, and repair of mains, pipes, and services; heavy equipment operation or related work in the sanitary and storm systems.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Technical Support Specialist Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	PC Support Specialist	40.0	NE	\$38,179	\$44,648	\$51,117
City of Boulder, CO	CIS Technical Support Specialist	40.0	E	\$49,238	\$62,143	\$75,047
City of Cedar Rapids, IA	System Support Technician I	40.0	NE	\$40,245	\$47,759	\$55,274
City of Des Moines, IA	User Support Technician	40.0	NE	\$68,125	\$75,086	\$82,048
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Technology Support Specialist I	40.0	E	\$51,178	\$58,267	\$65,355
City of Madison, WI	IT Specialist 1	40.0	E	\$52,102	\$56,724	\$61,346
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	PC Support Technician	40.0	NE	\$46,058	\$52,450	\$58,841
City of Sioux City, IA	IT Specialist	40.0	NE	\$46,981	\$50,023	\$53,065
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Technical Support Analyst II	40.0	NE	\$46,617	\$58,271	\$69,925
State of South Dakota	Computer Support Specialist	40.0	NE	\$34,769	\$47,810	\$60,851
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
Public Market Average				\$47,349	\$55,318	\$63,287
City of Sioux Falls as a % of Public Market Average				91%	92%	93%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	Technical Support Specialist - Level 1	40.0	NR	\$47,926	\$58,600	\$69,275
Willis Towers Watson	IT On-Site Support - P1	40.0	NR	\$43,260	\$56,753	\$70,246
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
Private Market Average				\$45,593	\$57,677	\$69,760
City of Sioux Falls as a % of Private Market Average				95%	89%	85%
City of Sioux Falls				\$43,118	\$51,126	\$59,134
Overall Comparator Market Average				\$46,471	\$56,497	\$66,524
City of Sioux Falls as a % of Overall Market Average				93%	90%	89%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Installs, configures, and makes minor repairs to microcomputer hardware and software systems. Performs technical services and support necessary to maintain or update this environment and train employees in use of equipment and software.

Minimum Qualifications: Graduation from high school or GED certification and completion of two-year vocational program in either data processing, computer science, or business information systems, or two years' practical experience.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Traffic Signal Technician Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Traffic Technician	40.0	NE	\$39,341	\$46,007	\$52,674
City of Boulder, CO	Signal Technician I	40.0	NE	\$34,669	\$45,073	\$55,477
City of Cedar Rapids, IA	Traffic Signal Technician I	40.0	NE	\$46,006	\$51,590	\$57,174
City of Des Moines, IA	Traffic Signal Technician	40.0	NE	\$57,630	\$63,380	\$69,129
City of Fargo, ND	Signals & Lighting Operations Tech	40.0	NE	\$56,080	\$64,511	\$72,941
City of Lincoln, NE	Traffic Technician	40.0	NE	\$48,828	\$55,589	\$62,351
City of Madison, WI	Traffic Signal Electrician 1	40.0	E	\$49,409	\$52,513	\$55,616
City of Omaha, NE	Traffic Signal Technician I	40.0	NE	\$41,739	\$46,052	\$50,364
City of Rochester, MN	Traffic Signal Technician	40.0	NE	\$43,318	\$54,367	\$65,416
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Traffic Maintenance Worker	40.0	NR	\$40,415	\$41,258	\$42,100
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$44,803	\$53,342	\$61,880
<i>Public Market Average</i>				\$45,744	\$52,034	\$58,324
<i>City of Sioux Falls as a % of Public Market Average</i>				98%	103%	106%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	Technical Specialty/Skilled Trade - T2	40.0	NR	\$39,449	\$50,831	\$62,212
City of Sioux Falls		40.0	NE	\$44,803	\$53,342	\$61,880
<i>Private Market Average</i>				\$39,449	\$50,831	\$62,212
<i>City of Sioux Falls as a % of Private Market Average</i>				114%	105%	99%
City of Sioux Falls				\$44,803	\$53,342	\$61,880
<i>Overall Comparator Market Average</i>				\$42,596	\$51,432	\$60,268
City of Sioux Falls as a % of Overall Market Average				105%	104%	103%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs skilled and semiskilled work related to the installation, maintenance, troubleshooting, and repair of traffic signal devices and related systems. Troubleshoots malfunctioning electronic signal systems, including controllers, master controllers, detection systems, and communication systems.

Minimum Qualifications: Graduation from high school or GED certification supplemented by two-year trade school, including course work in electrical theory and electronics, and two years' experience in the installation, repair, and maintenance of traffic control devices.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Wastewater Operator Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	WPC Process Operator	40.0	NE	\$46,006	\$51,590	\$57,174
City of Des Moines, IA	Wastewater Operator Specialist	40.0	NE	\$51,413	\$56,442	\$61,470
City of Fargo, ND	Wastewater Operator II	40.0	NE	\$44,514	\$51,213	\$57,913
City of Lincoln, NE	Wastewater Treatment Plant Operator	40.0	NE	\$48,828	\$55,589	\$62,351
City of Madison, WI	No Match		NR	NA	NA	NA
City of Omaha, NE	Wastewater Treatment Plant Operator	40.0	NE	\$35,495	\$39,750	\$44,004
City of Rochester, MN	Operator 1	40.0	NE	\$56,595	\$59,736	\$62,877
City of Sioux City, IA	Water Plant Operator	40.0	NE	\$45,751	\$48,458	\$51,164
City of St. Paul, MN	Water Treatment Plant Operator II	40.0	NR	\$49,429	\$50,610	\$51,791
City of Topeka, KS	Wastewater Treatment Facility Operator	40.0	NE	\$35,001	\$46,626	\$58,252
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
<i>Public Market Average</i>				\$45,892	\$51,113	\$56,333
<i>City of Sioux Falls as a % of Public Market Average</i>				94%	100%	105%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	WW Treatment Plant Operator - Level 3	40.0	NR	\$44,884	\$55,494	\$66,104
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$43,118	\$51,126	\$59,134
<i>Private Market Average</i>				\$44,884	\$55,494	\$66,104
<i>City of Sioux Falls as a % of Private Market Average</i>				96%	92%	89%
City of Sioux Falls				\$43,118	\$51,126	\$59,134
<i>Overall Comparator Market Average</i>				\$45,388	\$53,303	\$61,219
City of Sioux Falls as a % of Overall Market Average				95%	96%	97%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs semi-skilled, skilled, technical, and specialized work in the operation of the wastewater treatment facility. Operates, inspects, and monitors a wide variety of mechanical and electrical equipment while providing basic lubrication requirements. Collects wastewater and sludge samples and performs basic field and laboratory analysis on the samples.

Minimum Qualifications: Graduation from high school or GED certification supplemented by two years' advanced or specialized education or vocational training and a minimum of two years' experience in the operation of a wastewater treatment facility.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Water Distribution System Technician						
Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Water/WW Treatment Tech II	40.0	NE	\$29,566	\$34,552	\$39,538
City of Boulder, CO	Water Resources Technician	40.0	NE	\$31,517	\$40,972	\$50,427
City of Cedar Rapids, IA	Water System Equipment Operator	40.0	NE	\$42,851	\$47,877	\$52,903
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Water Service Technician II	40.0	NE	\$43,561	\$49,265	\$54,970
City of Madison, WI	Public Works Maintenance Worker 2	40.0	NE	\$43,084	\$45,606	\$48,128
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Distribution Worker	40.0	NE	\$53,198	\$57,892	\$62,585
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
<i>Public Market Average</i>				\$40,630	\$46,027	\$51,425
<i>City of Sioux Falls as a % of Public Market Average</i>				98%	102%	106%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$39,915	\$47,122	\$54,330
<i>Overall Comparator Market Average</i>				\$40,630	\$46,027	\$51,425
<i>City of Sioux Falls as a % of Overall Market Average</i>				98%	102%	106%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs semi-skilled work in the installation, maintenance, and repair of a municipal Class IV water distribution system. Performs manual labor, including hand shoveling; loading and unloading pipes, fittings, and other water-related equipment and materials from utilities vehicles; lifting, carrying, and moving materials and equipment at the work sites; cleaning work areas, etc.

Minimum Qualifications: Graduation from high school or GED certification with a minimum of one year of experience in the installation, maintenance, and repair of mains, pipes, and services, heavy equipment operation or related work in the utility water systems.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Water Quality Analyst Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Effluent Reuse Facility Tech/Chemist	40.0	NE	\$48,037	\$55,286	\$62,535
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	Water Quality Sampler 2	40.0	NE	\$45,570	\$48,194	\$50,817
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Environmental Specialist	40.0	NE	\$50,605	\$55,070	\$59,535
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	Biologist	40.0	NE	\$43,369	\$50,955	\$58,540
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
Public Market Average				\$46,895	\$52,376	\$57,857
City of Sioux Falls as a % of Public Market Average				85%	90%	94%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$39,915	\$47,122	\$54,330
Private Market Average				NA	NA	NA
City of Sioux Falls as a % of Private Market Average				NA	NA	NA
City of Sioux Falls				\$39,915	\$47,122	\$54,330
Overall Comparator Market Average				\$46,895	\$52,376	\$57,857
City of Sioux Falls as a % of Overall Market Average				85%	90%	94%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs field work involved in the collection of water, sewage, sludge, soil, and other samples. Performs sample collection, chemical, and/or bacteriological analysis of samples and associated field work for the municipal Water Purification laboratory.

Minimum Qualifications: Completion of two years of education from an accredited college or university, or an associate degree in biology, chemistry, or related environmental science.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Water Service Technician Represented General						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Lab Technician	40.0	NE	\$32,718	\$38,288	\$43,858
City of Boulder, CO	Meter Service Technician	40.0	NE	\$26,062	\$33,886	\$41,710
City of Cedar Rapids, IA	Water Utility Service Representative I	40.0	NE	\$43,596	\$48,768	\$53,941
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Water Meter Service Technician	40.0	NE	\$41,256	\$47,446	\$53,637
City of Lincoln, NE	Water Service Technician I	40.0	NE	\$45,079	\$47,930	\$50,781
City of Madison, WI	Field Service Rep 2	40.0	NE	\$45,570	\$48,194	\$50,817
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	No Match		NR	NA	NA	NA
City of Sioux City, IA	Water Service Worker	40.0	NE	\$43,439	\$45,826	\$48,212
City of St. Paul, MN	Water Meter Technician	40.0	NR	\$36,612	\$43,064	\$49,516
City of Topeka, KS	Utility System Worker II/III	40.0	NE	\$30,548	\$37,948	\$45,348
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$36,130	\$42,422	\$48,714
Public Market Average				\$38,320	\$43,483	\$48,647
City of Sioux Falls as a % of Public Market Average				94%	98%	100%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$36,130	\$42,422	\$48,714
Private Market Average				NA	NA	NA
City of Sioux Falls as a % of Private Market Average				NA	NA	NA
City of Sioux Falls				\$36,130	\$42,422	\$48,714
Overall Comparator Market Average				\$38,320	\$43,483	\$48,647
City of Sioux Falls as a % of Overall Market Average				94%	98%	100%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Installs, maintains, replaces, removes, and repairs water meters and automatic water meter reading equipment in residences or commercial and industrial establishments and meter pits. Turns water service on/off for residential and commercial customers and independent contractors, collects delinquent bills, checks for leaks and unusually high or low readings, and makes miscellaneous repairs and adjustments in the field to water meters, curb stops, hydrants, and water valves.

Minimum Qualifications: Graduation from a standard high school or GED certification plus a minimum of two years' experience in the reading, installation, and repair of water meters in an apprenticeship level position or experience in water service delivery system monitoring.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Police Officer						
Police						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Police Officer	40.0	NE	\$47,908	\$57,711	\$67,514
City of Boulder, CO	Police Officer	40.0	NE	\$43,142	\$53,537	\$63,932
City of Cedar Rapids, IA	Police Officer	40.0	NE	\$49,454	\$61,328	\$73,202
City of Des Moines, IA	Police Officer	40.0	NE	\$57,338	\$63,925	\$70,513
City of Fargo, ND	Police Officer	40.0	NE	\$51,967	\$61,242	\$70,518
City of Lincoln, NE	Police Officer	40.0	NE	\$51,327	\$61,940	\$72,553
City of Madison, WI	Police Officer	37.5	NE	\$49,097	\$54,302	\$59,506
City of Omaha, NE	Police Officer	40.0	NE	\$50,872	\$62,963	\$75,054
City of Rochester, MN	Police Officer	40.0	NE	\$50,843	\$62,193	\$73,543
City of Sioux City, IA	Police Officer	40.0	NE	\$47,827	\$59,054	\$70,282
City of St. Paul, MN	Police Officer	40.0	NR	\$45,365	\$57,262	\$69,159
City of Topeka, KS	Police Officer	40.0	NE	\$40,071	\$56,881	\$73,691
State of South Dakota	Highway Patrol Trooper	40.0	NE	\$43,893	\$56,956	\$70,018
City of Sioux Falls		40.0	NE	\$50,419	\$60,986	\$71,552
<i>Public Market Average</i>				\$48,393	\$59,176	\$69,960
<i>City of Sioux Falls as a % of Public Market Average</i>				104%	103%	102%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$50,419	\$60,986	\$71,552
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$50,419	\$60,986	\$71,552
<i>Overall Comparator Market Average</i>				\$48,393	\$59,176	\$69,960
City of Sioux Falls as a % of Overall Market Average				104%	103%	102%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs general police work in the protection of life and property, including conducting investigations, responding to emergency and nonemergency situations, and conducting public education programs. Patrols designated areas of the city. Prepares citations. Compiles information and prepares reports.

Minimum Qualifications: Must be eligible for certification under the State Law Enforcement Officers Standards and Training Commission.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Police Sergeant						
Police						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Police Sergeant	40.0	NE	\$60,108	\$70,338	\$80,568
City of Boulder, CO	Police Sergeant	40.0	NE	\$63,498	\$80,084	\$96,670
City of Cedar Rapids, IA	Police Sergeant	40.0	E	\$65,521	\$77,767	\$90,013
City of Des Moines, IA	Police Sergeant	40.0	NE	\$64,764	\$72,287	\$79,810
City of Fargo, ND	Police Sergeant	40.0	NE	\$65,427	\$75,252	\$85,077
City of Lincoln, NE	Police Sergeant	40.0	NR	\$66,631	\$75,501	\$84,371
City of Madison, WI	Police Sergeant	37.5	NE	\$65,455	\$65,455	\$65,455
City of Omaha, NE	Police Sergeant	40.0	NE	\$73,169	\$78,546	\$83,922
City of Rochester, MN	Police Sergeant	40.0	NE	\$77,944	\$81,569	\$85,194
City of Sioux City, IA	Police Sergeant	40.0	E	\$77,791	\$79,647	\$81,504
City of St. Paul, MN	Sergeant	40.0	NR	\$54,240	\$67,032	\$79,823
City of Topeka, KS	Police Sergeant	40.0	NE	\$46,667	\$63,477	\$80,287
State of South Dakota	Highway Patrol Sergeant	40.0	NE	\$52,823	\$73,216	\$93,610
City of Sioux Falls		40.0	NE	\$76,918	\$79,695	\$82,472
<i>Public Market Average</i>				\$64,157	\$73,859	\$83,562
<i>City of Sioux Falls as a % of Public Market Average</i>				120%	108%	99%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$76,918	\$79,695	\$82,472
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$76,918	\$79,695	\$82,472
<i>Overall Comparator Market Average</i>				\$64,157	\$73,859	\$83,562
City of Sioux Falls as a % of Overall Market Average				120%	108%	99%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Assigns and supervises duties and responsibilities to employees, including patrol, traffic, crime prevention, school resource officer and DARE programs, training, and investigations. Makes recommendations relative to disciplinary actions. Administers performance evaluations. Assists in developing, implementing, and communicating work methods and procedures.

Minimum Qualifications: Certification under the State Law Enforcement Standards and Training Act with a minimum of four continuous years of service in the Police Department. Must have held the rank of Patrol Officer for four consecutive years immediately preceding the promotional examination dates, and have satisfactory service rating on their most recent annual evaluation.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Emergency Vehicle Technician/Certified Fire						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	Fleet Svc Vehicle Equipment Coord	40.0	NE	\$48,925	\$58,046	\$67,167
City of Des Moines, IA	Fire Equipment Mechanic	40.0	NE	\$59,170	\$65,367	\$71,565
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	No Match		NR	NA	NA	NA
City of Madison, WI	Fleet Technician	40.0	NE	\$46,098	\$51,984	\$57,871
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Fire Mechanic	40.0	NE	\$46,058	\$52,450	\$58,841
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	No Match		NR	NA	NA	NA
City of Topeka, KS	No Match		NR	NA	NA	NA
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$46,301	\$56,066	\$65,832
Public Market Average				\$50,063	\$56,962	\$63,861
City of Sioux Falls as a % of Public Market Average				92%	98%	103%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		40.0	NE	\$46,301	\$56,066	\$65,832
Private Market Average				NA	NA	NA
City of Sioux Falls as a % of Private Market Average				NA	NA	NA
City of Sioux Falls				\$46,301	\$56,066	\$65,832
Overall Comparator Market Average				\$50,063	\$56,962	\$63,861
City of Sioux Falls as a % of Overall Market Average				92%	98%	103%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs skilled mechanical work in the maintenance and repair of automotive fire fighting equipment, heavy-duty trucks, and special fire fighting apparatus.

Minimum Qualifications: Graduation from high school or GED certification, or vocational/technical school with a minimum of three years' experience as a journeyman automotive and heavy-duty equipment mechanic.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Fire Apparatus Operator						
Fire						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Fire Engineer	2360.0	NE	\$63,549	\$64,502	\$65,455
City of Boulder, CO	No Match		NR	NA	NA	NA
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	No Match		NR	NA	NA	NA
City of Lincoln, NE	Fire Apparatus Operator	2912.0	NE	\$62,367	\$66,234	\$70,102
City of Madison, WI	Fire Apparatus Engineer	2496.0	NE	\$64,630	\$64,630	\$64,630
City of Omaha, NE	Fire Apparatus Engineer	2912.0	NE	\$59,750	\$66,466	\$73,182
City of Rochester, MN	Motor Operator	2912.0	NE	\$46,448	\$47,555	\$48,661
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Fire Equipment Operator	2912.0	NR	\$43,807	\$53,728	\$63,649
City of Topeka, KS	Fire Apparatus Operator	2776.0	NE	\$60,341	\$61,753	\$63,165
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		2754.0	NE	\$55,816	\$63,517	\$71,218
Public Market Average				\$57,270	\$60,695	\$64,121
City of Sioux Falls as a % of Public Market Average				97%	105%	111%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		2754.0	NE	\$55,816	\$63,517	\$71,218
Private Market Average				NA	NA	NA
City of Sioux Falls as a % of Private Market Average				NA	NA	NA
City of Sioux Falls				\$55,816	\$63,517	\$71,218
Overall Comparator Market Average				\$57,270	\$60,695	\$64,121
City of Sioux Falls as a % of Overall Market Average				97%	105%	111%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Ensures the safe operation and daily maintenance of fire response apparatus and related fire equipment. Drives and operates various pieces of specialized fire apparatus. Performs fire fighting duties, or assumes the responsibility of a fire officer in charge of a crew when necessary.

Minimum Qualifications: Graduation from high school or GED certification, attained firefighter status, and a minimum of three years' service with a satisfactory service rating. Candidates must hold current Fire Rescue certification to the following standard: NFPA 1002 – Fire Apparatus Driver/Operator Professional Qualifications; General Requirements, Apparatus Equipped with an Attack or Fire Pump, and Apparatus Equipped with an Aerial Device.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Fire Captain Fire						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	Fire Captain	2360.0	NE	\$63,617	\$70,206	\$76,796
City of Boulder, CO	Fire Station Captain	2912.0	NE	\$82,707	\$82,707	\$82,707
City of Cedar Rapids, IA	Fire Captain	2756.0	NE	\$68,359	\$69,371	\$70,382
City of Des Moines, IA	Fire Captain	2756.0	NE	\$64,541	\$70,910	\$77,278
City of Fargo, ND	Fire Captain	2912.0	NE	\$57,274	\$65,883	\$74,491
City of Lincoln, NE	Fire Captain	2912.0	NE	\$70,355	\$76,285	\$82,214
City of Madison, WI	Fire Captain	2496.0	NE	\$74,481	\$74,481	\$74,481
City of Omaha, NE	Fire Captain	2912.0	NE	\$68,957	\$76,572	\$84,187
City of Rochester, MN	Fire Captain	2912.0	NE	\$53,414	\$54,355	\$55,296
City of Sioux City, IA	Fire Captain	2912.0	E	\$80,117	\$80,117	\$80,117
City of St. Paul, MN	Fire Captain	2912.0	NR	\$47,831	\$58,672	\$69,513
City of Topeka, KS	Fire Captain	2776.0	NE	\$73,225	\$74,637	\$76,049
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		2754.0	NE	\$72,687	\$76,638	\$80,589
Public Market Average				\$67,073	\$71,183	\$75,293
City of Sioux Falls as a % of Public Market Average				108%	108%	107%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		2754.0	NE	\$72,687	\$76,638	\$80,589
Private Market Average				NA	NA	NA
City of Sioux Falls as a % of Private Market Average				NA	NA	NA
City of Sioux Falls				\$72,687	\$76,638	\$80,589
Overall Comparator Market Average				\$67,073	\$71,183	\$75,293
City of Sioux Falls as a % of Overall Market Average				108%	108%	107%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Supervises and directs the activities of personnel and equipment of a Fire Station or Fire Rescue group. Supervises general firefighter work. Ensures safe operation and daily maintenance of various pieces of fire apparatus and other related equipment. Drives and operates emergency response apparatus when necessary.

Minimum Qualifications: Graduation from high school or GED certification, a minimum of eight years' service as a Firefighter and Fire Apparatus Operator. All candidates must hold the rank of Fire Apparatus Operator to be eligible for promotion to Captain and hold current Fire Rescue certification to the following standards: NFPA 1021 – Fire Officer 1 and NFPA 1041 – Fire Service Instructor I and have a satisfactory service rating.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Fire Inspector (uniformed/civilian)						
Fire						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
Public Data Sources						
City of Billings, MT	No Match		NR	NA	NA	NA
City of Boulder, CO	Fire Code Inspector	2912.0	E	\$74,840	\$74,840	\$74,840
City of Cedar Rapids, IA	No Match		NR	NA	NA	NA
City of Des Moines, IA	No Match		NR	NA	NA	NA
City of Fargo, ND	Fire Inspector/Investigator	2912.0	NE	\$57,274	\$65,883	\$74,491
City of Lincoln, NE	Fire Prevention Inspector	2912.0	NE	\$70,361	\$76,287	\$82,213
City of Madison, WI	Fire Code Enforcement Officer 2	2496.0	NE	\$57,121	\$61,318	\$65,515
City of Omaha, NE	No Match		NR	NA	NA	NA
City of Rochester, MN	Assistant Fire Marshal	2912.0	NE	\$69,848	\$71,369	\$72,891
City of Sioux City, IA	No Match		NR	NA	NA	NA
City of St. Paul, MN	Fire Safety Inspector III	2912.0	NR	\$47,125	\$55,543	\$63,961
City of Topeka, KS	Fire Inspector (uniformed)	2776.0	NE	\$65,888	\$70,967	\$76,046
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		2754.0	NE	\$60,382	\$70,023	\$79,664
Public Market Average				\$63,208	\$68,030	\$72,851
City of Sioux Falls as a % of Public Market Average				96%	103%	109%
Private Data Sources						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		2754.0	NE	\$60,382	\$70,023	\$79,664
Private Market Average				NA	NA	NA
City of Sioux Falls as a % of Private Market Average				NA	NA	NA
City of Sioux Falls				\$60,382	\$70,023	\$79,664
Overall Comparator Market Average				\$63,208	\$68,030	\$72,851
City of Sioux Falls as a % of Overall Market Average				96%	103%	109%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Develops and implements programmed efforts in education, enforcement, and investigation based on nationally recognized standards and national, state, and local legislation. Inspects the site of, review plans and issue permits for, and answer code and policy questions concerning new construction, fire protection systems, and storage tank installations to ensure compliance with national, state, and local codes.

Minimum Qualifications: Graduation from a college or university with a degree in engineering, construction management, industrial hygiene, or related field desirable. Must hold or be able to obtain certification by the International Fire Service Accreditation Congress (IFSAC) or certificates of test completion from the National Fire Protection Association (NFPA), or the International Code Council (ICC) to the following standards: NFPA 1031—Fire Inspector I within twelve months of hire.

APPENDIX B
City of Sioux Falls
Detailed Market Data (Adjusted)

Firefighter Fire						
Respondent	Matching Job Title	Work Hours	FLSA	Pay Range Minimum	Pay Range Midpoint	Pay Range
<i>Public Data Sources</i>						
City of Billings, MT	Firefighter I	2360.0	NE	\$43,670	\$51,529	\$59,387
City of Boulder, CO	Firefighter	2912.0	NE	\$43,038	\$43,038	\$43,038
City of Cedar Rapids, IA	Firefighter	2756.0	NE	\$45,815	\$54,000	\$62,185
City of Des Moines, IA	Fire Fighter	2756.0	NE	\$52,252	\$57,880	\$63,509
City of Fargo, ND	Firefighter	2912.0	NE	\$45,430	\$52,286	\$59,142
City of Lincoln, NE	Firefighter	2912.0	NE	\$45,639	\$55,224	\$64,809
City of Madison, WI	Firefighter	2496.0	NE	\$51,081	\$56,317	\$61,553
City of Omaha, NE	Firefighter	2912.0	NE	\$51,535	\$60,233	\$68,930
City of Rochester, MN	Firefighter	2912.0	NE	\$33,194	\$38,718	\$44,243
City of Sioux City, IA	Firefighter	2912.0	NE	\$46,580	\$55,113	\$63,647
City of St. Paul, MN	Firefighter	2912.0	NR	\$40,571	\$49,761	\$58,952
City of Topeka, KS	Firefighter	2776.0	NE	\$38,180	\$43,838	\$49,496
State of South Dakota	No Match		NR	NA	NA	NA
City of Sioux Falls		2754.0	NE	\$46,074	\$55,851	\$65,628
<i>Public Market Average</i>				\$44,749	\$51,495	\$58,241
<i>City of Sioux Falls as a % of Public Market Average</i>				103%	108%	113%
<i>Private Data Sources</i>						
CompAnalyst - IBM Kenexa	No Match		NR	NA	NA	NA
Economic Research Institute	No Match		NR	NA	NA	NA
Willis Towers Watson	No Match		NR	NA	NA	NA
City of Sioux Falls		2754.0	NE	\$46,074	\$55,851	\$65,628
<i>Private Market Average</i>				NA	NA	NA
<i>City of Sioux Falls as a % of Private Market Average</i>				NA	NA	NA
City of Sioux Falls				\$46,074	\$55,851	\$65,628
<i>Overall Comparator Market Average</i>				\$44,749	\$51,495	\$58,241
City of Sioux Falls as a % of Overall Market Average				103%	108%	113%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY:

Performs general firefighting duties in the protection of life and property. Performs in-service inspections of commercial, industrial, and other structures for fire hazards and file reports. Attends training sessions on subjects relating to the performance of Firefighter duties.

Minimum Qualifications: Firefighters must annually pass the Individual Physical Ability Test (IPAT). Graduation from high school or GED certification, or any such combination of education, experience, and training as may be acceptable to the hiring authority.