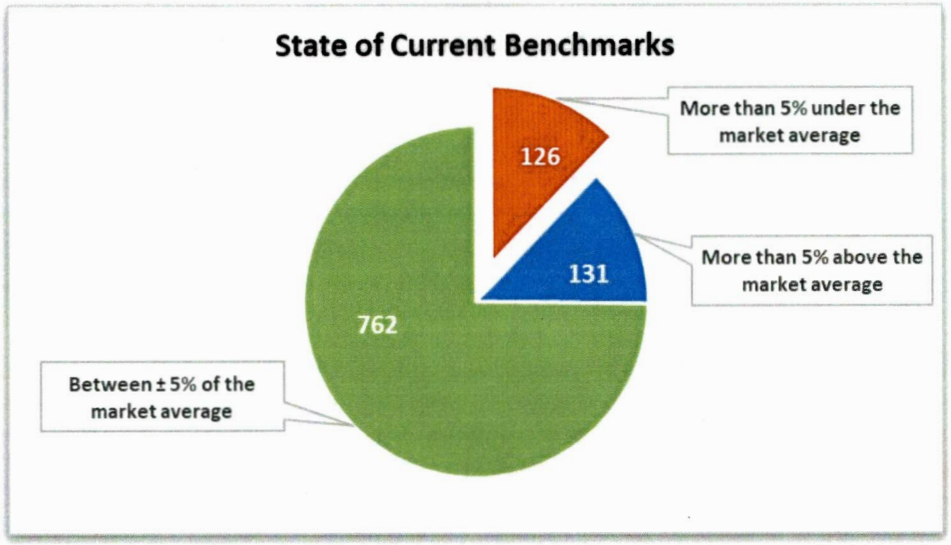
Benchmark Compensation Analysis

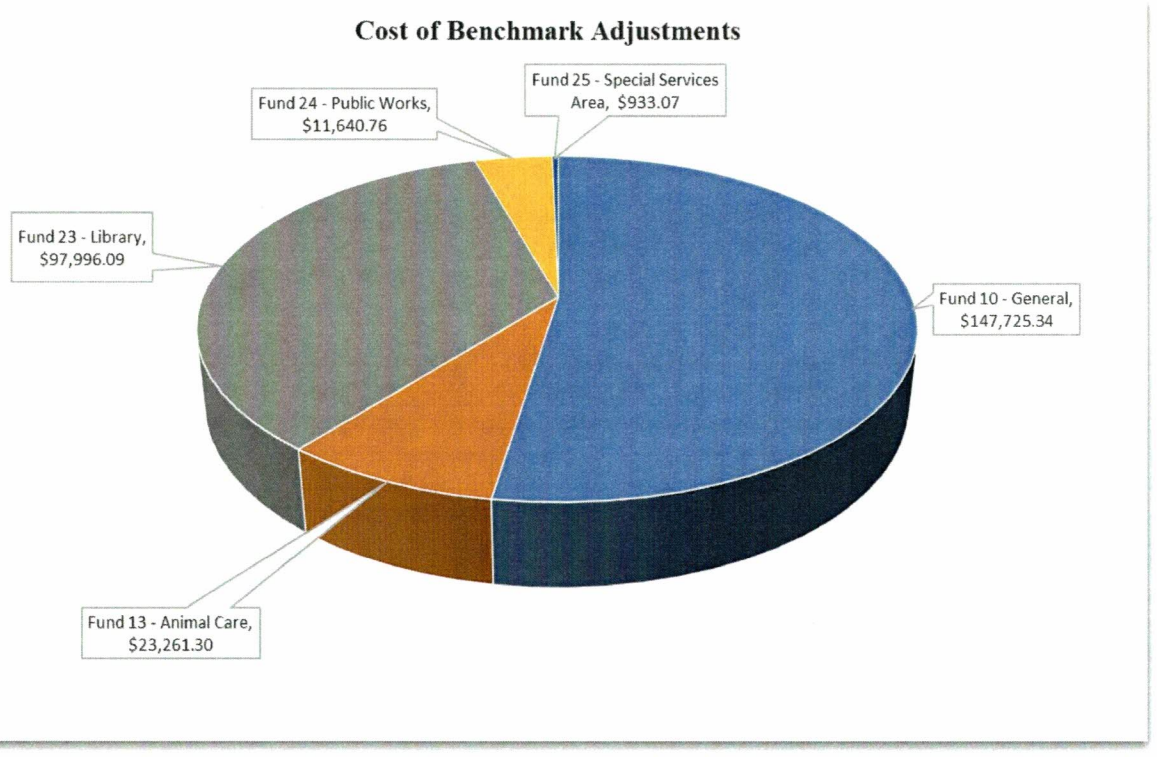


Benchmark groups	#	%	# Ees
More than 5% under the market average	15	16%	126
More than 5% above the market average	25	27%	131
Between ± 5% of the market average	54	57%	762
Total	**94**	**100%**	**1019**

DC Benchmark	DC benchmark to Market Average
Deputy Director, Library	89%
Associate Librarian	89%
Fleet Assets Manager	90%
Court Administrator	91%
Operations Manager	91%
Cadastral Mapper III	91%
Branch Manager	92%
Mechanic II	92%
GIS Team Leader	93%
Captain	93%
Application Support Specialist II	94%
Real Property Appraiser II	94%
Legal Secretary II	94%
Field Services Supervisor	94%
Shelter Technician II	94.9%

Cost of Benchmark Adjustments

Fund	$
Fund 10 - General	$147,725.34
Fund 13 - Animal Care	$ 23,261.30
Fund 23 - Library	$ 97,996.09
Fund 24 - Public Works	$ 11,640.76
Fund 25 - Special Services Area	$ 933.07
Total	**$281,556.57**



At projected rates for current employees and vacancies for 2025 (includes base pay, taxes, workers' compensation, URS; all employees except seasonal, temporary, and elected); 3% increase by policy.

Fund 10 Cost of Benchmark Adjustments

Organization	$
1010122 - Justice Court	$ 4,075.32
1010124 - Drug Court	$ 1,795.52
1010126 - Legal Defender	$ 3,221.71
1010128 - Pre-Trial Services	$ 2,441.70
1010136 - Information Services	$ 21,948.51
1010144 - Recorder	$ 4,765.84
1010145 - Attorney	$ 26,833.34
1010146 - Assessor	$ 50,243.68
1010180 - CED	$ 2,799.22
1020210 - Sheriff	$ 12,468.67
1020230 - Corrections	$ 5,983.84
1040152 - Vehicle Maintenance	$ 11,148.00
Total	**$147,725.34**

At projected rates for current employees and vacancies for 2025 (includes base pay, taxes, workers' compensation, URS; all employees except seasonal, temporary, and elected); 3% increase by policy.

