



# Mississippi Department of Transportation

Salary Comparison  
Study  
June 2016

**Prepared By:**

The John C. Stennis Institute of Government  
and Community Development at  
Mississippi State University

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Professor and Executive Director

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Research Associate



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# **Mississippi Department of Transportation Salary Survey & Analysis**

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## PREFACE

The John C. Stennis Institute of Government and Community Development is pleased to provide technical assistance to local governments, nonprofit organizations, regulatory agencies, utilities, and commissions in order to enhance their efforts in improving management, efficiency and service delivery. The John C. Stennis Institute of Government was established at Mississippi State University on February 9, 1976 in honor of United States Senator John C. Stennis.

The Institute's mission is: (1) to enhance the efficiency and effectiveness of Mississippi state and local government through basic and applied research, training, technical assistance, and service; (2) to provide technical assistance and research for both rural development in Mississippi and regional activities in the Southeast; and (3) to promote civic education and citizen involvement in the political process. Through its affiliation with Mississippi State University, an 1878 Land-Grant institution, and the University's various departments and resources, the Stennis Institute consistently seeks to provide meaningful research and programs that are both academic and applicable to real world issues faced by state and local government.



Dr. P. Edward French  
Professor and Executive Director

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## **INTRODUCTION AND OVERVIEW OF STUDY**

Personnel matters are important to any civil service organization. Though easily discounted or overlooked by management and other personnel decisions makers, the efficiency and effectiveness of any public agency sits directly on the shoulders of its personnel system. A system marked by arbitrary compensation levels, capricious decisions regarding promotion and termination, or wildly disparate management styles can cripple the overall functionality of any organization and eventually lead to poor service delivery. As the work of many state agencies has grown in volume and the complexity of their personnel systems have been challenged to address an array of issues, such as numerous legislative enactments and budgetary impediments, the need to modernize their personnel systems has heightened.

In the Spring and Summer of 2016, the John C. Stennis Institute of Government and Community Development began the process of conducting a salary comparison study for the Mississippi Department of Transportation (MDOT). The Stennis Institute sent surveys to 12 similar state highway and transportation departments (DOT's), 49 counties, and 30 municipalities. Data for the same positions in each of these agencies were compared and analyzed for current salary levels and tenure in the position. Results of the analysis of each position were presented in a comprehensive spreadsheet containing:

- Assignment of a Grade/Step based upon current conditions
- National and Mississippi salaries for each position
- Next Grade/Step raise
- Mean and median survey values
- Maximum and minimum salary reported for the position
- 25th, 50th, and 75th percentile survey responses
- Calculation of the percentage of the current salary to the survey mean
- The monetary value of the deficit or surplus below or above the survey mean

## METHODOLOGY

Determining appropriate compensation levels for employees is not a straightforward process. Practical experience in personnel management reveals that these systems can be far more complex in order to determine compensation. As such, the data collected lends itself to a broader picture of compensation paid for levels of experience, education, and location. Many organizations allow management to unilaterally determine the pay scale offered to employees; however, management does not have complete control to set pay grades. There are three constraints on management's ability to determine pay levels: *the external labor market, internal equity, and the organizational hierarchy.*

### ***The external labor market***

Classic economics teaches us that labor, like any other commodity or product, has a market. The market produces the forces of supply and demand which determine the value or *price* of different positions. A position that requires heavy demand in terms of knowledge, skills, and abilities, will essentially require a higher salary or *price* for the efforts of their commodity or product, because the amount of men and women who retain these requisite capacities will be limited. This *price* is simply the fixed salary that an organization must offer a person to fill the requisite position.

### ***Internal equity***

Internal equity is the basic concept that simply refers to the principle that a position in one area of an organization should be offered the same pay level/grade as that same position in another area of the organization. In an organization with voluminous multiple departments, this is a concept that tends to get ignored across the various units of an organization. Ignoring internal equity concerns can lead to high turnover and low morale among employees.

### ***Organizational hierarchy***

In an organization that is structured as a hierarchy, managers are paid at a higher pay level than the subordinates they supervise. Ignoring the organizational hierarchy can lead to poor management performance and reduced motivation among employees.

## **GRADE/STEP & COMPENSATION COMPARISON EXPLANATIONS AND RECOMMENDATIONS**

The MDOT Grade/Step assessment and compensation comparison was conducted based on a formula developed by the Stennis Institute to help determine salary structures. The calculation involves a grade and step system, which provides a system for MDOT and its employees. The plan itself is based upon the minimum wage at Grade One, Step One; all other grades and steps are calculated from the minimum wage. An increase of grade represents a 10% increase in pay. Each step within a grade represents a 3% increase in pay.

*Explanation of Grade/Step Assignment*— the factors used in assigning Grade and Step for each position were: Current Salary and Tenure. These factors were used to place each position at its Grade and Step on the proposed pay scale. The initial Grade/Step assignment included a three (3) percent Step Raise increase above the Current Salary.

*Grade/Step Raises calculated at 3%* — Grade/Step calculations help inform budget decisions as funding becomes available. Knowing the potential extent of personnel salary salaries—excesses and deficiencies—enables more informed decision making in pursuit of internal equity.

*Comparison and Analysis of Survey Responses*— The statistical program SPSS, was used to analyze survey data to produce the mean, median, minimum and maximum values paid by comparable organizations. In addition, national databases, as well as data held by the US Department of Labor, Bureau of Labor Statistics were researched producing a range of values for comparison national, regional, and Mississippi salaries paid for individual positions.

*Identification of positions falling significantly below Survey Mean*—Each position within the compensation comparison spreadsheet contains the Survey mean, median, minimum and maximum values for the position; the percentage value of the Current Salary above or below the Survey Mean; and the dollar value of that percentage compared to the Survey Mean.

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# Mississippi Department of Transportation

Data Sources



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## **DATA SOURCES**

As mentioned above, a salary survey was developed by the Stennis Institute and sent to 12 similar state highway and transportation departments (DOT's) in the states of Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, North Carolina, South Carolina, Texas, Tennessee, Virginia, and West Virginia. The survey was also sent to 49 counties, and 30 municipalities within the State of Mississippi.

Positions were studied, as a basis for the compensation comparison. Follow-up telephone calls were made for clarification of responses. Twenty-seven (29.67%) responses were received. Additional data was also collected using resources such as the O-NET database, which is continually updated by surveying a broad range of workers from each occupation, as well as figures from the Bureau of Labor Statistics (BLS). The salary information received was converted to an annual salary for each position to facilitate comparisons between respondents.

The following conversions were used:

<b><u>Frequency of Pay</u></b>	<b><u>Multiplier</u></b>
Full-time hourly (40 hours per workweek)	2,080 hours / year
Part-time hourly (20 hours per workweek)	1,040 hours / year
Weekly	52 periods / year
Biweekly	26.5 periods / year
Semi-monthly	24 periods / year
Monthly	12 periods / year

## MDOT's SALARY STUDY RESPONDENTS

**Overall Response Rate: 27 of 91 (29.67%)**

Overall, we surveyed a total of 91 different organizations, and received back 27 responses. This equates to a 29.67% response rate, which is well above our initial goal of 20%. Below are the individual breakdowns between the various state DOT agencies, counties, and municipalities:

### State DOT's 9 of 12 (75%)

State DOT's	Yes	No
Alabama DOT	X	
Arkansas HTD	X	
Florida DOT	X	
Georgia DOT		X
Kentucky TC	X	
Louisiana DOTD	X	
North Carolina DOT	X	
South Carolina DOT	X	
Texas DOT		X
Tennessee DOT	X	
Virginia DOT		X
West Virginia DOH	X	

Of the 12 State DOT's, we received back 9 responses, which is a 75% response rate. We can attribute the success of this high response rate to Mr. Mark McConnell, for contacting his colleagues at each of these agencies and letting them know that we were preparing to conduct the survey.



**Mississippi Counties  
6 of 49 (12.24%)**

<b>Northern District</b>	<b>Yes</b>	<b>No</b>
Pontotoc		X
Union		X
Lee		X
Monroe		X
Lowndes		X
Coahoma		X
Tunica		X
Tate		X
Desoto	X	
Lafayette		X
Leflore		X
Marshall		X
Oktibbeha		X
Clay	X	

<b>Central District</b>	<b>Yes</b>	<b>No</b>
Hinds (1st Judicial)		X
Hinds (2nd Judicial)		X
Scott		X
Rankin		X
Madison		X
Lauderdale		X
Washington		X
Warren		X
Sunflower	X	
Bolivar (1st Judicial)		X
Bolivar (2nd Judicial)		X
Yazoo		X
Leake		X
Neshoba		X

Southern District	Yes	No
Wayne		X
Lamar		X
Hancock	X	
Pearl River		X
Harrison (1st Judicial)		X
Harrison (2nd Judicial)		X
Jones (1st Judicial)		X
Jones (2nd Judicial)		X
Jasper (1st Judicial)		X
Jasper (2nd Judicial)		X
Stone		X
George		X
Jackson		X
Forrest		X
Simpson		X
Covington		X
Lincoln		X
Marion		X
Pike	X	
Adams		X
Newton	X	

Our response rate was much lower when it came to surveying the individual counties. Several members of the Stennis Institute, from Graduate Assistants all the way up to our Associate Director, made numerous efforts to increase our response rate when it came to the counties. However, we were unable to achieve our goal of 20%. We sent surveys to 49 counties within the State of Mississippi, and were only able to retrieve 6 responses, which equates to a 12.24% response rate.

After submission of this report, I will be making in person visits to as many of these counties as possible in order to retrieve a stronger response rate. I will then submit a follow up report that is county specific, in order to deliver a stronger evaluation among county salaries.

**Mississippi Municipalities  
12 of 30 (40%)**

Northern District	Yes	No
Pontotoc		X
Tupelo	X	
Columbus	X	
Union		X
Starkville		X
Clarksdale	X	
Tunica		X
Senatobia		X
Hernando		X
Southaven		X
Horn Lake		X
Oxford	X	
Olive Branch	X	
Greenwood	X	

Central District	Yes	No
Jackson		X
Forest	X	
Meridian		X
Vicksburg		X
Greenville	X	
Philadelphia	X	

Southern District	Yes	No
Gulfport	X	
Biloxi		X
Pascagoula		X
McComb		X
Brookhaven	X	
Columbia		X
Ocean Springs		X
Picayune		X
Hattiesburg		X
Natchez	X	

The Response rate for municipalities was much higher. Of the 30 surveys we sent to the individual municipalities, we retrieved 12 responses, which equates to a 40% response rate.

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# Mississippi Department of Transportation

Grade / Step  
Assignments



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## **HOW GRADE/STEP ASSIGNMENTS ARE DETERMINED**

Grade/Step assignments are determined by the hourly rate paid and length of tenure. Tenure on the job often accounts for a lower Grade but higher Step in the assignment—for example, the G6-17 assignment earns \$38,973.31. Interestingly enough, a newly hired worker may earn less money, but be assigned a higher Grade with a lower Step—for example, the G10-4 assignment \$38,855.65. Longer tenured workers may balk at the designation, but the 3% raise works in their favor, as the raise to G6-18 amounts to \$19.30/hr., up from \$18.74/hr.; whereas, the G10-4 amounts to \$19.24/hr., up from \$18.68/hr.

The reason many organizations opt to convert to the Grade/Step System is for the sake of compensation equity. In the Grade/Step System, preference and/or favoritism is less likely to occur, as raises assigned a value based upon achievement. For example, if a truck driver earns a CDL, the value assigned may be 3 to 6%, or one to two steps. The Grade/Step system eliminates the need to go through a lot of calculation, if the organization adheres to the system, the raise amounts are contained within the table, and employees know what to expect.



GRADE	Steps within Grade – 1 through 20																			
	10 <sup>th</sup> Percentile		20 <sup>th</sup> Percentile		30 <sup>th</sup> Percentile		40 <sup>th</sup> Percentile		50 <sup>th</sup> Percentile		60 <sup>th</sup> Percentile		70 <sup>th</sup> Percentile		80 <sup>th</sup> Percentile		90 <sup>th</sup> Percentile		100 <sup>th</sup> Percentile	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
G16	\$62,993.91	\$ 64,883.73	\$ 66,830.24	\$ 68,835.15	\$ 70,900.20	\$ 73,027.21	\$ 75,218.02	\$ 77,474.56	\$ 79,798.80	\$ 82,192.76	\$ 84,658.55	\$ 87,198.30	\$ 89,814.25	\$ 92,508.68	\$ 95,283.94	\$ 98,142.46	\$ 101,086.73	\$ 104,119.33	\$ 107,242.91	\$ 110,460.20
	\$5,249.49	\$5,406.98	\$5,569.19	\$5,736.26	\$5,908.35	\$6,085.60	\$6,268.17	\$6,456.21	\$6,649.90	\$6,849.40	\$7,054.88	\$7,266.53	\$7,484.52	\$7,709.06	\$7,940.33	\$8,178.54	\$8,423.89	\$8,676.61	\$8,936.91	\$9,205.02
	\$2,422.84	\$2,495.53	\$2,570.39	\$2,647.51	\$2,726.93	\$2,808.74	\$2,893.00	\$2,979.79	\$3,069.18	\$3,161.26	\$3,256.10	\$3,353.78	\$3,454.39	\$3,558.03	\$3,664.77	\$3,774.71	\$3,887.95	\$4,004.59	\$4,124.73	\$4,248.47
	\$30.29	\$31.19	\$32.13	\$33.09	\$34.09	\$35.11	\$36.16	\$37.25	\$38.36	\$39.52	\$40.70	\$41.92	\$43.18	\$44.48	\$45.81	\$47.18	\$48.60	\$50.06	\$51.56	\$53.11
G17	\$69,293.30	\$ 71,372.10	\$ 73,513.26	\$ 75,718.66	\$ 77,990.22	\$ 80,329.93	\$ 82,739.82	\$ 85,222.02	\$ 87,778.68	\$ 90,412.04	\$ 93,124.40	\$ 95,918.13	\$ 98,795.68	\$ 101,759.55	\$ 104,812.33	\$ 107,956.70	\$ 111,195.40	\$ 114,531.27	\$ 117,967.20	\$ 121,506.22
	\$5,774.44	\$5,947.67	\$6,126.11	\$6,309.89	\$6,499.18	\$6,694.16	\$6,894.99	\$7,101.83	\$7,314.89	\$7,534.34	\$7,760.37	\$7,993.18	\$8,232.97	\$8,479.96	\$8,734.36	\$8,996.39	\$9,266.28	\$9,544.27	\$9,830.60	\$10,125.52
	\$2,665.13	\$2,745.08	\$2,827.43	\$2,912.26	\$2,999.62	\$3,089.61	\$3,182.30	\$3,277.77	\$3,376.10	\$3,477.39	\$3,581.71	\$3,689.16	\$3,799.83	\$3,913.83	\$4,031.24	\$4,152.18	\$4,276.75	\$4,405.05	\$4,537.20	\$4,673.32
	\$33.31	\$34.31	\$35.34	\$36.40	\$37.50	\$38.62	\$39.78	\$40.97	\$42.20	\$43.47	\$44.77	\$46.11	\$47.50	\$48.92	\$50.39	\$51.90	\$53.46	\$55.06	\$56.72	\$58.42
G18	\$76,222.63	\$ 78,509.31	\$ 80,864.59	\$ 83,290.53	\$ 85,789.24	\$ 88,362.92	\$ 91,013.81	\$ 93,744.22	\$ 96,556.55	\$ 99,453.24	\$ 102,436.84	\$ 105,509.95	\$ 108,675.24	\$ 111,935.50	\$ 115,293.57	\$ 118,752.37	\$ 122,314.95	\$ 125,984.39	\$ 129,763.93	\$ 133,656.84
	\$6,351.89	\$6,542.44	\$6,738.72	\$6,940.88	\$7,149.10	\$7,363.58	\$7,584.48	\$7,812.02	\$8,046.38	\$8,287.77	\$8,536.40	\$8,792.50	\$9,056.27	\$9,327.96	\$9,607.80	\$9,896.03	\$10,192.91	\$10,498.70	\$10,813.66	\$11,138.07
	\$2,931.64	\$3,019.59	\$3,110.18	\$3,203.48	\$3,299.59	\$3,398.57	\$3,500.53	\$3,605.55	\$3,713.71	\$3,825.12	\$3,939.88	\$4,058.07	\$4,179.82	\$4,305.21	\$4,434.37	\$4,567.40	\$4,704.42	\$4,845.55	\$4,990.92	\$5,140.65
	\$36.65	\$37.74	\$38.88	\$40.04	\$41.24	\$42.48	\$43.76	\$45.07	\$46.42	\$47.81	\$49.25	\$50.73	\$52.25	\$53.82	\$55.43	\$57.09	\$58.81	\$60.57	\$62.39	\$64.26
G19	\$83,844.89	\$ 86,360.24	\$ 88,951.05	\$ 91,619.58	\$ 94,368.17	\$ 97,199.21	\$ 100,115.19	\$ 103,118.64	\$ 106,212.20	\$ 109,398.57	\$ 112,680.53	\$ 116,060.94	\$ 119,542.77	\$ 123,129.05	\$ 126,822.92	\$ 130,627.61	\$ 134,546.44	\$ 138,582.83	\$ 142,740.32	\$ 147,022.53
	\$6,987.07	\$7,196.69	\$7,412.59	\$7,634.96	\$7,864.01	\$8,099.93	\$8,342.93	\$8,593.22	\$8,851.02	\$9,116.55	\$9,390.04	\$9,671.75	\$9,961.90	\$10,260.75	\$10,568.58	\$10,885.63	\$11,212.20	\$11,548.57	\$11,895.03	\$12,251.88
	\$3,224.80	\$3,321.55	\$3,421.19	\$3,523.83	\$3,629.54	\$3,738.43	\$3,850.58	\$3,966.10	\$4,085.08	\$4,207.64	\$4,333.87	\$4,463.88	\$4,597.80	\$4,735.73	\$4,877.80	\$5,024.14	\$5,174.86	\$5,330.11	\$5,490.01	\$5,654.71
	\$40.31	\$41.52	\$42.76	\$44.05	\$45.37	\$46.73	\$48.13	\$49.58	\$51.06	\$52.60	\$54.17	\$55.80	\$57.47	\$59.20	\$60.97	\$62.80	\$64.69	\$66.63	\$68.63	\$70.68
G20	\$92,229.38	\$94,996.26	\$97,846.15	\$100,781.53	\$103,804.98	\$106,919.13	\$110,126.70	\$113,430.50	\$116,833.42	\$120,338.42	\$123,948.57	\$127,667.03	\$131,497.04	\$135,441.95	\$139,505.21	\$143,690.37	\$148,001.08	\$152,441.11	\$157,014.35	\$ 161,724.78
	\$7,685.00	\$7,916.00	\$8,153.00	\$8,398.00	\$8,650.00	\$8,909.00	\$9,177.00	\$9,452.00	\$9,736.00	\$10,028.00	\$10,329.00	\$10,638.00	\$10,958.00	\$11,286.00	\$11,625.00	\$11,974.00	\$12,333.00	\$12,703.00	\$13,084.00	\$13,477.00
	\$3,842.00	\$3,958.00	\$4,076.00	\$4,199.00	\$4,325.00	\$4,454.00	\$4,588.00	\$4,726.00	\$4,868.00	\$5,014.00	\$5,164.00	\$5,319.00	\$5,479.00	\$5,643.00	\$5,812.00	\$5,987.00	\$6,166.00	\$6,351.00	\$6,542.00	\$6,738.00
	\$44.34	\$45.67	\$47.04	\$48.45	\$49.91	\$51.40	\$52.94	\$54.53	\$56.17	\$57.85	\$59.59	\$61.38	\$63.22	\$65.12	\$67.07	\$69.08	\$71.15	\$73.29	\$75.49	\$77.75



## **GRADE/STEP IDENTIFIERS**

As part of the effect of promoting internal equity within the organizational pay structure, The Stennis Institute provides suggestions to implement the Grade/Step system. What's essentially been evaluated below are the recommended paygrades for each position, and the steps to which each employee falls within each respective paygrade. Part of the identification of internal equity within each job title is to identify which employees have been identified to be located in a different step as compared to their current tenure. For example, if an employee has been with the organization for 10 years, but their current step is identified at step 5, they are essentially behind the correct step in association to their years of service. It then becomes much easier to identify the employees who are longer tenured that essentially receive the same pay as the lesser tenured employees that have been more recently hired. If turnover is an issue, it appears that the case could be that longer tenured employees are paid almost the same as the new hires. The Grade/Step scale is used to create uniformity and identify the outliers.

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### Maintenance Operations Manager

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Operations Manager	District 1	\$3,701.23	<b>\$44,414.76</b>	4.58	11	5	6	\$45,344.15	\$929.39	2.09%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 1	\$3,675.73	<b>\$44,108.76</b>	4.58	11	5	6	\$45,344.15	\$1,235.39	2.80%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 1	\$3,814.87	<b>\$45,778.44</b>	4.58	11	6	7	\$46,704.47	\$926.03	2.02%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 5	\$3,818.15	<b>\$45,817.80</b>	3.08	11	6	7	\$46,704.47	\$886.67	1.94%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 5	\$3,927.22	<b>\$47,126.64</b>	4.58	11	7	8	\$48,105.61	\$978.97	2.08%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 5	\$4,101.85	<b>\$49,222.20</b>	4.58	11	8	9	\$49,548.78	\$326.58	0.66%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 5	\$3,615.86	<b>\$43,390.32</b>	1.75	11	4	5	\$44,023.45	\$633.13	1.46%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 5	\$3,319.01	<b>\$39,828.12</b>	1.00	11	1	2	\$40,287.69	\$459.57	1.15%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 5	\$3,394.76	<b>\$40,737.12</b>	1.00	11	2	3	\$41,496.32	\$759.20	1.86%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 6	\$3,436.26	<b>\$41,235.12</b>	4.58	11	2	3	\$41,496.32	\$261.20	0.63%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 6	\$3,445.26	<b>\$41,343.12</b>	0.92	11	2	3	\$41,496.32	\$153.20	0.37%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 6	\$3,714.57	<b>\$44,574.84</b>	4.58	11	5	6	\$45,344.15	\$769.31	1.73%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 6	\$3,445.26	<b>\$41,343.12</b>	4.58	11	2	3	\$41,496.32	\$153.20	0.37%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 6	\$3,753.16	<b>\$45,037.92</b>	4.58	11	5	6	\$45,344.15	\$306.23	0.68%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 6	\$3,585.74	<b>\$43,028.88</b>	0.92	11	4	5	\$44,023.45	\$994.57	2.31%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 6	\$3,984.56	<b>\$47,814.72</b>	1.75	11	7	8	\$48,105.61	\$290.89	0.61%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 2	\$3,695.20	<b>\$44,342.40</b>	20.59	11	5	6	\$45,344.15	\$1,001.75	2.26%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 2	\$3,955.75	<b>\$47,469.00</b>	44.02	11	7	8	\$48,105.61	\$636.61	1.34%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 2	\$3,388.88	<b>\$40,666.56</b>	24.92	11	2	3	\$41,496.32	\$829.76	2.04%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 2	\$4,066.49	<b>\$48,797.88</b>	29.89	11	8	9	\$49,548.78	\$750.90	1.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 2	\$3,839.24	<b>\$46,070.88</b>	28.60	11	6	7	\$46,704.47	\$633.59	1.38%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 1	\$3,964.45	<b>\$47,573.40</b>	2.17	11	7	8	\$48,105.61	\$532.21	1.12%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 1	\$3,964.17	<b>\$47,570.04</b>	4.58	11	7	8	\$48,105.61	\$535.57	1.13%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 3	\$4,000.49	<b>\$48,005.88</b>	1.92	11	7	8	\$48,105.61	\$99.73	0.21%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 3	\$3,572.63	<b>\$42,871.56</b>	4.58	11	4	5	\$44,023.45	\$1,151.89	2.69%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 3	\$3,566.95	<b>\$42,803.40</b>	4.58	11	4	5	\$44,023.45	\$1,220.05	2.85%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 3	\$3,759.54	<b>\$45,114.48</b>	4.58	11	5	6	\$45,344.15	\$229.67	0.51%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 3	\$3,805.86	<b>\$45,670.32</b>	3.75	11	6	7	\$46,704.47	\$1,034.15	2.26%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 7	\$3,424.74	<b>\$41,096.88</b>	0.66	11	2	3	\$41,496.32	\$399.44	0.97%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 7	\$3,521.01	<b>\$42,252.12</b>	4.08	11	3	4	\$42,741.21	\$489.09	1.16%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 7	\$3,875.85	<b>\$46,510.20</b>	4.58	11	6	7	\$46,704.47	\$194.27	0.42%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 7	\$3,668.30	<b>\$44,019.60</b>	4.58	11	4	5	\$44,023.45	\$3.85	0.01%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 7	\$3,401.88	<b>\$40,822.56</b>	4.58	11	2	3	\$41,496.32	\$673.76	1.65%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 7	\$4,034.25	<b>\$48,411.00</b>	4.58	11	8	9	\$49,548.78	\$1,137.78	2.35%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 7	\$3,569.50	<b>\$42,834.00</b>	4.58	11	4	5	\$44,023.45	\$1,189.45	2.78%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Operations Manager	District 7	\$3,774.24	<b>\$45,290.88</b>	3.92	11	5	6	\$45,344.15	\$53.27	0.12%	\$63,010.00	\$51,270.00	\$63,010.00
<b>Maintenance Operations Manager Averages</b>			<b>\$44,527.64</b>	<b>7.15</b>	<b>11</b>	<b>4.81</b>	<b>5.81</b>	<b>\$45,162.65</b>	<b>\$635.01</b>	<b>1.43%</b>	<b>\$63,010.00</b>	<b>\$51,270.00</b>	<b>\$63,010.00</b>

### Maintenance Superintendent II

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Superintendent II	District 7	\$2,787.16	<b>\$33,445.92</b>	2.00	9	2	3	\$34,294.48	\$848.56	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,358.33	<b>\$40,299.96</b>	4.58	9	8	9	\$40,949.40	\$649.44	1.61%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,544.27	<b>\$42,531.24</b>	4.58	9	10	11	\$43,443.22	\$911.98	2.14%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,094.11	<b>\$37,129.32</b>	4.58	9	5	6	\$37,474.50	\$345.18	0.93%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$2,787.16	<b>\$33,445.92</b>	0.83	9	2	3	\$34,294.48	\$848.56	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,224.82	<b>\$38,697.84</b>	4.58	9	7	8	\$39,756.70	\$1,058.86	2.74%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,237.12	<b>\$38,845.44</b>	4.58	9	7	8	\$39,756.70	\$911.26	2.35%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$2,913.40	<b>\$34,960.80</b>	1.00	9	3	4	\$35,323.31	\$362.51	1.04%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,127.77	<b>\$37,533.24</b>	4.58	9	6	7	\$38,598.74	\$1,065.50	2.84%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$2,997.99	<b>\$35,975.88</b>	N/A	9	4	5	\$36,383.01	\$407.13	1.13%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$2,787.16	<b>\$33,445.92</b>	3.17	9	2	3	\$34,294.48	\$848.56	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$2,787.16	<b>\$33,445.92</b>	N/A	9	2	3	\$34,294.48	\$848.56	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$2,787.16	<b>\$33,445.92</b>	3.92	9	2	3	\$34,294.48	\$848.56	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,037.65	<b>\$36,451.80</b>	4.58	9	5	6	\$37,474.50	\$1,022.70	2.81%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$2,787.16	<b>\$33,445.92</b>	2.41	9	2	3	\$34,294.48	\$848.56	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,037.65	<b>\$36,451.80</b>	4.58	9	5	6	\$37,474.50	\$1,022.70	2.81%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,017.82	<b>\$36,213.84</b>	0.75	9	4	5	\$36,383.01	\$169.17	0.47%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,500.63	<b>\$42,007.56</b>	4.58	9	9	10	\$42,177.88	\$170.32	0.41%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,059.16	<b>\$36,709.92</b>	3.83	9	5	6	\$37,474.50	\$764.58	2.08%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 7	\$3,544.27	<b>\$42,531.24</b>	4.58	9	10	11	\$43,443.22	\$911.98	2.14%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$2,948.02	<b>\$35,376.24</b>	3.17	9	4	5	\$36,383.01	\$1,006.77	2.85%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,196.71	<b>\$38,360.52</b>	4.58	9	6	7	\$38,598.74	\$238.22	0.62%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,040.18	<b>\$36,482.16</b>	4.58	9	5	6	\$37,474.50	\$992.34	2.72%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,119.40	<b>\$37,432.80</b>	4.58	9	5	6	\$37,474.50	\$41.70	0.11%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$2,959.56	<b>\$35,514.72</b>	4.58	9	4	5	\$36,383.01	\$868.29	2.44%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,106.85	<b>\$37,282.20</b>	3.25	9	5	6	\$37,474.50	\$192.30	0.52%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,027.07	<b>\$36,324.84</b>	4.58	9	4	5	\$36,383.01	\$58.17	0.16%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,108.99	<b>\$37,307.88</b>	4.58	9	5	6	\$37,474.50	\$166.62	0.45%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,082.26	<b>\$36,987.12</b>	3.92	9	5	6	\$37,474.50	\$487.38	1.32%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,030.36	<b>\$36,364.32</b>	4.58	9	4	5	\$36,383.01	\$18.69	0.05%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,347.42	<b>\$40,169.04</b>	4.58	9	8	9	\$40,949.40	\$780.36	1.94%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,365.04	<b>\$40,380.48</b>	7.41	9	8	9	\$40,949.40	\$568.92	1.41%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,091.97	<b>\$37,103.64</b>	4.58	9	5	6	\$37,474.50	\$370.86	1.00%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,457.00	<b>\$41,484.00</b>	4.58	9	9	10	\$42,177.88	\$693.88	1.67%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,089.28	<b>\$37,071.36</b>	1.92	9	5	6	\$37,474.50	\$403.14	1.09%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,025.73	<b>\$36,308.76</b>	3.00	9	4	5	\$36,383.01	\$74.25	0.20%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$2,759.56	<b>\$33,114.72</b>	4.58	9	1	2	\$33,295.61	\$180.89	0.55%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,115.75	<b>\$37,389.00</b>	4.58	9	5	6	\$37,474.50	\$85.50	0.23%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$2,787.16	<b>\$33,445.92</b>	1.50	9	2	3	\$34,294.48	\$848.56	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,318.68	<b>\$39,824.16</b>	4.58	9	8	9	\$40,949.40	\$1,125.24	2.83%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,356.14	<b>\$40,273.68</b>	1.00	9	8	9	\$40,949.40	\$675.72	1.68%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$2,759.56	<b>\$33,114.72</b>	N/A	9	1	2	\$33,295.61	\$180.89	0.55%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,421.93	<b>\$41,063.16</b>	4.58	9	9	10	\$42,177.88	\$1,114.72	2.71%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,024.48	<b>\$36,293.76</b>	4.58	9	4	5	\$36,383.01	\$89.25	0.25%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,106.85	<b>\$37,282.20</b>	4.58	9	5	6	\$37,474.50	\$192.30	0.52%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,059.24	<b>\$36,710.88</b>	2.50	9	5	6	\$37,474.50	\$763.62	2.08%	\$63,010.00	\$51,270.00	\$63,010.00

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Superintendent II	District 5	\$3,264.85	\$39,178.20	4.58	9	7	8	\$39,756.70	\$578.50	1.48%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 5	\$3,613.04	\$43,356.48	4.58	9	10	11	\$43,443.22	\$86.74	0.20%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,918.83	\$35,025.96	1.41	9	3	4	\$35,323.31	\$297.35	0.85%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,787.16	\$33,445.92	0.83	9	2	3	\$34,294.48	\$848.56	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$3,467.61	\$41,611.32	3.92	9	9	10	\$42,177.88	\$566.56	1.36%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$3,365.51	\$40,386.12	0.75	9	8	9	\$40,949.40	\$563.28	1.39%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,913.41	\$34,960.92	0.83	9	3	4	\$35,323.31	\$362.39	1.04%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,913.40	\$34,960.80	4.58	9	3	4	\$35,323.31	\$362.51	1.04%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,919.67	\$35,036.04	4.58	9	3	4	\$35,323.31	\$287.27	0.82%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,759.56	\$33,114.72	4.22	9	1	2	\$33,295.61	\$180.89	0.55%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$3,185.91	\$38,230.92	0.83	9	6	7	\$38,598.74	\$367.82	0.96%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,959.56	\$35,514.72	4.58	9	4	5	\$36,383.01	\$868.29	2.44%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$3,008.74	\$36,104.88	4.58	9	4	5	\$36,383.01	\$278.13	0.77%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,913.41	\$34,960.92	0.83	9	3	4	\$35,323.31	\$362.39	1.04%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,919.67	\$35,036.04	4.58	9	3	4	\$35,323.31	\$287.27	0.82%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,918.83	\$35,025.96	3.92	9	3	4	\$35,323.31	\$297.35	0.85%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,769.56	\$33,234.72	4.17	9	1	2	\$33,295.61	\$60.89	0.18%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,913.40	\$34,960.80	4.58	9	3	4	\$35,323.31	\$362.51	1.04%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,913.40	\$34,960.80	0.75	9	3	4	\$35,323.31	\$362.51	1.04%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,910.92	\$34,931.04	4.58	9	3	4	\$35,323.31	\$392.27	1.12%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,997.98	\$35,975.76	4.58	9	4	5	\$36,383.01	\$407.25	1.13%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$2,918.83	\$35,025.96	0.83	9	3	4	\$35,323.31	\$297.35	0.85%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 6	\$3,035.16	\$36,421.92	4.58	9	5	6	\$37,474.50	\$1,052.58	2.89%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,101.89	\$37,222.68	4.58	9	5	6	\$37,474.50	\$251.82	0.68%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,263.46	\$39,161.52	4.58	9	7	8	\$39,756.70	\$595.18	1.52%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,119.40	\$37,432.80	4.58	9	5	6	\$37,474.50	\$41.70	0.11%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,367.10	\$40,405.20	4.58	9	8	9	\$40,949.40	\$544.20	1.35%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,125.07	\$37,500.84	1.92	9	6	7	\$38,598.74	\$1,097.90	2.93%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,172.10	\$38,065.20	4.58	9	6	7	\$38,598.74	\$533.54	1.40%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,037.64	\$36,451.68	4.58	9	5	6	\$37,474.50	\$1,022.82	2.81%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 1	\$3,102.88	\$37,234.56	1.92	9	5	6	\$37,474.50	\$239.94	0.64%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,102.82	\$37,233.84	1.17	9	5	6	\$37,474.50	\$240.66	0.65%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$2,787.15	\$33,445.80	1.75	9	2	3	\$34,294.48	\$848.68	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,324.58	\$39,894.96	4.58	9	8	9	\$40,949.40	\$1,054.44	2.64%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$2,967.90	\$35,614.80	1.66	9	4	5	\$36,383.01	\$768.21	2.16%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,103.93	\$37,247.16	4.58	9	5	6	\$37,474.50	\$227.34	0.61%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$2,787.15	\$33,445.80	1.33	9	2	3	\$34,294.48	\$848.68	2.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,018.66	\$36,223.92	2.08	9	4	5	\$36,383.01	\$159.09	0.44%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,522.70	\$42,272.40	4.58	9	10	11	\$43,443.22	\$1,170.82	2.77%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$2,981.15	\$35,773.80	3.17	9	4	5	\$36,383.01	\$609.21	1.70%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$2,884.56	\$34,614.72	4.58	9	3	4	\$35,323.31	\$708.59	2.05%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,326.33	\$39,915.96	4.58	9	8	9	\$40,949.40	\$1,033.44	2.59%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,306.58	\$39,678.96	4.58	9	7	8	\$39,756.70	\$77.74	0.20%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,196.23	\$38,354.76	4.58	9	6	7	\$38,598.74	\$243.98	0.64%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,234.37	\$38,812.44	4.58	9	7	8	\$39,756.70	\$944.26	2.43%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 3	\$3,045.09	\$36,541.08	4.58	9	5	6	\$37,474.50	\$933.42	2.55%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,007.57	\$36,090.84	11.17	9	4	5	\$36,383.01	\$292.17	0.81%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,151.03	\$37,812.36	19.72	9	6	7	\$38,598.74	\$786.38	2.08%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,114.29	\$37,371.48	13.63	9	5	6	\$37,474.50	\$103.02	0.28%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,224.81	\$38,697.72	26.93	9	7	8	\$39,756.70	\$1,058.98	2.74%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,119.58	\$37,434.96	3.29	9	5	6	\$37,474.50	\$39.54	0.11%	\$63,010.00	\$51,270.00	\$63,010.00

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Superintendent II	District 2	\$3,106.85	<b>\$37,282.20</b>	19.34	9	5	6	\$37,474.50	\$192.30	0.52%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$2,968.30	<b>\$35,619.60</b>	9.46	9	4	5	\$36,383.01	\$763.41	2.14%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,054.43	<b>\$36,653.16</b>	15.38	9	5	6	\$37,474.50	\$821.34	2.24%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,087.16	<b>\$37,045.92</b>	11.25	9	5	6	\$37,474.50	\$428.58	1.16%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$2,511.12	<b>\$30,133.44</b>	6.04	9	0	1	\$32,325.84	\$2,192.40	7.28%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,016.68	<b>\$36,200.16</b>	14.42	9	4	5	\$36,383.01	\$182.85	0.51%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.92	9	1	2	\$33,295.61	\$180.89	0.55%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	5.46	9	1	2	\$33,295.61	\$180.89	0.55%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,007.57	<b>\$36,090.84</b>	13.05	9	4	5	\$36,383.01	\$292.17	0.81%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,108.99	<b>\$37,307.88</b>	9.25	9	5	6	\$37,474.50	\$166.62	0.45%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$2,976.82	<b>\$35,721.84</b>	10.34	9	4	5	\$36,383.01	\$661.17	1.85%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,172.11	<b>\$38,065.32</b>	28.67	9	6	7	\$38,598.74	\$533.42	1.40%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.42	9	3	4	\$35,323.31	\$297.35	0.85%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.79	9	3	4	\$35,323.31	\$297.35	0.85%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,119.57	<b>\$37,434.84</b>	20.72	9	5	6	\$37,474.50	\$39.66	0.11%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,054.23	<b>\$36,650.76</b>	28.77	9	5	6	\$37,474.50	\$823.74	2.25%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,076.09	<b>\$36,913.08</b>	17.84	9	5	6	\$37,474.50	\$561.42	1.52%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.13	9	1	2	\$33,295.61	\$180.89	0.55%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent II	District 2	\$3,174.46	<b>\$38,093.52</b>	13.42	9	6	7	\$38,598.74	\$505.22	1.33%	\$63,010.00	\$51,270.00	\$63,010.00
<b>Maintenance Superintendent II Averages</b>			<b>\$36,771.55</b>	<b>5.70</b>	<b>9</b>	<b>4.78</b>	<b>5.78</b>	<b>\$37,309.40</b>	<b>\$537.86</b>	<b>1.47%</b>	<b>\$63,010.00</b>	<b>\$51,270.00</b>	<b>\$63,010.00</b>

### Maintenance Superintendent I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Superintendent I	District 7	\$2,782.89	<b>\$33,394.68</b>	1.41	8	5	6	\$34,067.73	\$673.05	2.02%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 5	\$2,785.63	<b>\$33,427.56</b>	4.58	8	5	6	\$34,067.73	\$640.17	1.92%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 5	\$2,714.49	<b>\$32,573.88</b>	2.83	8	4	5	\$33,075.47	\$501.59	1.54%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 5	\$2,883.65	<b>\$34,603.80</b>	3.58	8	6	7	\$35,089.76	\$485.96	1.40%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 5	\$2,805.06	<b>\$33,660.72</b>	2.83	8	5	6	\$34,067.73	\$407.01	1.21%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 5	\$2,851.05	<b>\$34,212.60</b>	1.00	8	6	7	\$35,089.76	\$877.16	2.56%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 5	\$3,018.90	<b>\$36,226.80</b>	4.58	8	8	9	\$37,226.73	\$999.93	2.76%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 5	\$2,853.78	<b>\$34,245.36</b>	4.58	8	6	7	\$35,089.76	\$844.40	2.47%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 6	\$2,751.11	<b>\$33,013.32</b>	0.75	8	4	5	\$33,075.47	\$62.15	0.19%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 6	\$2,670.39	<b>\$32,044.68</b>	0.75	8	3	4	\$32,112.10	\$67.42	0.21%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 6	\$2,511.12	<b>\$30,133.44</b>	1.25	8	1	2	\$30,268.74	\$135.30	0.45%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 1	\$2,565.44	<b>\$30,785.28</b>	3.25	8	2	3	\$31,176.80	\$391.52	1.27%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 1	\$2,766.89	<b>\$33,202.68</b>	3.66	8	5	6	\$34,067.73	\$865.05	2.61%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 1	\$2,855.92	<b>\$34,271.04</b>	5.92	8	6	7	\$35,089.76	\$818.72	2.39%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Superintendent I	District 1	\$2,865.23	<b>\$34,382.76</b>	1.25	8	6	7	\$35,089.76	\$707.00	2.06%	\$63,010.00	\$51,270.00	\$63,010.00
<b>Maintenance Superintendent I Averages</b>			<b>\$33,345.24</b>	<b>2.82</b>	<b>8</b>	<b>4.80</b>	<b>5.80</b>	<b>\$33,910.34</b>	<b>\$565.10</b>	<b>1.67%</b>	<b>\$63,010.00</b>	<b>\$51,270.00</b>	<b>\$63,010.00</b>

### Maintenance Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Supervisor	District 6	\$2,621.89	<b>\$31,462.68</b>	0.92	7	6	7	\$31,899.78	\$437.10	1.39%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	1.25	7	1	2	\$25,517.03	\$874.07	3.55%	\$63,010.00	\$51,270.00	\$63,010.00
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	3.25	7	1	2	\$25,517.03	\$874.07	3.55%	\$63,010.00	\$51,270.00	\$63,010.00
<b>Maintenance Supervisor Averages</b>			<b>\$26,916.20</b>	<b>1.80</b>	<b>7</b>	<b>2.67</b>	<b>3.67</b>	<b>\$27,644.61</b>	<b>\$728.41</b>	<b>2.71%</b>	<b>\$63,010.00</b>	<b>\$51,270.00</b>	<b>\$63,010.00</b>



**Maintenance Technician IV**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician IV	District 7	\$2,333.72	<b>\$28,004.64</b>	0.75	6	5	6	\$28,155.15	\$150.51	0.54%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,105.35	<b>\$25,264.20</b>	0.75	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,126.41	<b>\$25,516.92</b>	1.00	6	2	3	\$25,765.95	\$249.03	0.98%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,252.66	<b>\$27,031.92</b>	4.17	6	4	5	\$27,335.10	\$303.18	1.12%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,414.79	<b>\$28,977.48</b>	4.67	6	6	7	\$28,999.80	\$22.32	0.08%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,252.66	<b>\$27,031.92</b>	4.67	6	4	5	\$27,335.10	\$303.18	1.12%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,512.88	<b>\$30,154.56</b>	4.00	6	8	9	\$30,765.89	\$611.33	2.03%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,105.35	<b>\$25,264.20</b>	1.17	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,105.35	<b>\$25,264.20</b>	0.83	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,105.35	<b>\$25,264.20</b>	1.08	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,353.36	<b>\$28,240.32</b>	1.17	6	6	7	\$28,999.80	\$759.48	2.69%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,738.43	<b>\$32,861.16</b>	1.17	6	11	12	\$33,618.72	\$757.56	2.31%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,105.35	<b>\$25,264.20</b>	1.17	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,126.40	<b>\$25,516.80</b>	N/A	6	2	3	\$25,765.95	\$249.15	0.98%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,823.66	<b>\$33,883.92</b>	4.17	6	12	13	\$34,627.28	\$743.36	2.19%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,346.15	<b>\$28,153.80</b>	3.66	6	5	6	\$28,155.15	\$1.35	0.00%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,105.35	<b>\$25,264.20</b>	0.75	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 7	\$2,264.62	<b>\$27,175.44</b>	1.66	6	4	5	\$27,335.10	\$159.66	0.59%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,346.14	<b>\$28,153.68</b>	5.08	6	5	6	\$28,155.15	\$1.47	0.01%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,264.62	<b>\$27,175.44</b>	0.75	6	4	5	\$27,335.10	\$159.66	0.59%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	1.08	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,299.83	<b>\$27,597.96</b>	2.92	6	5	6	\$28,155.15	\$557.19	2.02%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,230.35	<b>\$26,764.20</b>	1.17	6	4	5	\$27,335.10	\$570.90	2.13%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,216.84	<b>\$26,602.08</b>	2.92	6	4	5	\$27,335.10	\$733.02	2.76%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	1.17	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,346.14	<b>\$28,153.68</b>	3.66	6	5	6	\$28,155.15	\$1.47	0.01%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,429.48	<b>\$29,153.76</b>	1.41	6	7	8	\$29,869.80	\$716.04	2.46%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,461.17	<b>\$29,534.04</b>	1.17	6	7	8	\$29,869.80	\$335.76	1.14%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,578.26	<b>\$30,939.12</b>	1.17	6	9	10	\$31,688.87	\$749.75	2.42%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,286.59	<b>\$27,439.08</b>	1.17	6	5	6	\$28,155.15	\$716.07	2.61%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,250.34	<b>\$27,004.08</b>	N/A	6	4	5	\$27,335.10	\$331.02	1.23%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,783.65	<b>\$33,403.80</b>	4.67	6	11	12	\$33,618.72	\$214.92	0.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,421.88	<b>\$29,062.56</b>	4.58	6	7	8	\$29,869.80	\$807.24	2.78%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,339.99	<b>\$28,079.88</b>	0.75	6	5	6	\$28,155.15	\$75.27	0.27%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,831.51	<b>\$33,978.12</b>	1.17	6	12	13	\$34,627.28	\$649.16	1.91%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 5	\$2,105.35	<b>\$25,264.20</b>	1.58	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,230.35	<b>\$26,764.20</b>	3.75	6	4	5	\$27,335.10	\$570.90	2.13%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,105.35	<b>\$25,264.20</b>	0.75	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,105.35	<b>\$25,264.20</b>	1.66	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,379.22	<b>\$28,550.64</b>	0.83	6	6	7	\$28,999.80	\$449.16	1.57%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,308.72	<b>\$27,704.64</b>	1.41	6	5	6	\$28,155.15	\$450.51	1.63%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,105.35	<b>\$25,264.20</b>	1.75	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,180.35	<b>\$26,164.20</b>	1.25	6	3	4	\$26,538.93	\$374.73	1.43%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,097.95	<b>\$25,175.40</b>	1.66	6	2	3	\$25,765.95	\$590.55	2.35%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,105.35	<b>\$25,264.20</b>	1.66	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 6	\$2,105.35	<b>\$25,264.20</b>	1.66	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician IV	District 2	\$2,653.21	<b>\$31,838.52</b>	27.20	6	10	11	\$32,639.53	\$801.01	2.52%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 2	\$2,264.62	<b>\$27,175.44</b>	8.00	6	4	5	\$27,335.10	\$159.66	0.59%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 2	\$2,230.35	<b>\$26,764.20</b>	10.79	6	4	5	\$27,335.10	\$570.90	2.13%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 2	\$2,230.35	<b>\$26,764.20</b>	10.71	6	4	5	\$27,335.10	\$570.90	2.13%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 2	\$2,264.62	<b>\$27,175.44</b>	8.17	6	4	5	\$27,335.10	\$159.66	0.59%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 2	\$2,323.34	<b>\$27,880.08</b>	9.92	6	5	6	\$28,155.15	\$275.07	0.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 3	\$2,322.16	<b>\$27,865.92</b>	4.67	6	5	6	\$28,155.15	\$289.23	1.04%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 3	\$2,264.62	<b>\$27,175.44</b>	0.75	6	4	5	\$27,335.10	\$159.66	0.59%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 3	\$2,368.14	<b>\$28,417.68</b>	3.33	6	6	7	\$28,999.80	\$582.12	2.05%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 3	\$2,252.65	<b>\$27,031.80</b>	1.58	6	4	5	\$27,335.10	\$303.30	1.12%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 3	\$2,315.52	<b>\$27,786.24</b>	3.33	6	5	6	\$28,155.15	\$368.91	1.33%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 3	\$2,313.69	<b>\$27,764.28</b>	1.92	6	5	6	\$28,155.15	\$390.87	1.41%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	0.75	6	7	8	\$29,869.80	\$629.52	2.15%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,314.09	<b>\$27,769.08</b>	1.17	6	5	6	\$28,155.15	\$386.07	1.39%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,397.43	<b>\$28,769.16</b>	1.83	6	6	7	\$28,999.80	\$230.64	0.80%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	1.92	6	7	8	\$29,869.80	\$629.52	2.15%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,714.64	<b>\$32,575.68</b>	8.25	6	10	11	\$32,639.53	\$63.85	0.20%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$3,028.76	<b>\$36,345.12</b>	8.25	6	14	15	\$36,736.08	\$390.96	1.08%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,429.48	<b>\$29,153.76</b>	7.50	6	7	8	\$29,869.80	\$716.04	2.46%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	2.00	6	2	3	\$25,765.95	\$501.75	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician IV	District 1	\$2,388.68	<b>\$28,664.16</b>	1.17	6	6	7	\$28,999.80	\$335.64	1.17%	\$36,630.00	\$28,620.00	\$36,630.00
<b>Maintenance Technician IV Averages</b>			<b>\$27,825.51</b>	<b>3.27</b>	<b>6</b>	<b>5.00</b>	<b>6.00</b>	<b>\$28,256.92</b>	<b>\$431.41</b>	<b>1.56%</b>	<b>\$36,630.00</b>	<b>\$28,620.00</b>	<b>\$36,630.00</b>

**Maintenance Technician III**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.66	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,270.17	\$27,242.04	2.66	5	8	9	\$27,968.99	\$726.95	2.67%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,644.12	\$31,729.44	2.83	5	13	14	\$32,423.73	\$694.29	2.19%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,129.47	\$25,553.64	4.00	5	5	6	\$25,595.59	\$41.95	0.16%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	4.00	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,270.57	\$27,246.84	1.33	5	8	9	\$27,968.99	\$722.15	2.65%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	2.00	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,083.86	\$25,006.32	4.00	5	5	6	\$25,595.59	\$589.27	2.36%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.83	\$23,505.96	4.00	5	3	4	\$24,126.30	\$620.34	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.17	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,574.55	\$30,894.60	3.25	5	12	13	\$31,479.35	\$584.75	1.89%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,198.86	\$26,386.32	3.25	5	7	8	\$27,154.36	\$768.04	2.91%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	0.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	0.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	3.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,206.87	\$26,482.44	3.33	5	7	8	\$27,154.36	\$671.92	2.54%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,199.66	\$26,395.92	3.83	5	7	8	\$27,154.36	\$758.44	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,199.66	\$26,395.92	4.17	5	7	8	\$27,154.36	\$758.44	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,158.86	\$25,906.32	2.83	5	6	7	\$26,363.46	\$457.14	1.76%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	3.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,199.66	\$26,395.92	3.83	5	7	8	\$27,154.36	\$758.44	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,083.86	\$25,006.32	3.83	5	5	6	\$25,595.59	\$589.27	2.36%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,223.49	\$26,681.88	4.00	5	7	8	\$27,154.36	\$472.48	1.77%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,083.86	\$25,006.32	4.00	5	5	6	\$25,595.59	\$589.27	2.36%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	4.00	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	2.00	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,245.73	\$26,948.76	0.66	5	7	8	\$27,154.36	\$205.60	0.76%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	3.66	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	3.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,033.86	\$24,406.32	3.75	5	4	5	\$24,850.09	\$443.77	1.82%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	0.83	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	3.25	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,205.82	\$26,469.84	4.33	5	7	8	\$27,154.36	\$684.52	2.59%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,306.83	\$27,681.96	0.50	5	8	9	\$27,968.99	\$287.03	1.04%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	0.50	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	0.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	5.17	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,353.93	\$28,247.16	11.92	5	9	10	\$28,808.06	\$560.90	1.99%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	2.33	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$2,187.24	\$26,246.88	4.00	5	6	7	\$26,363.46	\$116.58	0.44%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	0.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00



Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	4.33	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,223.43	\$26,681.16	6.67	5	7	8	\$27,154.36	\$473.20	1.77%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,199.65	\$26,395.80	5.92	5	7	8	\$27,154.36	\$758.56	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,117.21	\$25,406.52	8.17	5	5	6	\$25,595.59	\$189.07	0.74%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	4.17	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,199.65	\$26,395.80	3.92	5	7	8	\$27,154.36	\$758.56	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,167.19	\$26,006.28	1.75	5	6	7	\$26,363.46	\$357.18	1.37%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.92	5	5	6	\$25,595.59	\$178.03	0.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.92	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,727.60	\$32,731.20	4.33	5	14	15	\$33,396.44	\$665.24	2.03%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,223.43	\$26,681.16	7.00	5	7	8	\$27,154.36	\$473.20	1.77%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,141.88	\$25,702.56	6.75	5	6	7	\$26,363.46	\$660.90	2.57%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.92	5	5	6	\$25,595.59	\$178.03	0.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	3.50	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.17	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.17	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,661.51	\$31,938.12	15.76	5	13	14	\$32,423.73	\$485.61	1.52%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,225.09	\$26,701.08	1.66	5	7	8	\$27,154.36	\$453.28	1.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,140.10	\$25,681.20	2.75	5	6	7	\$26,363.46	\$682.26	2.66%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,592.70	\$19,112.40	N/A	5	0	1	\$22,078.98	\$2,966.58	15.52%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	13.09	5	8	9	\$27,968.99	\$573.11	2.09%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,083.86	\$25,006.32	4.67	5	5	6	\$25,595.59	\$589.27	2.36%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,038.49	\$24,461.88	4.67	5	4	5	\$24,850.09	\$388.21	1.59%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,522.22	\$30,266.64	11.67	5	11	12	\$30,562.47	\$295.83	0.98%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,438.88	\$29,266.56	2.75	5	10	11	\$29,672.30	\$405.74	1.39%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,272.58	\$27,270.96	1.17	5	8	9	\$27,968.99	\$698.03	2.56%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	9.84	5	8	9	\$27,968.99	\$573.11	2.09%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,042.19	\$24,506.28	1.58	5	4	5	\$24,850.09	\$343.81	1.40%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.83	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.83	\$23,505.96	1.08	5	3	4	\$24,126.30	\$620.34	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	1.83	5	8	9	\$27,968.99	\$573.11	2.09%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,275.39	\$27,304.68	2.33	5	8	9	\$27,968.99	\$664.31	2.43%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	1.08	5	5	6	\$25,595.59	\$178.03	0.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	2.33	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	2.66	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$2,083.86	\$25,006.32	3.41	5	5	6	\$25,595.59	\$589.27	2.36%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.41	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	0.83	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$2,118.13	\$25,417.56	1.58	5	5	6	\$25,595.59	\$178.03	0.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$1,958.85	\$23,506.20	0.83	5	3	4	\$24,126.30	\$620.10	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$2,470.05	\$29,640.60	13.76	5	10	11	\$29,672.30	\$31.70	0.11%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$2,299.59	\$27,595.08	9.84	5	8	9	\$27,968.99	\$373.91	1.35%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$2,762.39	\$33,148.68	0.83	5	14	15	\$33,396.44	\$247.76	0.75%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$2,117.19	\$25,406.28	0.83	5	5	6	\$25,595.59	\$189.31	0.75%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.41	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00



Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician III	District 2	\$2,402.20	\$28,826.40	20.42	5	10	11	\$29,672.30	\$845.90	2.93%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,812.37	\$21,748.44	2.41	5	0	1	\$22,078.98	\$330.54	1.52%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,206.87	\$26,482.44	11.17	5	7	8	\$27,154.36	\$671.92	2.54%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,118.13	\$25,417.56	7.58	5	5	6	\$25,595.59	\$178.03	0.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,118.33	\$25,419.96	8.55	5	5	6	\$25,595.59	\$175.63	0.69%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,223.49	\$26,681.88	15.34	5	7	8	\$27,154.36	\$472.48	1.77%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,078.32	\$24,939.84	8.17	5	5	6	\$25,595.59	\$655.75	2.63%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,077.00	\$24,924.00	16.93	5	5	6	\$25,595.59	\$671.59	2.69%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,637.16	\$31,645.92	34.77	5	13	14	\$32,423.73	\$777.81	2.46%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,548.46	\$30,581.52	27.60	5	12	13	\$31,479.35	\$897.83	2.94%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,162.23	\$25,946.76	9.79	5	6	7	\$26,363.46	\$416.70	1.61%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	4.13	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,032.04	\$24,384.48	4.83	5	4	5	\$24,850.09	\$465.61	1.91%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,162.23	\$25,946.76	9.84	5	6	7	\$26,363.46	\$416.70	1.61%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	4.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,083.86	\$25,006.32	10.46	5	5	6	\$25,595.59	\$589.27	2.36%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	5.96	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,223.49	\$26,681.88	15.42	5	7	8	\$27,154.36	\$472.48	1.77%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,635.82	\$31,629.84	24.59	5	13	14	\$32,423.73	\$793.89	2.51%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,154.75	\$25,857.00	3.79	5	6	7	\$26,363.46	\$506.46	1.96%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	1.87	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,591.84	\$31,102.08	28.88	5	12	13	\$31,479.35	\$377.27	1.21%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	6.04	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.62	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,060.38	\$24,724.56	10.75	5	4	5	\$24,850.09	\$125.53	0.51%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	6.50	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.00	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,257.99	\$27,095.88	18.38	5	7	8	\$27,154.36	\$58.48	0.22%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,188.86	\$26,266.32	1.75	5	6	7	\$26,363.46	\$97.14	0.37%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,411.05	\$28,932.60	4.67	5	10	11	\$29,672.30	\$739.70	2.56%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,506.72	\$30,080.64	9.01	5	11	12	\$30,562.47	\$481.83	1.60%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	1.33	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,187.24	\$26,246.88	2.66	5	6	7	\$26,363.46	\$116.58	0.44%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	1.58	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,042.20	\$24,506.40	1.58	5	4	5	\$24,850.09	\$343.69	1.40%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,083.86	\$25,006.32	3.66	5	5	6	\$25,595.59	\$589.27	2.36%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,083.85	\$25,006.20	4.67	5	5	6	\$25,595.59	\$589.39	2.36%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,531.07	\$30,372.84	9.01	5	11	12	\$30,562.47	\$189.63	0.62%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,282.19	\$27,386.28	9.01	5	8	9	\$27,968.99	\$582.71	2.13%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	1.58	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,539.76	\$30,477.12	3.92	5	11	12	\$30,562.47	\$85.35	0.28%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,206.87	\$26,482.44	3.92	5	7	8	\$27,154.36	\$671.92	2.54%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	2.00	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$1,812.37	\$21,748.44	0.75	5	0	1	\$22,078.98	\$330.54	1.52%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,572.67	\$30,872.04	6.17	5	12	13	\$31,479.35	\$607.31	1.97%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,118.13	\$25,417.56	3.33	5	5	6	\$25,595.59	\$178.03	0.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,727.61	\$32,731.32	4.17	5	14	15	\$33,396.44	\$665.12	2.03%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	1.25	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,198.86	\$26,386.32	3.25	5	7	8	\$27,154.36	\$768.04	2.91%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	3.25	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician III	District 3	\$2,140.10	<b>\$25,681.20</b>	4.25	5	6	7	\$26,363.46	\$682.26	2.66%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$1,958.86	<b>\$23,506.32</b>	3.83	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,214.37	<b>\$26,572.44</b>	6.17	5	7	8	\$27,154.36	\$581.92	2.19%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,282.99	<b>\$27,395.88</b>	1.92	5	8	9	\$27,968.99	\$573.11	2.09%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,254.04	<b>\$27,048.48</b>	6.83	5	7	8	\$27,154.36	\$105.88	0.39%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,423.91	<b>\$29,086.92</b>	9.01	5	10	11	\$29,672.30	\$585.38	2.01%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,199.66	<b>\$26,395.92</b>	3.25	5	7	8	\$27,154.36	\$758.44	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,282.99	<b>\$27,395.88</b>	7.83	5	8	9	\$27,968.99	\$573.11	2.09%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,545.68	<b>\$30,548.16</b>	4.33	5	11	12	\$30,562.47	\$14.31	0.05%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,271.41	<b>\$27,256.92</b>	7.83	5	8	9	\$27,968.99	\$712.07	2.61%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,613.08	<b>\$31,356.96</b>	9.01	5	12	13	\$31,479.35	\$122.39	0.39%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,199.66	<b>\$26,395.92</b>	4.33	5	7	8	\$27,154.36	\$758.44	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,265.62	<b>\$27,187.44</b>	7.83	5	8	9	\$27,968.99	\$781.55	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,245.57	<b>\$26,946.84</b>	7.83	5	7	8	\$27,154.36	\$207.52	0.77%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,722.00	<b>\$32,664.00</b>	9.01	5	14	15	\$33,396.44	\$732.44	2.24%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,137.76	<b>\$25,653.12</b>	1.50	5	6	7	\$26,363.46	\$710.34	2.77%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 3	\$2,309.55	<b>\$27,714.60</b>	9.01	5	8	9	\$27,968.99	\$254.39	0.92%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,282.99	<b>\$27,395.88</b>	7.67	5	8	9	\$27,968.99	\$573.11	2.09%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,201.46	<b>\$26,417.52</b>	1.83	5	7	8	\$27,154.36	\$736.84	2.79%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,263.21	<b>\$27,158.52</b>	3.41	5	8	9	\$27,968.99	\$810.47	2.98%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,167.20	<b>\$26,006.40</b>	1.17	5	6	7	\$26,363.46	\$357.06	1.37%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,198.86	<b>\$26,386.32</b>	3.25	5	7	8	\$27,154.36	\$768.04	2.91%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,206.87	<b>\$26,482.44</b>	4.67	5	7	8	\$27,154.36	\$671.92	2.54%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,118.13	<b>\$25,417.56</b>	4.25	5	5	6	\$25,595.59	\$178.03	0.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	1.08	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	0.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	4.17	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,666.73	<b>\$32,000.76</b>	20.84	5	13	14	\$32,423.73	\$422.97	1.32%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,327.72	<b>\$27,932.64</b>	15.18	5	8	9	\$27,968.99	\$36.35	0.13%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,210.10	<b>\$26,521.20</b>	4.67	5	7	8	\$27,154.36	\$633.16	2.39%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,359.50	<b>\$28,314.00</b>	8.17	5	9	10	\$28,808.06	\$494.06	1.74%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,206.87	<b>\$26,482.44</b>	12.92	5	7	8	\$27,154.36	\$671.92	2.54%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	0.75	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,290.20	<b>\$27,482.40</b>	8.08	5	8	9	\$27,968.99	\$486.59	1.77%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,282.99	<b>\$27,395.88</b>	8.08	5	8	9	\$27,968.99	\$573.11	2.09%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,522.22	<b>\$30,266.64</b>	12.09	5	11	12	\$30,562.47	\$295.83	0.98%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	1.83	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	3.33	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,522.22	<b>\$30,266.64</b>	8.08	5	11	12	\$30,562.47	\$295.83	0.98%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$2,199.65	<b>\$26,395.80</b>	3.08	5	7	8	\$27,154.36	\$758.56	2.87%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	3.25	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,206.87	<b>\$26,482.44</b>	12.76	5	7	8	\$27,154.36	\$671.92	2.54%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	3.62	5	3	4	\$24,126.30	\$619.98	2.64%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,118.13	<b>\$25,417.56</b>	8.79	5	5	6	\$25,595.59	\$178.03	0.70%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician III	District 2	\$2,157.24	<b>\$25,886.88</b>	15.42	5	6	7	\$26,363.46	\$476.58	1.84%	\$36,630.00	\$28,620.00	\$36,630.00
<b>Maintenance Technician III Averages</b>			<b>\$25,779.70</b>	<b>5.13</b>	<b>5</b>	<b>5.79</b>	<b>6.79</b>	<b>\$26,300.49</b>	<b>\$520.79</b>	<b>2.06%</b>	<b>\$36,630.00</b>	<b>\$28,620.00</b>	<b>\$36,630.00</b>



**Maintenance Technician II**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.83	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,160.34	\$25,924.08	14.18	4	9	10	\$26,189.15	\$265.07	1.02%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.83	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,412.26	\$28,947.12	12.76	4	13	14	\$29,476.12	\$529.00	1.83%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.25	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.66	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,020.71	\$24,248.52	10.34	4	7	8	\$24,685.78	\$437.26	1.80%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,167.48	\$26,009.76	13.26	4	9	10	\$26,189.15	\$179.39	0.69%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.08	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.58	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,143.71	\$25,724.52	10.42	4	9	10	\$26,189.15	\$464.63	1.81%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,574.15	\$30,889.80	14.18	4	15	16	\$31,271.21	\$381.41	1.23%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,143.71	\$25,724.52	9.92	4	9	10	\$26,189.15	\$464.63	1.81%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,143.71	\$25,724.52	12.84	4	9	10	\$26,189.15	\$464.63	1.81%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.08	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.58	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,431.39	\$29,176.68	14.18	4	13	14	\$29,476.12	\$299.44	1.03%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.83	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.25	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	5.92	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$2,167.48	\$26,009.76	13.50	4	9	10	\$26,189.15	\$179.39	0.69%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	2.25	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	2.33	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.83	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	2.00	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	2.41	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	2.25	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.33	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	0.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	1.83	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 7	\$1,812.37	\$21,748.44	5.67	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	1.08	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	3.96	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	1.66	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	1.83	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	0.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	1.50	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,970.71	\$23,648.52	8.25	4	6	7	\$23,966.78	\$318.26	1.35%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	1.17	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	1.50	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00







Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	1.83	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 1	\$2,136.50	\$25,638.00	13.59	4	9	10	\$26,189.15	\$551.15	2.15%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.42	4	8	9	\$25,426.36	\$701.80	2.84%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$2,076.80	\$24,921.60	15.42	4	8	9	\$25,426.36	\$504.76	2.03%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$2,053.16	\$24,637.92	14.13	4	7	8	\$24,685.78	\$47.86	0.19%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$2,077.00	\$24,924.00	16.51	4	8	9	\$25,426.36	\$502.36	2.02%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$2,047.58	\$24,570.96	12.76	4	7	8	\$24,685.78	\$114.82	0.47%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	7.67	4	6	7	\$23,966.78	\$307.10	1.30%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.25	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	8.92	4	6	7	\$23,966.78	\$307.10	1.30%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.45	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.25	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	13.97	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.00	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.92	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.45	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.37	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.21	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.79	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.37	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.83	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.13	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.41	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.50	4	3	4	\$21,933.00	\$184.56	0.85%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.30	4	8	9	\$25,426.36	\$701.80	2.84%	\$36,630.00	\$28,620.00	\$36,630.00
<b>Maintenance Technician II Averages</b>			<b>\$22,934.01</b>	<b>4.53</b>	<b>4</b>	<b>4.76</b>	<b>5.76</b>	<b>\$23,199.07</b>	<b>\$265.05</b>	<b>1.15%</b>	<b>\$36,630.00</b>	<b>\$28,620.00</b>	<b>\$36,630.00</b>

















Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	3	2	3	\$19,358.34	\$245.94	1.29%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.66	3	2	3	\$19,358.34	\$245.94	1.29%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	3	2	3	\$19,358.34	\$245.94	1.29%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.41	3	2	3	\$19,358.34	\$245.94	1.29%	\$36,630.00	\$28,620.00	\$36,630.00
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.75	3	2	3	\$19,358.34	\$245.94	1.29%	\$36,630.00	\$28,620.00	\$36,630.00
<b>Maintenance Technician I Averages</b>			\$19,345.37	2.45	3	2.38	3.38	\$19,598.58	\$253.21	1.31%	\$36,630.00	\$28,620.00	\$36,630.00

### Equipment Operations Superintendent

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Equipment Operations Superintendent	District 2	\$3,309.85	<b>\$39,718.20</b>	12.67	9	7	8	\$39,756.70	\$38.50	0.10%	\$63,010.00	\$51,270.00	\$63,010.00
Equipment Operations Superintendent	District 2	\$3,351.95	<b>\$40,223.40</b>	18.38	9	8	9	\$40,949.40	\$726.00	1.80%	\$63,010.00	\$51,270.00	\$63,010.00
Equipment Operations Superintendent	District 7	\$3,012.08	<b>\$36,144.96</b>	2.83	9	4	5	\$36,383.01	\$238.05	0.66%	\$63,010.00	\$51,270.00	\$63,010.00
Equipment Operations Superintendent	District 1	\$3,563.65	<b>\$42,763.80</b>	3.75	9	10	11	\$43,443.22	\$679.42	1.59%	\$63,010.00	\$51,270.00	\$63,010.00
Equipment Operations Superintendent	District 1	\$3,255.28	<b>\$39,063.36</b>	3.75	9	7	8	\$39,756.70	\$693.34	1.77%	\$63,010.00	\$51,270.00	\$63,010.00
Equipment Operations Superintendent	District 5	\$3,512.72	<b>\$42,152.64</b>	3.58	9	9	10	\$42,177.88	\$25.24	0.06%	\$63,010.00	\$51,270.00	\$63,010.00
Equipment Operations Superintendent	District 5	\$3,382.83	<b>\$40,593.96</b>	3.58	9	8	9	\$40,949.40	\$355.44	0.88%	\$63,010.00	\$51,270.00	\$63,010.00
Equipment Operations Superintendent	District 6	\$3,626.71	<b>\$43,520.52</b>	3.58	9	11	12	\$44,746.52	\$1,226.00	2.82%	\$63,010.00	\$51,270.00	\$63,010.00
Equipment Operations Superintendent	District 3	\$2,982.26	<b>\$35,787.12</b>	3.75	9	4	5	\$36,383.01	\$595.89	1.67%	\$63,010.00	\$51,270.00	\$63,010.00
<b>Equipment Operations Superintendent Averages</b>			<b>\$39,996.44</b>	<b>6.21</b>	<b>9</b>	<b>7.56</b>	<b>8.56</b>	<b>\$40,505.09</b>	<b>\$508.65</b>	<b>1.26%</b>	<b>\$63,010.00</b>	<b>\$51,270.00</b>	<b>\$63,010.00</b>

**Equipment Operations Supervisor**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Equipment Operations Supervisor	District 5	\$3,124.68	\$37,496.16	1.00	8	9	10	\$38,343.53	\$847.37	2.26%	\$63,010.00	\$51,270.00	\$63,010.00
<b>Equipment Operations Supervisor Averages</b>			\$37,496.16	1.00	8	9.00	10.00	\$38,343.53	\$847.37	2.26%	\$63,010.00	\$51,270.00	\$63,010.00

**Equipment Repairer III**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Equipment Repairer III	District 2	\$3,123.06	<b>\$37,476.72</b>	20.72	7	12	13	\$38,090.01	\$613.29	1.64%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 7	\$2,759.56	<b>\$33,114.72</b>	0.75	7	8	9	\$33,842.48	\$727.76	2.20%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 7	\$3,039.84	<b>\$36,478.08</b>	0.75	7	11	12	\$36,980.59	\$502.51	1.38%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 1	\$2,980.87	<b>\$35,770.44</b>	0.75	7	10	11	\$35,903.49	\$133.05	0.37%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 6	\$3,241.33	<b>\$38,895.96</b>	0.75	7	13	14	\$39,232.71	\$336.75	0.87%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 6	\$2,759.56	<b>\$33,114.72</b>	0.66	7	8	9	\$33,842.48	\$727.76	2.20%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 6	\$3,472.65	<b>\$41,671.80</b>	1.17	7	16	17	\$42,870.64	\$1,198.84	2.88%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 6	\$3,333.51	<b>\$40,002.12</b>	1.58	7	14	15	\$40,409.69	\$407.57	1.02%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	1.25	7	12	13	\$38,090.01	\$154.17	0.41%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	0.92	7	12	13	\$38,090.01	\$154.17	0.41%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 5	\$3,168.28	<b>\$38,019.36</b>	0.75	7	12	13	\$38,090.01	\$70.65	0.19%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 5	\$3,000.35	<b>\$36,004.20</b>	0.75	7	11	12	\$36,980.59	\$976.39	2.71%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 5	\$2,918.83	<b>\$35,025.96</b>	0.75	7	10	11	\$35,903.49	\$877.53	2.51%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	7	8	9	\$33,842.48	\$727.76	2.20%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	7	8	9	\$33,842.48	\$727.76	2.20%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	7	8	9	\$33,842.48	\$727.76	2.20%	\$26,400.00	\$24,900.00	\$26,400.00
<b>Equipment Repairer III Averages</b>			<b>\$36,299.37</b>	<b>2.11</b>	<b>7</b>	<b>10.81</b>	<b>11.81</b>	<b>\$36,865.85</b>	<b>\$566.48</b>	<b>1.58%</b>	<b>\$26,400.00</b>	<b>\$24,900.00</b>	<b>\$26,400.00</b>





### Equipment Repairer I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Current Grade	Current Step	Next Step	Next Step Salary	Dollar Increase to Next Step	Percent to Next Step	O-NET		Bureau of Labor Statistics
											National Mean	MS Mean	National Mean Salary
Equipment Repairer I	District 5	\$2,151.97	<b>\$25,823.64</b>	1.33	5	6	7	\$26,363.46	\$539.82	2.09%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	5	6	7	\$26,363.46	\$551.70	2.14%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	5	6	7	\$26,363.46	\$551.70	2.14%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 1	\$2,355.93	<b>\$28,271.16</b>	3.25	5	9	10	\$28,808.06	\$536.90	1.90%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 1	\$2,437.47	<b>\$29,249.64</b>	3.25	5	10	11	\$29,672.30	\$422.66	1.45%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	5	10	11	\$29,672.30	\$81.74	0.28%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	5	10	11	\$29,672.30	\$81.74	0.28%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	5	10	11	\$29,672.30	\$81.74	0.28%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 6	\$2,150.98	<b>\$25,811.76</b>	0.96	5	6	7	\$26,363.46	\$551.70	2.14%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.87	5	6	7	\$26,363.46	\$551.70	2.14%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.58	5	6	7	\$26,363.46	\$551.70	2.14%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	N/A	5	6	7	\$26,363.46	\$551.70	2.14%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 7	\$2,462.21	<b>\$29,546.52</b>	3.25	5	10	11	\$29,672.30	\$125.78	0.43%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 7	\$2,460.56	<b>\$29,526.72</b>	3.25	5	10	11	\$29,672.30	\$145.58	0.49%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.66	5	6	7	\$26,363.46	\$551.70	2.14%	\$26,400.00	\$24,900.00	\$26,400.00
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.75	5	6	7	\$26,363.46	\$551.70	2.14%	\$26,400.00	\$24,900.00	\$26,400.00
<b>Equipment Repairer I Averages</b>			<b>\$27,355.22</b>	<b>2.30</b>	<b>5</b>	<b>7.69</b>	<b>8.69</b>	<b>\$27,757.06</b>	<b>\$401.85</b>	<b>1.52%</b>	<b>\$26,400.00</b>	<b>\$24,900.00</b>	<b>\$26,400.00</b>



# Mississippi Department of Transportation

Salary Survey  
Recommendations



**STENNIS  
INSTITUTE**

**MISSISSIPPI STATE  
UNIVERSITY.**

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## Salary Survey Results

The data were analyzed across 5 scenarios:

1. Appendix A - Current salaries compared to all responses, tenure and non-tenure combined.
2. Appendix B - Current salaries compared to the responses that provided both salaries and tenure – Omit not tenure responses.
3. Appendix C - Current salaries compared to only DOT responses, tenure and non-tenure combined.
4. Appendix D - Current salaries compared to Counties and Municipalities only, all of which provided salaries and tenure.
5. Appendix E - District Comparison to all responses, tenure and non-tenure combined.

In each of the comparisons, MDOT salaries were found to be well below the survey mean in all positions, throughout all scenarios. Below is a breakdown of the analysis by position title for each of the first 4 scenarios (Matching Appendices A-D). Each table below illustrates (columns left to right): the job titles, each scenario that the data was run, average yearly salaries, the survey mean salaries, the average percentiles of each mean, and the average dollar amount to the mean.

### Maintenance Operations Manager:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Maintenance Operations Manager	All Responses	\$44,527.64	\$68,771.04	64.75%	-\$24,243.40
Maintenance Operations Manager	Omit Non-Tenure Responses	\$44,527.64	\$67,995.58	65.49%	-\$23,467.94
Maintenance Operations Manager	DOT's Only	\$44,527.64	\$73,923.49	60.23%	-\$29,395.85
Maintenance Operations Manager	County & Municipal Only	\$44,527.64	\$65,336.08	68.15%	-\$20,808.44

### Maintenance Superintendent II:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Maintenance Superintendent II	All Responses	\$36,771.55	\$51,014.02	72.08%	-\$14,242.47
Maintenance Superintendent II	Omit Non-Tenure Responses	\$36,771.55	\$52,226.53	70.41%	-\$15,454.98
Maintenance Superintendent II	DOT's Only	\$36,771.55	\$52,354.23	70.24%	-\$15,582.68
Maintenance Superintendent II	County & Municipal Only	\$36,771.55	\$49,673.81	74.03%	-\$12,902.26

Maintenance Superintendent I:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Maintenance Superintendent I	All Responses	\$33,345.24	\$50,764.98	65.69%	-\$17,419.74
Maintenance Superintendent I	Omit Non-Tenure Responses	\$33,345.24	\$56,195.80	59.34%	-\$22,850.56
Maintenance Superintendent I	DOT's Only	\$33,345.24	\$46,669.83	71.45%	-\$13,324.59
Maintenance Superintendent I	County & Municipal Only	\$33,345.24	\$60,320.33	55.28%	-\$26,975.09

Maintenance Supervisor:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Maintenance Supervisor	All Responses	\$26,916.20	\$38,132.58	70.59%	-\$11,216.38
Maintenance Supervisor	Omit Non-Tenure Responses	\$26,916.20	\$38,223.50	70.42%	-\$11,307.30
Maintenance Supervisor	DOT's Only	\$26,916.20	\$41,438.02	64.96%	-\$14,521.82
Maintenance Supervisor	County & Municipal Only	\$26,916.20	\$36,606.99	73.53%	-\$9,690.79

Maintenance Technician IV:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Maintenance Technician IV	All Responses	\$27,825.51	\$34,120.49	81.55%	-\$6,294.98
Maintenance Technician IV	Omit Non-Tenure Responses	\$27,825.51	\$33,745.33	82.46%	-\$5,919.82
Maintenance Technician IV	DOT's Only	\$27,825.51	\$36,807.21	75.60%	-\$8,981.70
Maintenance Technician IV	County & Municipal Only	\$27,825.51	\$31,732.29	87.69%	-\$3,906.78

Maintenance Technician III:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Maintenance Technician III	All Responses	\$25,779.70	\$30,942.06	83.32%	-\$5,162.36
Maintenance Technician III	Omit Non-Tenure Responses	\$25,779.70	\$30,773.54	83.77%	-\$4,993.84
Maintenance Technician III	DOT's Only	\$25,779.70	\$32,290.06	79.84%	-\$6,510.36
Maintenance Technician III	County & Municipal Only	\$25,779.70	\$29,961.70	86.04%	-\$4,182.00

Maintenance Technician II:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Maintenance Technician II	All Responses	\$22,934.01	\$28,595.61	80.20%	-\$5,661.60
Maintenance Technician II	Omit Non-Tenure Responses	\$22,934.01	\$28,816.32	79.59%	-\$5,882.31
Maintenance Technician II	DOT's Only	\$22,934.01	\$28,571.96	80.27%	-\$5,637.95
Maintenance Technician II	County & Municipal Only	\$22,934.01	\$28,623.20	80.12%	-\$5,689.19

Maintenance Technician I:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Maintenance Technician I	All Responses	\$19,345.37	\$25,251.52	76.61%	-\$5,906.15
Maintenance Technician I	Omit Non-Tenure Responses	\$19,345.37	\$25,381.89	76.22%	-\$6,036.52
Maintenance Technician I	DOT's Only	\$19,345.37	\$24,851.89	77.84%	-\$5,506.52
Maintenance Technician I	County & Municipal Only	\$19,345.37	\$25,508.42	75.84%	-\$6,163.05

Equipment Operations Superintendent:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Equipment Operations Superintendent	All Responses	\$39,996.44	\$51,162.92	78.17%	-\$11,166.48
Equipment Operations Superintendent	Omit Non-Tenure Responses	\$39,996.44	\$51,553.81	77.58%	-\$11,557.37
Equipment Operations Superintendent	DOT's Only	\$39,996.44	\$55,844.96	71.62%	-\$15,848.52
Equipment Operations Superintendent	County & Municipal Only	\$39,996.44	\$45,895.62	87.15%	-\$5,899.18

Equipment Operations Supervisor:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Equipment Operations Supervisor	All Responses	\$37,496.16	\$44,273.41	84.69%	-\$6,777.25
Equipment Operations Supervisor	Omit Non-Tenure Responses	\$37,496.16	\$44,973.32	83.37%	-\$7,477.16
Equipment Operations Supervisor	DOT's Only	\$37,496.16	\$44,841.15	83.62%	-\$7,344.99
Equipment Operations Supervisor	County & Municipal Only	\$37,496.16	\$43,808.89	85.59%	-\$6,312.73

### Equipment Repairer III:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Equipment Repairer III	All Responses	\$36,299.37	\$37,525.53	96.73%	-\$1,226.16
Equipment Repairer III	Omit Non-Tenure Responses	\$36,299.37	\$37,778.63	96.08%	-\$1,479.26
Equipment Repairer III	DOT's Only	\$36,299.37	\$37,347.28	97.19%	-\$1,047.91
Equipment Repairer III	County & Municipal Only	\$36,299.37	\$37,681.50	96.33%	-\$1,382.13

### Equipment Repairer II:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Equipment Repairer II	All Responses	\$32,059.94	\$34,813.09	92.09%	-\$2,753.15
Equipment Repairer II	Omit Non-Tenure Responses	\$32,059.94	\$35,051.97	91.46%	-\$2,992.03
Equipment Repairer II	DOT's Only	\$32,059.94	\$35,308.82	90.80%	-\$3,248.88
Equipment Repairer II	County & Municipal Only	\$32,059.94	\$34,372.44	93.27%	-\$2,312.50

### Equipment Repairer I:

Job Title	Scenario	Average Yearly Salary	Average Survey Mean Salary	Average Percent (%) of the Mean	Average Dollar Amount (+/-) of the Mean
Equipment Repairer I	All Responses	\$27,355.22	\$29,959.08	91.31%	-\$2,603.86
Equipment Repairer I	Omit Non-Tenure Responses	\$27,355.22	\$29,668.84	92.20%	-\$2,313.62
Equipment Repairer I	DOT's Only	\$27,355.22	\$30,229.22	90.49%	-\$2,874.00
Equipment Repairer I	County & Municipal Only	\$27,355.22	\$29,809.00	91.77%	-\$2,453.78



**Averages - All Responses (Appendix A)**

Title	Avg. Yearly Salary	Avg. Tenure	Survey Responses				Percentiles			Average Percent of the Mean	Average Dollar Amount (+/-) of the Mean	Average Tenure Years
			Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager Averages	\$44,527.64	7.15	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.75%	-\$24,243.41	8.23
Maintenance Superintendent II Averages	\$36,771.55	5.70	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.08%	-\$14,242.47	12.30
Maintenance Superintendent I Averages	\$33,345.24	2.82	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.69%	-\$17,419.74	9.56
Maintenance Supervisor Averages	\$26,916.20	1.80	\$38,132.58	\$37,843.00	\$21,600.00	\$53,000.00	\$33,220.00	\$37,843.00	\$43,019.55	70.59%	-\$11,216.38	11.19
Maintenance Technician IV Averages	\$27,825.51	3.27	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.55%	-\$6,294.98	10.29
Maintenance Technician III Averages	\$25,779.70	5.13	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.32%	-\$5,162.36	7.85
Maintenance Technician II Averages	\$22,934.01	4.53	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	80.20%	-\$5,661.59	6.44
Maintenance Technician I Averages	\$19,345.37	2.45	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	76.61%	-\$5,906.15	5.37
Equipment Operations Superintendent	\$39,996.44	6.21	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	78.17%	-\$11,166.48	14.17
Equipment Operations Supervisor Averages	\$37,496.16	1.00	\$44,273.41	\$43,356.00	\$31,305.00	\$65,000.00	\$35,660.25	\$43,356.00	\$51,366.88	84.69%	-\$6,777.25	7.12
Equipment Repairer III Averages	\$36,299.37	2.11	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	96.73%	-\$1,226.16	7.81
Equipment Repairer II Averages	\$32,059.94	4.36	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	92.09%	-\$2,753.15	7.49
Equipment Repairer I Averages	\$27,355.22	2.30	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	91.31%	-\$2,603.87	6.84

Organization Name State DOT's
Alabama DOT
Arkansas HTD
Florida DOT
Kentucky TC
Louisiana DOTD
North Carolina DOT
South Carolina DOT
Tennessee DOT
West Virginia DOH

Mississippi Counties Northern District
Desoto
Clay
Central District
Sunflower
Southern District
Hancock
Pike
Newton

Mississippi Municipalities Northern District
Tupelo
Columbus
Clarksdale
Oxford
Olive Branch
Greenwood
Central District
Forest
Greenville
Philadelphia
Southern District
Gulfport
Brookaven
Natchez

**Averages – Omit Non-Tenure Responses (Appendix B)**

Title	Avg. Yearly Salary	Avg. Tenure	Survey Responses				Percentiles			Average Percent of the Mean	Average Dollar Amount (+/-) of the Mean	Average Tenure Years
			Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager Averages	\$44,527.64	7.15	\$67,995.58	\$60,217.60	\$36,000.00	\$120,000.00	\$53,987.28	\$60,217.60	\$77,313.00	65.49%	-\$23,467.94	8.23
Maintenance Superintendent II Averages	\$36,771.55	5.70	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	70.41%	-\$15,454.98	12.30
Maintenance Superintendent I Averages	\$33,345.24	2.82	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	59.34%	-\$22,850.56	9.56
Maintenance Supervisor Averages	\$26,916.20	1.80	\$38,223.50	\$39,808.00	\$21,600.00	\$53,000.00	\$31,905.00	\$39,808.00	\$43,372.50	70.42%	-\$11,307.30	11.19
Maintenance Technician IV Averages	\$27,825.51	3.27	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	82.46%	-\$5,919.82	10.29
Maintenance Technician III Averages	\$25,779.70	5.13	\$30,773.54	\$30,070.00	\$22,900.00	\$44,000.00	\$27,663.80	\$30,070.00	\$33,106.77	83.77%	-\$4,993.84	7.85
Maintenance Technician II Averages	\$22,934.01	4.53	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	79.59%	-\$5,882.31	6.44
Maintenance Technician I Averages	\$19,345.37	2.45	\$25,381.89	\$24,770.00	\$16,900.00	\$33,000.00	\$24,018.48	\$24,770.00	\$28,424.50	76.22%	-\$6,036.52	5.37
Equipment Operations Superintendent Averages	\$39,996.44	6.21	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	77.58%	-\$11,557.37	14.17
Equipment Operations Supervisor Averages	\$37,496.16	1.00	\$44,973.32	\$44,943.50	\$31,305.00	\$65,000.00	\$38,489.58	\$44,943.50	\$51,366.88	83.37%	-\$7,477.16	7.12
Equipment Repairer III Averages	\$36,299.37	2.11	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	96.08%	-\$1,479.26	7.81
Equipment Repairer II Averages	\$32,059.94	4.36	\$35,051.97	\$34,019.74	\$28,900.00	\$46,404.00	\$30,547.50	\$34,019.74	\$38,658.78	91.46%	-\$2,992.03	7.49
Equipment Repairer I Averages	\$27,355.22	2.30	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	92.20%	-\$2,313.63	6.84

Organization Name State DOT's
Alabama DOT
Arkansas HTD
Louisiana DOTD
South Carolina DOT
Tennessee DOT

Mississippi Counties Northern District
Desoto
Clay
Central District
Sunflower
Southern District
Hancock
Pike
Newton

Mississippi Municipalities Northern District
Tupelo
Columbus
Clarksdale
Oxford
Olive Branch
Greenwood
Central District
Forest
Greenville
Philadelphia
Southern District
Gulfport
Brookaven
Natchez

**Averages – DOT's Only (Appendix C)**

Title	Avg. Yearly Salary	Avg. Tenure	Survey Responses				Percentiles			Average Percent of the Mean	Average Dollar Amount (+/-) of the Mean	Average Tenure Years
			Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager Averages	\$44,527.64	7.15	\$73,923.49	\$68,460.50	\$53,987.28	\$96,431.00	\$60,245.65	\$68,460.50	\$90,558.00	60.23%	-\$29,395.85	5.25
Maintenance Superintendent II Averages	\$36,771.55	5.70	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	70.24%	-\$15,582.69	5.02
Maintenance Superintendent I Averages	\$33,345.24	2.82	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	71.45%	-\$13,324.59	4.13
Maintenance Supervisor Averages	\$26,916.20	1.80	\$41,438.02	\$42,350.05	\$34,201.00	\$49,646.00	\$38,126.00	\$42,350.05	\$43,109.77	64.96%	-\$14,521.82	4.62
Maintenance Technician IV Averages	\$27,825.51	3.27	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	75.60%	-\$8,981.70	5.13
Maintenance Technician III Averages	\$25,779.70	5.13	\$32,290.06	\$31,853.00	\$29,161.00	\$37,125.45	\$30,128.00	\$31,853.00	\$33,953.50	79.84%	-\$6,510.35	3.58
Maintenance Technician II Averages	\$22,934.01	4.53	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	80.27%	-\$5,637.94	3.93
Maintenance Technician I Averages	\$19,345.37	2.45	\$24,851.89	\$25,260.00	\$20,640.00	\$28,405.00	\$24,036.96	\$25,260.00	\$25,606.00	77.84%	-\$5,506.52	1.56
Equipment Operations Superintendent Averages	\$39,996.44	6.21	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	71.62%	-\$15,848.52	10.64
Equipment Operations Supervisor Averages	\$37,496.16	1.00	\$44,841.15	\$44,527.00	\$34,527.00	\$56,628.00	\$39,837.84	\$44,527.00	\$51,322.51	83.62%	-\$7,344.99	6.22
Equipment Repairer III Averages	\$36,299.37	2.11	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	97.19%	-\$1,047.91	6.80
Equipment Repairer II Averages	\$32,059.94	4.36	\$35,308.82	\$35,665.80	\$27,866.00	\$42,237.00	\$30,790.25	\$35,665.80	\$39,458.75	90.80%	-\$3,248.88	5.00
Equipment Repairer I Averages	\$27,355.22	2.30	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	90.49%	-\$2,874.01	1.92

Organization Name State DOT's
Alabama DOT
Arkansas HTD
Florida DOT
Kentucky TC
Louisiana DOTD
North Carolina DOT
South Carolina DOT
Tennessee DOT
West Virginia DOH

**Averages – Counties and Municipalities Only (Appendix D)**

Title	Avg. Yearly Salary	Avg. Tenure	Survey Responses				Percentiles			Average Percent of the Mean	Average Dollar Amount (+/-) of the Mean	Average Tenure Years
			Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager Averages	\$44,527.64	7.15	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	68.15%	-\$20,808.45	9.48
Maintenance Superintendent II Averages	\$36,771.55	5.70	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	74.03%	-\$12,902.26	16.35
Maintenance Superintendent I Averages	\$33,345.24	2.82	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	55.28%	-\$26,975.09	15.00
Maintenance Supervisor Averages	\$26,916.20	1.80	\$36,606.99	\$36,239.00	\$21,600.00	\$53,000.00	\$30,900.00	\$36,239.00	\$41,828.00	73.53%	-\$9,690.79	12.71
Maintenance Technician IV Averages	\$27,825.51	3.27	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	87.69%	-\$3,906.78	12.58
Maintenance Technician III Averages	\$25,779.70	5.13	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.04%	-\$4,182.00	9.40
Maintenance Technician II Averages	\$22,934.01	4.53	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	80.12%	-\$5,689.19	7.96
Maintenance Technician I Averages	\$19,345.37	2.45	\$25,508.42	\$24,686.55	\$16,900.00	\$33,000.00	\$23,100.00	\$24,686.55	\$29,185.00	75.84%	-\$6,163.05	6.73
Equipment Operations Superintendent Averages	\$39,996.44	6.21	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	87.15%	-\$5,899.18	16.38
Equipment Operations Supervisor Averages	\$37,496.16	1.00	\$43,808.89	\$40,685.00	\$31,305.00	\$65,000.00	\$33,775.90	\$40,685.00	\$50,732.50	85.59%	-\$6,312.73	16.86
Equipment Repairer III Averages	\$36,299.37	2.11	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	96.33%	-\$1,382.13	8.31
Equipment Repairer II Averages	\$32,059.94	4.36	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	93.27%	-\$2,312.50	8.87
Equipment Repairer I Averages	\$27,355.22	2.30	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	91.77%	-\$2,453.79	8.47

<b>Organization Name</b>
Mississippi Counties
Northern District
Desoto
Clay
Central District
Sunflower
Southern District
Hancock
Pike
Newton
Mississippi Municipalities
Northern District
Tupelo
Columbus
Clarksdale
Oxford
Olive Branch
Greenwood
Central District
Forest
Greenville
Philadelphia
Southern District
Gulfport
Brookhaven
Natchez

**District Averages – All Responses - (Appendix E)**

District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
				Mean	Median	Minimum	Maximum	25	50	75			
District 1 Averages	\$2,167.13	\$26,005.58	3.93	\$32,760.06	\$31,827.28	\$22,136.97	\$44,468.38	\$29,693.15	\$31,827.28	\$36,397.17	80.11%	-\$6,754.48	7.63
District 2 Averages	\$2,087.28	\$25,047.37	7.89	\$31,974.32	\$30,922.25	\$21,650.04	\$43,729.44	\$28,992.09	\$30,922.25	\$35,604.77	78.80%	-\$7,020.76	7.27
District 3 Averages	\$2,171.82	\$26,061.79	3.61	\$32,539.23	\$31,485.64	\$21,971.06	\$44,716.03	\$29,399.36	\$31,485.64	\$36,143.57	80.99%	-\$6,477.44	7.42
District 5 Averages	\$2,122.67	\$25,471.99	3.91	\$32,260.77	\$31,231.61	\$22,028.91	\$43,869.79	\$29,259.25	\$31,231.61	\$35,924.71	79.55%	-\$6,788.79	7.27
District 6 Averages	\$2,106.94	\$25,283.30	2.56	\$32,850.40	\$31,768.52	\$22,094.86	\$44,816.09	\$29,739.12	\$31,768.52	\$36,525.19	77.87%	-\$7,567.11	7.43
District 7 Averages	\$2,212.48	\$26,549.71	2.96	\$33,964.66	\$32,853.60	\$22,808.06	\$46,792.66	\$30,590.97	\$32,853.60	\$37,757.39	79.25%	-\$7,414.95	7.87

Organization Name State DOT's
Alabama DOT
Arkansas HTD
Florida DOT
Kentucky TC
Louisiana DOTD
North Carolina DOT
South Carolina DOT
Tennessee DOT
West Virginia DOH

Mississippi Counties Northern District
Desoto
Clay
Central District
Sunflower
Southern District
Hancock
Pike
Newton

Mississippi Municipalities Northern District
Tupelo
Columbus
Clarksdale
Oxford
Olive Branch
Greenwood
Central District
Forest
Greenville
Philadelphia
Southern District
Gulfport
Brookhaven
Natchez

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# Mississippi Department of Transportation

Appendix A  
Comparison of  
All Responses



**STENNIS  
INSTITUTE**

**MISSISSIPPI STATE  
UNIVERSITY.**

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### Maintenance Operations Manager

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager	District 1	\$3,701.23	<b>\$44,414.76</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.58%	-\$24,356.28	8.23
Maintenance Operations Manager	District 1	\$3,675.73	<b>\$44,108.76</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.14%	-\$24,662.28	8.23
Maintenance Operations Manager	District 1	\$3,814.87	<b>\$45,778.44</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	66.57%	-\$22,992.60	8.23
Maintenance Operations Manager	District 5	\$3,818.15	<b>\$45,817.80</b>	3.08	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	66.62%	-\$22,953.24	8.23
Maintenance Operations Manager	District 5	\$3,927.22	<b>\$47,126.64</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	68.53%	-\$21,644.40	8.23
Maintenance Operations Manager	District 5	\$4,101.85	<b>\$49,222.20</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	71.57%	-\$19,548.84	8.23
Maintenance Operations Manager	District 5	\$3,615.86	<b>\$43,390.32</b>	1.75	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	63.09%	-\$25,380.72	8.23
Maintenance Operations Manager	District 5	\$3,319.01	<b>\$39,828.12</b>	1.00	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	57.91%	-\$28,942.92	8.23
Maintenance Operations Manager	District 5	\$3,394.76	<b>\$40,737.12</b>	1.00	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.24%	-\$28,033.92	8.23
Maintenance Operations Manager	District 6	\$3,436.26	<b>\$41,235.12</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.96%	-\$27,535.92	8.23
Maintenance Operations Manager	District 6	\$3,445.26	<b>\$41,343.12</b>	0.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	60.12%	-\$27,427.92	8.23
Maintenance Operations Manager	District 6	\$3,714.57	<b>\$44,574.84</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.82%	-\$24,196.20	8.23
Maintenance Operations Manager	District 6	\$3,445.26	<b>\$41,343.12</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	60.12%	-\$27,427.92	8.23
Maintenance Operations Manager	District 6	\$3,753.16	<b>\$45,037.92</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	65.49%	-\$23,733.12	8.23
Maintenance Operations Manager	District 6	\$3,585.74	<b>\$43,028.88</b>	0.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	62.57%	-\$25,742.16	8.23
Maintenance Operations Manager	District 6	\$3,984.56	<b>\$47,814.72</b>	1.75	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.53%	-\$20,956.32	8.23
Maintenance Operations Manager	District 2	\$3,695.20	<b>\$44,342.40</b>	20.59	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.48%	-\$24,428.64	8.23
Maintenance Operations Manager	District 2	\$3,955.75	<b>\$47,469.00</b>	44.02	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.02%	-\$21,302.04	8.23
Maintenance Operations Manager	District 2	\$3,388.88	<b>\$40,666.56</b>	24.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.13%	-\$28,104.48	8.23
Maintenance Operations Manager	District 2	\$4,066.49	<b>\$48,797.88</b>	29.89	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	70.96%	-\$19,973.16	8.23
Maintenance Operations Manager	District 2	\$3,839.24	<b>\$46,070.88</b>	28.60	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	66.99%	-\$22,700.16	8.23
Maintenance Operations Manager	District 1	\$3,964.45	<b>\$47,573.40</b>	2.17	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.18%	-\$21,197.64	8.23
Maintenance Operations Manager	District 1	\$3,964.17	<b>\$47,570.04</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.17%	-\$21,201.00	8.23
Maintenance Operations Manager	District 3	\$4,000.49	<b>\$48,005.88</b>	1.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.81%	-\$20,765.16	8.23
Maintenance Operations Manager	District 3	\$3,572.63	<b>\$42,871.56</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	62.34%	-\$25,899.48	8.23
Maintenance Operations Manager	District 3	\$3,566.95	<b>\$42,803.40</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	62.24%	-\$25,967.64	8.23
Maintenance Operations Manager	District 3	\$3,759.54	<b>\$45,114.48</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	65.60%	-\$23,656.56	8.23
Maintenance Operations Manager	District 3	\$3,805.86	<b>\$45,670.32</b>	3.75	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	66.41%	-\$23,100.72	8.23
Maintenance Operations Manager	District 7	\$3,424.74	<b>\$41,096.88</b>	0.66	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.76%	-\$27,674.16	8.23
Maintenance Operations Manager	District 7	\$3,521.01	<b>\$42,252.12</b>	4.08	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	61.44%	-\$26,518.92	8.23
Maintenance Operations Manager	District 7	\$3,875.85	<b>\$46,510.20</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	67.63%	-\$22,260.84	8.23
Maintenance Operations Manager	District 7	\$3,668.30	<b>\$44,019.60</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.01%	-\$24,751.44	8.23
Maintenance Operations Manager	District 7	\$3,401.88	<b>\$40,822.56</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.36%	-\$27,948.48	8.23
Maintenance Operations Manager	District 7	\$4,034.25	<b>\$48,411.00</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	70.39%	-\$20,360.04	8.23
Maintenance Operations Manager	District 7	\$3,569.50	<b>\$42,834.00</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	62.28%	-\$25,937.04	8.23
Maintenance Operations Manager	District 7	\$3,774.24	<b>\$45,290.88</b>	3.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	65.86%	-\$23,480.16	8.23
<b>Maintenance Operations Manager Averages</b>			<b>\$44,527.64</b>	<b>7.15</b>	<b>\$68,771.04</b>	<b>\$60,314.50</b>	<b>\$36,000.00</b>	<b>\$120,000.00</b>	<b>\$54,746.82</b>	<b>\$60,314.50</b>	<b>\$80,316.75</b>	<b>64.75%</b>	<b>-\$24,243.41</b>	<b>8.23</b>





Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Superintendent II	District 2	\$3,087.16	<b>\$37,045.92</b>	11.25	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.62%	-\$13,968.10	12.30
Maintenance Superintendent II	District 2	\$2,511.12	<b>\$30,133.44</b>	6.04	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	59.07%	-\$20,880.58	12.30
Maintenance Superintendent II	District 2	\$3,016.68	<b>\$36,200.16</b>	14.42	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.96%	-\$14,813.86	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	5.46	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 2	\$3,007.57	<b>\$36,090.84</b>	13.05	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.75%	-\$14,923.18	12.30
Maintenance Superintendent II	District 2	\$3,108.99	<b>\$37,307.88</b>	9.25	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.13%	-\$13,706.14	12.30
Maintenance Superintendent II	District 2	\$2,976.82	<b>\$35,721.84</b>	10.34	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.02%	-\$15,292.18	12.30
Maintenance Superintendent II	District 2	\$3,172.11	<b>\$38,065.32</b>	28.67	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	74.62%	-\$12,948.70	12.30
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.42	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.66%	-\$15,988.06	12.30
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.79	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.66%	-\$15,988.06	12.30
Maintenance Superintendent II	District 2	\$3,119.57	<b>\$37,434.84</b>	20.72	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.38%	-\$13,579.18	12.30
Maintenance Superintendent II	District 2	\$3,054.23	<b>\$36,650.76</b>	28.77	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.84%	-\$14,363.26	12.30
Maintenance Superintendent II	District 2	\$3,076.09	<b>\$36,913.08</b>	17.84	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.36%	-\$14,100.94	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.13	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 2	\$3,174.46	<b>\$38,093.52</b>	13.42	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	74.67%	-\$12,920.50	12.30
<b>Maintenance Superintendent II Averages</b>			<b>\$36,771.55</b>	<b>5.70</b>	<b>\$51,014.02</b>	<b>\$47,214.24</b>	<b>\$32,136.00</b>	<b>\$71,000.00</b>	<b>\$44,233.50</b>	<b>\$47,214.24</b>	<b>\$59,448.00</b>	<b>72.08%</b>	<b>-\$14,242.47</b>	<b>12.30</b>

### Maintenance Superintendent I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Superintendent I	District 7	\$2,782.89	<b>\$33,394.68</b>	1.41	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.78%	-\$17,370.30	9.56
Maintenance Superintendent I	District 5	\$2,785.63	<b>\$33,427.56</b>	4.58	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.85%	-\$17,337.42	9.56
Maintenance Superintendent I	District 5	\$2,714.49	<b>\$32,573.88</b>	2.83	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	64.17%	-\$18,191.10	9.56
Maintenance Superintendent I	District 5	\$2,883.65	<b>\$34,603.80</b>	3.58	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	68.16%	-\$16,161.18	9.56
Maintenance Superintendent I	District 5	\$2,805.06	<b>\$33,660.72</b>	2.83	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	66.31%	-\$17,104.26	9.56
Maintenance Superintendent I	District 5	\$2,851.05	<b>\$34,212.60</b>	1.00	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	67.39%	-\$16,552.38	9.56
Maintenance Superintendent I	District 5	\$3,018.90	<b>\$36,226.80</b>	4.58	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	71.36%	-\$14,538.18	9.56
Maintenance Superintendent I	District 5	\$2,853.78	<b>\$34,245.36</b>	4.58	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	67.46%	-\$16,519.62	9.56
Maintenance Superintendent I	District 6	\$2,751.11	<b>\$33,013.32</b>	0.75	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.03%	-\$17,751.66	9.56
Maintenance Superintendent I	District 6	\$2,670.39	<b>\$32,044.68</b>	0.75	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	63.12%	-\$18,720.30	9.56
Maintenance Superintendent I	District 6	\$2,511.12	<b>\$30,133.44</b>	1.25	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	59.36%	-\$20,631.54	9.56
Maintenance Superintendent I	District 1	\$2,565.44	<b>\$30,785.28</b>	3.25	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	60.64%	-\$19,979.70	9.56
Maintenance Superintendent I	District 1	\$2,766.89	<b>\$33,202.68</b>	3.66	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.40%	-\$17,562.30	9.56
Maintenance Superintendent I	District 1	\$2,855.92	<b>\$34,271.04</b>	5.92	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	67.51%	-\$16,493.94	9.56
Maintenance Superintendent I	District 1	\$2,865.23	<b>\$34,382.76</b>	1.25	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	67.73%	-\$16,382.22	9.56
<b>Maintenance Superintendent I Averages</b>			<b>\$33,345.24</b>	<b>2.82</b>	<b>\$50,764.98</b>	<b>\$47,839.89</b>	<b>\$38,168.00</b>	<b>\$62,000.00</b>	<b>\$44,355.75</b>	<b>\$47,839.89</b>	<b>\$59,904.75</b>	<b>65.69%</b>	<b>-\$17,419.74</b>	<b>9.56</b>

### Maintenance Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Supervisor	District 6	\$2,621.89	<b>\$31,462.68</b>	0.92	\$38,132.58	\$37,843.00	\$21,600.00	\$53,000.00	\$33,220.00	\$37,843.00	\$43,019.55	82.51%	-\$6,669.90	11.19
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	1.25	\$38,132.58	\$37,843.00	\$21,600.00	\$53,000.00	\$33,220.00	\$37,843.00	\$43,019.55	64.62%	-\$13,489.62	11.19
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	3.25	\$38,132.58	\$37,843.00	\$21,600.00	\$53,000.00	\$33,220.00	\$37,843.00	\$43,019.55	64.62%	-\$13,489.62	11.19
<b>Maintenance Supervisor Averages</b>			<b>\$26,916.20</b>	<b>1.80</b>	<b>\$38,132.58</b>	<b>\$37,843.00</b>	<b>\$21,600.00</b>	<b>\$53,000.00</b>	<b>\$33,220.00</b>	<b>\$37,843.00</b>	<b>\$43,019.55</b>	<b>70.59%</b>	<b>-\$11,216.38</b>	<b>11.19</b>



Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician IV	District 2	\$2,264.62	<b>\$27,175.44</b>	8.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.65%	-\$6,945.05	10.29
Maintenance Technician IV	District 2	\$2,323.34	<b>\$27,880.08</b>	9.92	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.71%	-\$6,240.41	10.29
Maintenance Technician IV	District 3	\$2,322.16	<b>\$27,865.92</b>	4.67	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.67%	-\$6,254.57	10.29
Maintenance Technician IV	District 3	\$2,264.62	<b>\$27,175.44</b>	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.65%	-\$6,945.05	10.29
Maintenance Technician IV	District 3	\$2,368.14	<b>\$28,417.68</b>	3.33	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	83.29%	-\$5,702.81	10.29
Maintenance Technician IV	District 3	\$2,252.65	<b>\$27,031.80</b>	1.58	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.22%	-\$7,088.69	10.29
Maintenance Technician IV	District 3	\$2,315.52	<b>\$27,786.24</b>	3.33	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.44%	-\$6,334.25	10.29
Maintenance Technician IV	District 3	\$2,313.69	<b>\$27,764.28</b>	1.92	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.37%	-\$6,356.21	10.29
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	85.70%	-\$4,880.21	10.29
Maintenance Technician IV	District 1	\$2,314.09	<b>\$27,769.08</b>	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.39%	-\$6,351.41	10.29
Maintenance Technician IV	District 1	\$2,397.43	<b>\$28,769.16</b>	1.83	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	84.32%	-\$5,351.33	10.29
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	1.92	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	85.70%	-\$4,880.21	10.29
Maintenance Technician IV	District 1	\$2,714.64	<b>\$32,575.68</b>	8.25	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	95.47%	-\$1,544.81	10.29
Maintenance Technician IV	District 1	\$3,028.76	<b>\$36,345.12</b>	8.25	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	106.52%	\$2,224.63	10.29
Maintenance Technician IV	District 1	\$2,429.48	<b>\$29,153.76</b>	7.50	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	85.44%	-\$4,966.73	10.29
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	2.00	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 1	\$2,388.68	<b>\$28,664.16</b>	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	84.01%	-\$5,456.33	10.29
<b>Maintenance Technician IV Averages</b>			<b>\$27,825.51</b>	<b>3.27</b>	<b>\$34,120.49</b>	<b>\$35,019.00</b>	<b>\$21,099.57</b>	<b>\$41,000.00</b>	<b>\$32,608.00</b>	<b>\$35,019.00</b>	<b>\$38,079.00</b>	<b>81.55%</b>	<b>-\$6,294.98</b>	<b>10.29</b>













Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 3	\$2,254.04	\$27,048.48	6.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.42%	-\$3,893.58	7.85
Maintenance Technician III	District 3	\$2,423.91	\$29,086.92	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	94.00%	-\$1,855.14	7.85
Maintenance Technician III	District 3	\$2,199.66	\$26,395.92	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.14	7.85
Maintenance Technician III	District 3	\$2,282.99	\$27,395.88	7.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 3	\$2,545.68	\$30,548.16	4.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	98.73%	-\$393.90	7.85
Maintenance Technician III	District 3	\$2,271.41	\$27,256.92	7.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.09%	-\$3,685.14	7.85
Maintenance Technician III	District 3	\$2,613.08	\$31,356.96	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	101.34%	\$414.90	7.85
Maintenance Technician III	District 3	\$2,199.66	\$26,395.92	4.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.14	7.85
Maintenance Technician III	District 3	\$2,265.62	\$27,187.44	7.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.87%	-\$3,754.62	7.85
Maintenance Technician III	District 3	\$2,245.57	\$26,946.84	7.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.09%	-\$3,995.22	7.85
Maintenance Technician III	District 3	\$2,722.00	\$32,664.00	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	105.57%	\$1,721.94	7.85
Maintenance Technician III	District 3	\$2,137.76	\$25,653.12	1.50	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.91%	-\$5,288.94	7.85
Maintenance Technician III	District 3	\$2,309.55	\$27,714.60	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	89.57%	-\$3,227.46	7.85
Maintenance Technician III	District 1	\$2,282.99	\$27,395.88	7.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 1	\$2,201.46	\$26,417.52	1.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.38%	-\$4,524.54	7.85
Maintenance Technician III	District 1	\$2,263.21	\$27,158.52	3.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.77%	-\$3,783.54	7.85
Maintenance Technician III	District 1	\$2,167.20	\$26,006.40	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.05%	-\$4,935.66	7.85
Maintenance Technician III	District 1	\$2,198.86	\$26,386.32	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.28%	-\$4,555.74	7.85
Maintenance Technician III	District 1	\$2,206.87	\$26,482.44	4.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	4.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	4.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,666.73	\$32,000.76	20.84	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	103.42%	\$1,058.70	7.85
Maintenance Technician III	District 1	\$2,327.72	\$27,932.64	15.18	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	90.27%	-\$3,009.42	7.85
Maintenance Technician III	District 1	\$2,210.10	\$26,521.20	4.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.71%	-\$4,420.86	7.85
Maintenance Technician III	District 1	\$2,359.50	\$28,314.00	8.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	91.51%	-\$2,628.06	7.85
Maintenance Technician III	District 1	\$2,206.87	\$26,482.44	12.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,290.20	\$27,482.40	8.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.82%	-\$3,459.66	7.85
Maintenance Technician III	District 1	\$2,282.99	\$27,395.88	8.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 1	\$2,522.22	\$30,266.64	12.09	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	97.82%	-\$675.42	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	3.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,522.22	\$30,266.64	8.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	97.82%	-\$675.42	7.85
Maintenance Technician III	District 1	\$2,199.65	\$26,395.80	3.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.26	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,206.87	\$26,482.44	12.76	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.62	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,118.13	\$25,417.56	8.79	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 2	\$2,157.24	\$25,886.88	15.42	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.66%	-\$5,055.18	7.85
<b>Maintenance Technician III Averages</b>			<b>\$25,779.70</b>	<b>5.13</b>	<b>\$30,942.06</b>	<b>\$30,070.00</b>	<b>\$22,900.00</b>	<b>\$44,000.00</b>	<b>\$27,921.58</b>	<b>\$30,070.00</b>	<b>\$33,323.00</b>	<b>83.32%</b>	<b>-\$5,162.36</b>	<b>7.85</b>











Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician II	District 1	\$2,136.50	\$25,638.00	13.59	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.66%	-\$2,957.61	6.44
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.42	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	86.46%	-\$3,871.05	6.44
Maintenance Technician II	District 2	\$2,076.80	\$24,921.60	15.42	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	87.15%	-\$3,674.01	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$2,053.16	\$24,637.92	14.13	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	86.16%	-\$3,957.69	6.44
Maintenance Technician II	District 2	\$2,077.00	\$24,924.00	16.51	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	87.16%	-\$3,671.61	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$2,047.58	\$24,570.96	12.76	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	85.93%	-\$4,024.65	6.44
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	7.67	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	82.74%	-\$4,935.93	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.25	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	8.92	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	82.74%	-\$4,935.93	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.45	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.25	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	13.97	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.00	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.92	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.45	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.37	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.21	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.79	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.37	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.83	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.13	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.41	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.50	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.30	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	86.46%	-\$3,871.05	6.44
<b>Maintenance Technician II Averages</b>			<b>\$22,934.01</b>	<b>4.53</b>	<b>\$28,595.61</b>	<b>\$28,514.00</b>	<b>\$19,055.00</b>	<b>\$36,427.00</b>	<b>\$26,469.00</b>	<b>\$28,514.00</b>	<b>\$30,945.98</b>	<b>80.20%</b>	<b>-\$5,661.59</b>	<b>6.44</b>

















Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician I	District 2	\$1,592.70	<b>\$19,112.40</b>	0.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 2	\$1,592.70	<b>\$19,112.40</b>	0.37	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 2	\$1,592.70	<b>\$19,112.40</b>	0.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 2	\$1,592.70	<b>\$19,112.40</b>	0.66	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 2	\$1,592.70	<b>\$19,112.40</b>	0.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 2	\$1,592.70	<b>\$19,112.40</b>	0.41	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 2	\$1,592.70	<b>\$19,112.40</b>	0.75	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
<b>Maintenance Technician I Averages</b>			<b>\$19,345.37</b>	<b>2.45</b>	<b>\$25,251.52</b>	<b>\$24,770.00</b>	<b>\$16,900.00</b>	<b>\$33,000.00</b>	<b>\$23,939.00</b>	<b>\$24,770.00</b>	<b>\$28,084.00</b>	<b>76.61%</b>	<b>-\$5,906.15</b>	<b>5.37</b>

### Equipment Operations Superintendent

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Operations Superintendent	District 2	\$3,309.85	<b>\$39,718.20</b>	12.67	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	77.63%	-\$11,444.72	14.17
Equipment Operations Superintendent	District 2	\$3,351.95	<b>\$40,223.40</b>	18.38	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	78.62%	-\$10,939.52	14.17
Equipment Operations Superintendent	District 7	\$3,012.08	<b>\$36,144.96</b>	2.83	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	70.65%	-\$15,017.96	14.17
Equipment Operations Superintendent	District 1	\$3,563.65	<b>\$42,763.80</b>	3.75	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	83.58%	-\$8,399.12	14.17
Equipment Operations Superintendent	District 1	\$3,255.28	<b>\$39,063.36</b>	3.75	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	76.35%	-\$12,099.56	14.17
Equipment Operations Superintendent	District 5	\$3,512.72	<b>\$42,152.64</b>	3.58	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	82.39%	-\$9,010.28	14.17
Equipment Operations Superintendent	District 5	\$3,382.83	<b>\$40,593.96</b>	3.58	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	79.34%	-\$10,568.96	14.17
Equipment Operations Superintendent	District 6	\$3,626.71	<b>\$43,520.52</b>	3.58	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	85.06%	-\$7,642.40	14.17
Equipment Operations Superintendent	District 3	\$2,982.26	<b>\$35,787.12</b>	3.75	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	69.95%	-\$15,375.80	14.17
<b>Equipment Operations Superintendent Averages</b>			<b>\$39,996.44</b>	<b>6.21</b>	<b>\$51,162.92</b>	<b>\$49,440.00</b>	<b>\$30,900.00</b>	<b>\$86,912.00</b>	<b>\$42,667.00</b>	<b>\$49,440.00</b>	<b>\$60,000.00</b>	<b>78.17%</b>	<b>-\$11,166.48</b>	<b>14.17</b>

### Equipment Operations Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Operations Supervisor	District 5	\$3,124.68	<b>\$37,496.16</b>	1.00	\$44,273.41	\$43,356.00	\$31,305.00	\$65,000.00	\$35,660.25	\$43,356.00	\$51,366.88	84.69%	-\$6,777.25	13.54
<b>Equipment Operations Supervisor Averages</b>			<b>\$37,496.16</b>	<b>1.00</b>	<b>\$44,273.41</b>	<b>\$43,356.00</b>	<b>\$31,305.00</b>	<b>\$65,000.00</b>	<b>\$35,660.25</b>	<b>\$43,356.00</b>	<b>\$51,366.88</b>	<b>84.69%</b>	<b>-\$6,777.25</b>	<b>7.12</b>

### Equipment Repairer III

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer III	District 2	\$3,123.06	<b>\$37,476.72</b>	20.72	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	99.87%	-\$48.81	7.81
Equipment Repairer III	District 7	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
Equipment Repairer III	District 7	\$3,039.84	<b>\$36,478.08</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	97.21%	-\$1,047.45	7.81
Equipment Repairer III	District 1	\$2,980.87	<b>\$35,770.44</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	95.32%	-\$1,755.09	7.81
Equipment Repairer III	District 6	\$3,241.33	<b>\$38,895.96</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	103.65%	\$1,370.43	7.81
Equipment Repairer III	District 6	\$2,759.56	<b>\$33,114.72</b>	0.66	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
Equipment Repairer III	District 6	\$3,472.65	<b>\$41,671.80</b>	1.17	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	111.05%	\$4,146.27	7.81
Equipment Repairer III	District 6	\$3,333.51	<b>\$40,002.12</b>	1.58	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	106.60%	\$2,476.59	7.81
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	1.25	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	101.09%	\$410.31	7.81
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	0.92	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	101.09%	\$410.31	7.81
Equipment Repairer III	District 5	\$3,168.28	<b>\$38,019.36</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	101.32%	\$493.83	7.81
Equipment Repairer III	District 5	\$3,000.35	<b>\$36,004.20</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	95.95%	-\$1,521.33	7.81
Equipment Repairer III	District 5	\$2,918.83	<b>\$35,025.96</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	93.34%	-\$2,499.57	7.81
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
<b>Equipment Repairer III Averages</b>			<b>\$36,299.37</b>	<b>2.11</b>	<b>\$37,525.53</b>	<b>\$36,050.00</b>	<b>\$29,640.00</b>	<b>\$49,254.00</b>	<b>\$34,253.00</b>	<b>\$36,050.00</b>	<b>\$39,951.00</b>	<b>96.73%</b>	<b>-\$1,226.16</b>	<b>7.81</b>



### Equipment Repairer I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer I	District 5	\$2,151.97	<b>\$25,823.64</b>	1.33	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.20%	-\$4,135.44	6.84
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 1	\$2,355.93	<b>\$28,271.16</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	94.37%	-\$1,687.92	6.84
Equipment Repairer I	District 1	\$2,437.47	<b>\$29,249.64</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	97.63%	-\$709.44	6.84
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.77%	-\$368.52	6.84
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.77%	-\$368.52	6.84
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.77%	-\$368.52	6.84
Equipment Repairer I	District 6	\$2,150.98	<b>\$25,811.76</b>	0.96	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.87	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.58	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 7	\$2,462.21	<b>\$29,546.52</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.62%	-\$412.56	6.84
Equipment Repairer I	District 7	\$2,460.56	<b>\$29,526.72</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.56%	-\$432.36	6.84
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.66	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.75	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
<b>Equipment Repairer I Averages</b>			<b>\$27,355.22</b>	<b>2.30</b>	<b>\$29,959.08</b>	<b>\$30,788.06</b>	<b>\$22,800.00</b>	<b>\$39,000.00</b>	<b>\$26,651.50</b>	<b>\$30,788.06</b>	<b>\$32,482.00</b>	<b>91.31%</b>	<b>-\$2,603.87</b>	<b>6.84</b>





# Mississippi Department of Transportation

Appendix B  
OMIT Non-Tenure  
Responses



**STENNIS  
INSTITUTE**

**MISSISSIPPI STATE  
UNIVERSITY.**

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Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Superintendent II	District 2	\$3,087.16	<b>\$37,045.92</b>	11.25	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	70.93%	-\$15,180.61	12.30
Maintenance Superintendent II	District 2	\$2,511.12	<b>\$30,133.44</b>	6.04	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	57.70%	-\$22,093.09	12.30
Maintenance Superintendent II	District 2	\$3,016.68	<b>\$36,200.16</b>	14.42	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	69.31%	-\$16,026.37	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.92	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	63.41%	-\$19,111.81	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	5.46	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	63.41%	-\$19,111.81	12.30
Maintenance Superintendent II	District 2	\$3,007.57	<b>\$36,090.84</b>	13.05	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	69.10%	-\$16,135.69	12.30
Maintenance Superintendent II	District 2	\$3,108.99	<b>\$37,307.88</b>	9.25	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	71.43%	-\$14,918.65	12.30
Maintenance Superintendent II	District 2	\$2,976.82	<b>\$35,721.84</b>	10.34	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	68.40%	-\$16,504.69	12.30
Maintenance Superintendent II	District 2	\$3,172.11	<b>\$38,065.32</b>	28.67	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	72.89%	-\$14,161.21	12.30
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.42	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	67.07%	-\$17,200.57	12.30
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.79	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	67.07%	-\$17,200.57	12.30
Maintenance Superintendent II	District 2	\$3,119.57	<b>\$37,434.84</b>	20.72	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	71.68%	-\$14,791.69	12.30
Maintenance Superintendent II	District 2	\$3,054.23	<b>\$36,650.76</b>	28.77	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	70.18%	-\$15,575.77	12.30
Maintenance Superintendent II	District 2	\$3,076.09	<b>\$36,913.08</b>	17.84	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	70.68%	-\$15,313.45	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.13	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	63.41%	-\$19,111.81	12.30
Maintenance Superintendent II	District 2	\$3,174.46	<b>\$38,093.52</b>	13.42	\$52,226.53	\$48,846.05	\$32,136.00	\$71,000.00	\$44,545.00	\$48,846.05	\$60,930.00	72.94%	-\$14,133.01	12.30
<b>Maintenance Superintendent II Averages</b>			<b>\$36,771.55</b>	<b>5.70</b>	<b>\$52,226.53</b>	<b>\$48,846.05</b>	<b>\$32,136.00</b>	<b>\$71,000.00</b>	<b>\$44,545.00</b>	<b>\$48,846.05</b>	<b>\$60,930.00</b>	<b>70.41%</b>	<b>-\$15,454.98</b>	<b>12.30</b>

### Maintenance Superintendent I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Superintendent I	District 7	\$2,782.89	<b>\$33,394.68</b>	1.41	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	59.43%	-\$22,801.12	9.56
Maintenance Superintendent I	District 5	\$2,785.63	<b>\$33,427.56</b>	4.58	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	59.48%	-\$22,768.24	9.56
Maintenance Superintendent I	District 5	\$2,714.49	<b>\$32,573.88</b>	2.83	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	57.96%	-\$23,621.92	9.56
Maintenance Superintendent I	District 5	\$2,883.65	<b>\$34,603.80</b>	3.58	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	61.58%	-\$21,592.00	9.56
Maintenance Superintendent I	District 5	\$2,805.06	<b>\$33,660.72</b>	2.83	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	59.90%	-\$22,535.08	9.56
Maintenance Superintendent I	District 5	\$2,851.05	<b>\$34,212.60</b>	1.00	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	60.88%	-\$21,983.20	9.56
Maintenance Superintendent I	District 5	\$3,018.90	<b>\$36,226.80</b>	4.58	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	64.47%	-\$19,969.00	9.56
Maintenance Superintendent I	District 5	\$2,853.78	<b>\$34,245.36</b>	4.58	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	60.94%	-\$21,950.44	9.56
Maintenance Superintendent I	District 6	\$2,751.11	<b>\$33,013.32</b>	0.75	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	58.75%	-\$23,182.48	9.56
Maintenance Superintendent I	District 6	\$2,670.39	<b>\$32,044.68</b>	0.75	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	57.02%	-\$24,151.12	9.56
Maintenance Superintendent I	District 6	\$2,511.12	<b>\$30,133.44</b>	1.25	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	53.62%	-\$26,062.36	9.56
Maintenance Superintendent I	District 1	\$2,565.44	<b>\$30,785.28</b>	3.25	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	54.78%	-\$25,410.52	9.56
Maintenance Superintendent I	District 1	\$2,766.89	<b>\$33,202.68</b>	3.66	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	59.08%	-\$22,993.12	9.56
Maintenance Superintendent I	District 1	\$2,855.92	<b>\$34,271.04</b>	5.92	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	60.99%	-\$21,924.76	9.56
Maintenance Superintendent I	District 1	\$2,865.23	<b>\$34,382.76</b>	1.25	\$56,195.80	\$59,275.50	\$47,295.78	\$62,000.00	\$50,792.25	\$59,275.50	\$60,841.50	61.18%	-\$21,813.04	9.56
<b>Maintenance Superintendent I Averages</b>			<b>\$33,345.24</b>	<b>2.82</b>	<b>\$56,195.80</b>	<b>\$59,275.50</b>	<b>\$47,295.78</b>	<b>\$62,000.00</b>	<b>\$50,792.25</b>	<b>\$59,275.50</b>	<b>\$60,841.50</b>	<b>59.34%</b>	<b>-\$22,850.56</b>	<b>9.56</b>

### Maintenance Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Supervisor	District 6	\$2,621.89	<b>\$31,462.68</b>	0.92	\$38,223.50	\$39,808.00	\$21,600.00	\$53,000.00	\$31,905.00	\$39,808.00	\$43,372.50	82.31%	-\$6,760.82	11.19
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	1.25	\$38,223.50	\$39,808.00	\$21,600.00	\$53,000.00	\$31,905.00	\$39,808.00	\$43,372.50	64.47%	-\$13,580.54	11.19
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	3.25	\$38,223.50	\$39,808.00	\$21,600.00	\$53,000.00	\$31,905.00	\$39,808.00	\$43,372.50	64.47%	-\$13,580.54	11.19
<b>Maintenance Supervisor Averages</b>				<b>1.80</b>	<b>\$38,223.50</b>	<b>\$39,808.00</b>	<b>\$21,600.00</b>	<b>\$53,000.00</b>	<b>\$31,905.00</b>	<b>\$39,808.00</b>	<b>\$43,372.50</b>	<b>70.42%</b>	<b>-\$11,307.30</b>	<b>11.19</b>





Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician IV	District 2	\$2,264.62	<b>\$27,175.44</b>	8.17	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	80.53%	-\$6,569.89	10.29
Maintenance Technician IV	District 2	\$2,323.34	<b>\$27,880.08</b>	9.92	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	82.62%	-\$5,865.25	10.29
Maintenance Technician IV	District 3	\$2,322.16	<b>\$27,865.92</b>	4.67	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	82.58%	-\$5,879.41	10.29
Maintenance Technician IV	District 3	\$2,264.62	<b>\$27,175.44</b>	0.75	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	80.53%	-\$6,569.89	10.29
Maintenance Technician IV	District 3	\$2,368.14	<b>\$28,417.68</b>	3.33	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	84.21%	-\$5,327.65	10.29
Maintenance Technician IV	District 3	\$2,252.65	<b>\$27,031.80</b>	1.58	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	80.11%	-\$6,713.53	10.29
Maintenance Technician IV	District 3	\$2,315.52	<b>\$27,786.24</b>	3.33	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	82.34%	-\$5,959.09	10.29
Maintenance Technician IV	District 3	\$2,313.69	<b>\$27,764.28</b>	1.92	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	82.28%	-\$5,981.05	10.29
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	0.75	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	86.65%	-\$4,505.05	10.29
Maintenance Technician IV	District 1	\$2,314.09	<b>\$27,769.08</b>	1.17	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	82.29%	-\$5,976.25	10.29
Maintenance Technician IV	District 1	\$2,397.43	<b>\$28,769.16</b>	1.83	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	85.25%	-\$4,976.17	10.29
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	1.92	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	86.65%	-\$4,505.05	10.29
Maintenance Technician IV	District 1	\$2,714.64	<b>\$32,575.68</b>	8.25	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	96.53%	-\$1,169.65	10.29
Maintenance Technician IV	District 1	\$3,028.76	<b>\$36,345.12</b>	8.25	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	107.70%	\$2,599.79	10.29
Maintenance Technician IV	District 1	\$2,429.48	<b>\$29,153.76</b>	7.50	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	86.39%	-\$4,591.57	10.29
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	2.00	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	74.87%	-\$8,481.13	10.29
Maintenance Technician IV	District 1	\$2,388.68	<b>\$28,664.16</b>	1.17	\$33,745.33	\$35,019.00	\$21,099.57	\$41,000.00	\$31,360.00	\$35,019.00	\$38,559.00	84.94%	-\$5,081.17	10.29
<b>Maintenance Technician IV Averages</b>			<b>\$27,825.51</b>	<b>3.27</b>	<b>\$33,745.33</b>	<b>\$35,019.00</b>	<b>\$21,099.57</b>	<b>\$41,000.00</b>	<b>\$31,360.00</b>	<b>\$35,019.00</b>	<b>\$38,559.00</b>	<b>82.46%</b>	<b>-\$5,919.82</b>	<b>10.29</b>























Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician II	District 1	\$2,136.50	\$25,638.00	13.59	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	88.97%	-\$3,178.32	6.44
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.42	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	85.80%	-\$4,091.76	6.44
Maintenance Technician II	District 2	\$2,076.80	\$24,921.60	15.42	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	86.48%	-\$3,894.72	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$2,053.16	\$24,637.92	14.13	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	85.50%	-\$4,178.40	6.44
Maintenance Technician II	District 2	\$2,077.00	\$24,924.00	16.51	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	86.49%	-\$3,892.32	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$2,047.58	\$24,570.96	12.76	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	85.27%	-\$4,245.36	6.44
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	7.67	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	82.11%	-\$5,156.64	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.25	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	8.92	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	82.11%	-\$5,156.64	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.45	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.25	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	13.97	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.00	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.92	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.45	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.37	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.21	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.79	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.37	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.83	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.13	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.41	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.50	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	75.47%	-\$7,067.88	6.44
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.30	\$28,816.32	\$28,589.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,589.00	\$30,945.98	85.80%	-\$4,091.76	6.44
<b>Maintenance Technician II Averages</b>			<b>\$22,934.01</b>	<b>4.53</b>	<b>\$28,816.32</b>	<b>\$28,589.00</b>	<b>\$19,055.00</b>	<b>\$36,427.00</b>	<b>\$26,469.00</b>	<b>\$28,589.00</b>	<b>\$30,945.98</b>	<b>79.59%</b>	<b>-\$5,882.31</b>	<b>6.44</b>

















Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$25,381.89	\$24,770.00	\$16,900.00	\$33,000.00	\$24,018.48	\$24,770.00	\$28,424.50	75.30%	-\$6,269.49	5.37
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.37	\$25,381.89	\$24,770.00	\$16,900.00	\$33,000.00	\$24,018.48	\$24,770.00	\$28,424.50	75.30%	-\$6,269.49	5.37
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$25,381.89	\$24,770.00	\$16,900.00	\$33,000.00	\$24,018.48	\$24,770.00	\$28,424.50	75.30%	-\$6,269.49	5.37
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.66	\$25,381.89	\$24,770.00	\$16,900.00	\$33,000.00	\$24,018.48	\$24,770.00	\$28,424.50	75.30%	-\$6,269.49	5.37
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$25,381.89	\$24,770.00	\$16,900.00	\$33,000.00	\$24,018.48	\$24,770.00	\$28,424.50	75.30%	-\$6,269.49	5.37
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.41	\$25,381.89	\$24,770.00	\$16,900.00	\$33,000.00	\$24,018.48	\$24,770.00	\$28,424.50	75.30%	-\$6,269.49	5.37
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.75	\$25,381.89	\$24,770.00	\$16,900.00	\$33,000.00	\$24,018.48	\$24,770.00	\$28,424.50	75.30%	-\$6,269.49	5.37
<b>Maintenance Technician I Averages</b>			<b>\$19,345.37</b>	<b>2.45</b>	<b>\$25,381.89</b>	<b>\$24,770.00</b>	<b>\$16,900.00</b>	<b>\$33,000.00</b>	<b>\$24,018.48</b>	<b>\$24,770.00</b>	<b>\$28,424.50</b>	<b>76.22%</b>	<b>-\$6,036.52</b>	<b>5.37</b>

### Equipment Operations Superintendent

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Operations Superintendent	District 2	\$3,309.85	<b>\$39,718.20</b>	12.67	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	77.04%	-\$11,835.61	14.17
Equipment Operations Superintendent	District 2	\$3,351.95	<b>\$40,223.40</b>	18.38	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	78.02%	-\$11,330.41	14.17
Equipment Operations Superintendent	District 7	\$3,012.08	<b>\$36,144.96</b>	2.83	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	70.11%	-\$15,408.85	14.17
Equipment Operations Superintendent	District 1	\$3,563.65	<b>\$42,763.80</b>	3.75	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	82.95%	-\$8,790.01	14.17
Equipment Operations Superintendent	District 1	\$3,255.28	<b>\$39,063.36</b>	3.75	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	75.77%	-\$12,490.45	14.17
Equipment Operations Superintendent	District 5	\$3,512.72	<b>\$42,152.64</b>	3.58	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	81.76%	-\$9,401.17	14.17
Equipment Operations Superintendent	District 5	\$3,382.83	<b>\$40,593.96</b>	3.58	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	78.74%	-\$10,959.85	14.17
Equipment Operations Superintendent	District 6	\$3,626.71	<b>\$43,520.52</b>	3.58	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	84.42%	-\$8,033.29	14.17
Equipment Operations Superintendent	District 3	\$2,982.26	<b>\$35,787.12</b>	3.75	\$51,553.81	\$49,965.00	\$30,900.00	\$86,912.00	\$41,773.00	\$49,965.00	\$60,000.00	69.42%	-\$15,766.69	14.17
<b>Equipment Operations Superintendent Averages</b>			<b>\$39,996.44</b>	<b>6.21</b>	<b>\$51,553.81</b>	<b>\$49,965.00</b>	<b>\$30,900.00</b>	<b>\$86,912.00</b>	<b>\$41,773.00</b>	<b>\$49,965.00</b>	<b>\$60,000.00</b>	<b>77.58%</b>	<b>-\$11,557.37</b>	<b>14.17</b>

### Equipment Operations Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Operations Supervisor	District 5	\$3,124.68	<b>\$37,496.16</b>	1.00	\$44,973.32	\$44,943.50	\$31,305.00	\$65,000.00	\$38,489.58	\$44,943.50	\$51,366.88	83.37%	-\$7,477.16	13.54
<b>Equipment Operations Supervisor Averages</b>			<b>\$37,496.16</b>	<b>1.00</b>	<b>\$44,973.32</b>	<b>\$44,943.50</b>	<b>\$31,305.00</b>	<b>\$65,000.00</b>	<b>\$38,489.58</b>	<b>\$44,943.50</b>	<b>\$51,366.88</b>	<b>83.37%</b>	<b>-\$7,477.16</b>	<b>7.12</b>

### Equipment Repairer III

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer III	District 2	\$3,123.06	<b>\$37,476.72</b>	20.72	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	99.20%	-\$301.91	7.81
Equipment Repairer III	District 7	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	87.65%	-\$4,663.91	7.81
Equipment Repairer III	District 7	\$3,039.84	<b>\$36,478.08</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	96.56%	-\$1,300.55	7.81
Equipment Repairer III	District 1	\$2,980.87	<b>\$35,770.44</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	94.68%	-\$2,008.19	7.81
Equipment Repairer III	District 6	\$3,241.33	<b>\$38,895.96</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	102.96%	\$1,117.33	7.81
Equipment Repairer III	District 6	\$2,759.56	<b>\$33,114.72</b>	0.66	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	87.65%	-\$4,663.91	7.81
Equipment Repairer III	District 6	\$3,472.65	<b>\$41,671.80</b>	1.17	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	110.31%	\$3,893.17	7.81
Equipment Repairer III	District 6	\$3,333.51	<b>\$40,002.12</b>	1.58	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	105.89%	\$2,223.49	7.81
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	1.25	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	100.42%	\$157.21	7.81
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	0.92	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	100.42%	\$157.21	7.81
Equipment Repairer III	District 5	\$3,168.28	<b>\$38,019.36</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	100.64%	\$240.73	7.81
Equipment Repairer III	District 5	\$3,000.35	<b>\$36,004.20</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	95.30%	-\$1,774.43	7.81
Equipment Repairer III	District 5	\$2,918.83	<b>\$35,025.96</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	92.71%	-\$2,752.67	7.81
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	87.65%	-\$4,663.91	7.81
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	87.65%	-\$4,663.91	7.81
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,778.63	\$37,108.00	\$29,640.00	\$49,254.00	\$35,194.00	\$37,108.00	\$39,951.00	87.65%	-\$4,663.91	7.81
<b>Equipment Repairer III Averages</b>			<b>\$36,299.37</b>	<b>2.11</b>	<b>\$37,778.63</b>	<b>\$37,108.00</b>	<b>\$29,640.00</b>	<b>\$49,254.00</b>	<b>\$35,194.00</b>	<b>\$37,108.00</b>	<b>\$39,951.00</b>	<b>96.08%</b>	<b>-\$1,479.26</b>	<b>7.81</b>





### Equipment Repairer I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer I	District 5	\$2,151.97	<b>\$25,823.64</b>	1.33	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.04%	-\$3,845.20	6.84
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.00%	-\$3,857.08	6.84
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.00%	-\$3,857.08	6.84
Equipment Repairer I	District 1	\$2,355.93	<b>\$28,271.16</b>	3.25	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	95.29%	-\$1,397.68	6.84
Equipment Repairer I	District 1	\$2,437.47	<b>\$29,249.64</b>	3.25	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	98.59%	-\$419.20	6.84
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	99.74%	-\$78.28	6.84
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	99.74%	-\$78.28	6.84
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	99.74%	-\$78.28	6.84
Equipment Repairer I	District 6	\$2,150.98	<b>\$25,811.76</b>	0.96	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.00%	-\$3,857.08	6.84
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.87	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.00%	-\$3,857.08	6.84
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.58	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.00%	-\$3,857.08	6.84
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.00%	-\$3,857.08	6.84
Equipment Repairer I	District 7	\$2,462.21	<b>\$29,546.52</b>	3.25	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	99.59%	-\$122.32	6.84
Equipment Repairer I	District 7	\$2,460.56	<b>\$29,526.72</b>	3.25	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	99.52%	-\$142.12	6.84
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.66	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.00%	-\$3,857.08	6.84
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.75	\$29,668.84	\$30,788.06	\$22,800.00	\$39,000.00	\$26,234.75	\$30,788.06	\$31,986.00	87.00%	-\$3,857.08	6.84
<b>Equipment Repairer I Averages</b>			<b>\$27,355.22</b>	<b>2.30</b>	<b>\$29,668.84</b>	<b>\$30,788.06</b>	<b>\$22,800.00</b>	<b>\$39,000.00</b>	<b>\$26,234.75</b>	<b>\$30,788.06</b>	<b>\$31,986.00</b>	<b>92.20%</b>	<b>-\$2,313.63</b>	<b>6.84</b>



# Mississippi Department of Transportation

Appendix C  
Comparison of  
Only D.O.T.'s



**STENNIS  
INSTITUTE**

**MISSISSIPPI STATE  
UNIVERSITY.**

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Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Superintendent II	District 2	\$3,087.16	<b>\$37,045.92</b>	11.25	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	70.76%	-\$15,308.31	5.02
Maintenance Superintendent II	District 2	\$2,511.12	<b>\$30,133.44</b>	6.04	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	57.56%	-\$22,220.79	5.02
Maintenance Superintendent II	District 2	\$3,016.68	<b>\$36,200.16</b>	14.42	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	69.14%	-\$16,154.07	5.02
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.92	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	63.25%	-\$19,239.51	5.02
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	5.46	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	63.25%	-\$19,239.51	5.02
Maintenance Superintendent II	District 2	\$3,007.57	<b>\$36,090.84</b>	13.05	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	68.94%	-\$16,263.39	5.02
Maintenance Superintendent II	District 2	\$3,108.99	<b>\$37,307.88</b>	9.25	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	71.26%	-\$15,046.35	5.02
Maintenance Superintendent II	District 2	\$2,976.82	<b>\$35,721.84</b>	10.34	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	68.23%	-\$16,632.39	5.02
Maintenance Superintendent II	District 2	\$3,172.11	<b>\$38,065.32</b>	28.67	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	72.71%	-\$14,288.91	5.02
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.42	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	66.90%	-\$17,328.27	5.02
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.79	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	66.90%	-\$17,328.27	5.02
Maintenance Superintendent II	District 2	\$3,119.57	<b>\$37,434.84</b>	20.72	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	71.50%	-\$14,919.39	5.02
Maintenance Superintendent II	District 2	\$3,054.23	<b>\$36,650.76</b>	28.77	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	70.01%	-\$15,703.47	5.02
Maintenance Superintendent II	District 2	\$3,076.09	<b>\$36,913.08</b>	17.84	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	70.51%	-\$15,441.15	5.02
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.13	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	63.25%	-\$19,239.51	5.02
Maintenance Superintendent II	District 2	\$3,174.46	<b>\$38,093.52</b>	13.42	\$52,354.23	\$50,063.62	\$42,848.00	\$70,399.00	\$45,086.00	\$50,063.62	\$55,128.00	72.76%	-\$14,260.71	5.02
<b>Maintenance Superintendent II Averages</b>			<b>\$36,771.55</b>	<b>5.70</b>	<b>\$52,354.23</b>	<b>\$50,063.62</b>	<b>\$42,848.00</b>	<b>\$70,399.00</b>	<b>\$45,086.00</b>	<b>\$50,063.62</b>	<b>\$55,128.00</b>	<b>70.24%</b>	<b>-\$15,582.69</b>	<b>5.02</b>



### Maintenance Superintendent I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Superintendent I	District 7	\$2,782.89	<b>\$33,394.68</b>	1.41	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	71.56%	-\$13,275.15	4.13
Maintenance Superintendent I	District 5	\$2,785.63	<b>\$33,427.56</b>	4.58	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	71.63%	-\$13,242.27	4.13
Maintenance Superintendent I	District 5	\$2,714.49	<b>\$32,573.88</b>	2.83	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	69.80%	-\$14,095.95	4.13
Maintenance Superintendent I	District 5	\$2,883.65	<b>\$34,603.80</b>	3.58	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	74.15%	-\$12,066.03	4.13
Maintenance Superintendent I	District 5	\$2,805.06	<b>\$33,660.72</b>	2.83	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	72.13%	-\$13,009.11	4.13
Maintenance Superintendent I	District 5	\$2,851.05	<b>\$34,212.60</b>	1.00	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	73.31%	-\$12,457.23	4.13
Maintenance Superintendent I	District 5	\$3,018.90	<b>\$36,226.80</b>	4.58	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	77.62%	-\$10,443.03	4.13
Maintenance Superintendent I	District 5	\$2,853.78	<b>\$34,245.36</b>	4.58	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	73.38%	-\$12,424.47	4.13
Maintenance Superintendent I	District 6	\$2,751.11	<b>\$33,013.32</b>	0.75	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	70.74%	-\$13,656.51	4.13
Maintenance Superintendent I	District 6	\$2,670.39	<b>\$32,044.68</b>	0.75	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	68.66%	-\$14,625.15	4.13
Maintenance Superintendent I	District 6	\$2,511.12	<b>\$30,133.44</b>	1.25	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	64.57%	-\$16,536.39	4.13
Maintenance Superintendent I	District 1	\$2,565.44	<b>\$30,785.28</b>	3.25	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	65.96%	-\$15,884.55	4.13
Maintenance Superintendent I	District 1	\$2,766.89	<b>\$33,202.68</b>	3.66	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	71.14%	-\$13,467.15	4.13
Maintenance Superintendent I	District 1	\$2,855.92	<b>\$34,271.04</b>	5.92	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	73.43%	-\$12,398.79	4.13
Maintenance Superintendent I	District 1	\$2,865.23	<b>\$34,382.76</b>	1.25	\$46,669.83	\$47,001.00	\$38,168.00	\$60,534.00	\$42,653.00	\$47,001.00	\$47,839.89	73.67%	-\$12,287.07	4.13
<b>Maintenance Superintendent I Averages</b>			<b>\$33,345.24</b>	<b>2.82</b>	<b>\$46,669.83</b>	<b>\$47,001.00</b>	<b>\$38,168.00</b>	<b>\$60,534.00</b>	<b>\$42,653.00</b>	<b>\$47,001.00</b>	<b>\$47,839.89</b>	<b>71.45%</b>	<b>-\$13,324.59</b>	<b>4.13</b>

### Maintenance Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Supervisor	District 6	\$2,621.89	<b>\$31,462.68</b>	0.92	\$41,438.02	\$42,350.05	\$34,201.00	\$49,646.00	\$38,126.00	\$42,350.05	\$43,109.77	75.93%	-\$9,975.34	4.62
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	1.25	\$41,438.02	\$42,350.05	\$34,201.00	\$49,646.00	\$38,126.00	\$42,350.05	\$43,109.77	59.47%	-\$16,795.06	4.62
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	3.25	\$41,438.02	\$42,350.05	\$34,201.00	\$49,646.00	\$38,126.00	\$42,350.05	\$43,109.77	59.47%	-\$16,795.06	4.62
<b>Maintenance Supervisor Averages</b>			<b>\$26,916.20</b>	<b>1.80</b>	<b>\$41,438.02</b>	<b>\$42,350.05</b>	<b>\$34,201.00</b>	<b>\$49,646.00</b>	<b>\$38,126.00</b>	<b>\$42,350.05</b>	<b>\$43,109.77</b>	<b>64.96%</b>	<b>-\$14,521.82</b>	<b>4.62</b>



Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician IV	District 2	\$2,264.62	<b>\$27,175.44</b>	8.17	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	73.83%	-\$9,631.77	5.13
Maintenance Technician IV	District 2	\$2,323.34	<b>\$27,880.08</b>	9.92	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	75.75%	-\$8,927.13	5.13
Maintenance Technician IV	District 3	\$2,322.16	<b>\$27,865.92</b>	4.67	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	75.71%	-\$8,941.29	5.13
Maintenance Technician IV	District 3	\$2,264.62	<b>\$27,175.44</b>	0.75	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	73.83%	-\$9,631.77	5.13
Maintenance Technician IV	District 3	\$2,368.14	<b>\$28,417.68</b>	3.33	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	77.21%	-\$8,389.53	5.13
Maintenance Technician IV	District 3	\$2,252.65	<b>\$27,031.80</b>	1.58	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	73.44%	-\$9,775.41	5.13
Maintenance Technician IV	District 3	\$2,315.52	<b>\$27,786.24</b>	3.33	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	75.49%	-\$9,020.97	5.13
Maintenance Technician IV	District 3	\$2,313.69	<b>\$27,764.28</b>	1.92	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	75.43%	-\$9,042.93	5.13
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	0.75	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	79.44%	-\$7,566.93	5.13
Maintenance Technician IV	District 1	\$2,314.09	<b>\$27,769.08</b>	1.17	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	75.44%	-\$9,038.13	5.13
Maintenance Technician IV	District 1	\$2,397.43	<b>\$28,769.16</b>	1.83	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	78.16%	-\$8,038.05	5.13
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	1.92	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	79.44%	-\$7,566.93	5.13
Maintenance Technician IV	District 1	\$2,714.64	<b>\$32,575.68</b>	8.25	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	88.50%	-\$4,231.53	5.13
Maintenance Technician IV	District 1	\$3,028.76	<b>\$36,345.12</b>	8.25	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	98.74%	-\$462.09	5.13
Maintenance Technician IV	District 1	\$2,429.48	<b>\$29,153.76</b>	7.50	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	79.21%	-\$7,653.45	5.13
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	2.00	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	68.64%	-\$11,543.01	5.13
Maintenance Technician IV	District 1	\$2,388.68	<b>\$28,664.16</b>	1.17	\$36,807.21	\$36,800.70	\$34,132.00	\$40,152.25	\$35,029.50	\$36,800.70	\$38,199.00	77.88%	-\$8,143.05	5.13
<b>Maintenance Technician IV Averages</b>			<b>\$27,825.51</b>	<b>3.27</b>	<b>\$36,807.21</b>	<b>\$36,800.70</b>	<b>\$34,132.00</b>	<b>\$40,152.25</b>	<b>\$35,029.50</b>	<b>\$36,800.70</b>	<b>\$38,199.00</b>	<b>75.60%</b>	<b>-\$8,981.70</b>	<b>5.13</b>























Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician II	District 1	\$2,136.50	\$25,638.00	13.59	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	89.73%	-\$2,933.96	3.93
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.42	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	86.53%	-\$3,847.40	3.93
Maintenance Technician II	District 2	\$2,076.80	\$24,921.60	15.42	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	87.22%	-\$3,650.36	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$2,053.16	\$24,637.92	14.13	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	86.23%	-\$3,934.04	3.93
Maintenance Technician II	District 2	\$2,077.00	\$24,924.00	16.51	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	87.23%	-\$3,647.96	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$2,047.58	\$24,570.96	12.76	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	86.00%	-\$4,001.00	3.93
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	7.67	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	82.81%	-\$4,912.28	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.25	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	8.92	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	82.81%	-\$4,912.28	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.45	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.25	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	13.97	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.00	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.92	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.45	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.37	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.21	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.79	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.37	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.83	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.13	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.41	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.50	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	76.12%	-\$6,823.52	3.93
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.30	\$28,571.96	\$28,514.00	\$26,000.00	\$31,122.00	\$26,614.50	\$28,514.00	\$30,569.35	86.53%	-\$3,847.40	3.93
<b>Maintenance Technician II Averages</b>			<b>\$22,934.01</b>	<b>4.53</b>	<b>\$28,571.96</b>	<b>\$28,514.00</b>	<b>\$26,000.00</b>	<b>\$31,122.00</b>	<b>\$26,614.50</b>	<b>\$28,514.00</b>	<b>\$30,569.35</b>	<b>80.27%</b>	<b>-\$5,637.94</b>	<b>3.93</b>

















Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$24,851.89	\$25,260.00	\$20,640.00	\$28,405.00	\$24,036.96	\$25,260.00	\$25,606.00	76.91%	-\$5,739.49	1.56
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.37	\$24,851.89	\$25,260.00	\$20,640.00	\$28,405.00	\$24,036.96	\$25,260.00	\$25,606.00	76.91%	-\$5,739.49	1.56
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$24,851.89	\$25,260.00	\$20,640.00	\$28,405.00	\$24,036.96	\$25,260.00	\$25,606.00	76.91%	-\$5,739.49	1.56
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.66	\$24,851.89	\$25,260.00	\$20,640.00	\$28,405.00	\$24,036.96	\$25,260.00	\$25,606.00	76.91%	-\$5,739.49	1.56
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$24,851.89	\$25,260.00	\$20,640.00	\$28,405.00	\$24,036.96	\$25,260.00	\$25,606.00	76.91%	-\$5,739.49	1.56
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.41	\$24,851.89	\$25,260.00	\$20,640.00	\$28,405.00	\$24,036.96	\$25,260.00	\$25,606.00	76.91%	-\$5,739.49	1.56
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.75	\$24,851.89	\$25,260.00	\$20,640.00	\$28,405.00	\$24,036.96	\$25,260.00	\$25,606.00	76.91%	-\$5,739.49	1.56
<b>Maintenance Technician I Averages</b>			<b>\$19,345.37</b>	<b>2.45</b>	<b>\$24,851.89</b>	<b>\$25,260.00</b>	<b>\$20,640.00</b>	<b>\$28,405.00</b>	<b>\$24,036.96</b>	<b>\$25,260.00</b>	<b>\$25,606.00</b>	<b>77.84%</b>	<b>-\$5,506.52</b>	<b>1.56</b>

### Equipment Operations Superintendent

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Operations Superintendent	District 2	\$3,309.85	<b>\$39,718.20</b>	12.67	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	71.12%	-\$16,126.76	10.64
Equipment Operations Superintendent	District 2	\$3,351.95	<b>\$40,223.40</b>	18.38	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	72.03%	-\$15,621.56	10.64
Equipment Operations Superintendent	District 7	\$3,012.08	<b>\$36,144.96</b>	2.83	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	64.72%	-\$19,700.00	10.64
Equipment Operations Superintendent	District 1	\$3,563.65	<b>\$42,763.80</b>	3.75	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	76.58%	-\$13,081.16	10.64
Equipment Operations Superintendent	District 1	\$3,255.28	<b>\$39,063.36</b>	3.75	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	69.95%	-\$16,781.60	10.64
Equipment Operations Superintendent	District 5	\$3,512.72	<b>\$42,152.64</b>	3.58	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	75.48%	-\$13,692.32	10.64
Equipment Operations Superintendent	District 5	\$3,382.83	<b>\$40,593.96</b>	3.58	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	72.69%	-\$15,251.00	10.64
Equipment Operations Superintendent	District 6	\$3,626.71	<b>\$43,520.52</b>	3.58	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	77.93%	-\$12,324.44	10.64
Equipment Operations Superintendent	District 3	\$2,982.26	<b>\$35,787.12</b>	3.75	\$55,844.96	\$50,004.00	\$42,667.00	\$86,912.00	\$45,552.00	\$50,004.00	\$63,273.00	64.08%	-\$20,057.84	10.64
<b>Equipment Operations Superintendent Averages</b>			<b>\$39,996.44</b>	<b>6.21</b>	<b>\$55,844.96</b>	<b>\$50,004.00</b>	<b>\$42,667.00</b>	<b>\$86,912.00</b>	<b>\$45,552.00</b>	<b>\$50,004.00</b>	<b>\$63,273.00</b>	<b>71.62%</b>	<b>-\$15,848.52</b>	<b>10.64</b>



### Equipment Operations Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Operations Supervisor	District 5	\$3,124.68	<b>\$37,496.16</b>	1.00	\$44,841.15	\$44,527.00	\$34,527.00	\$56,628.00	\$39,837.84	\$44,527.00	\$51,322.51	83.62%	-\$7,344.99	6.22
<b>Equipment Operations Supervisor Averages</b>			<b>\$37,496.16</b>	<b>1.00</b>	<b>\$44,841.15</b>	<b>\$44,527.00</b>	<b>\$34,527.00</b>	<b>\$56,628.00</b>	<b>\$39,837.84</b>	<b>\$44,527.00</b>	<b>\$51,322.51</b>	<b>83.62%</b>	<b>-\$7,344.99</b>	<b>6.22</b>

### Equipment Repairer III

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer III	District 2	\$3,123.06	<b>\$37,476.72</b>	20.72	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	100.35%	\$129.44	6.80
Equipment Repairer III	District 7	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	88.67%	-\$4,232.56	6.80
Equipment Repairer III	District 7	\$3,039.84	<b>\$36,478.08</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	97.67%	-\$869.20	6.80
Equipment Repairer III	District 1	\$2,980.87	<b>\$35,770.44</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	95.78%	-\$1,576.84	6.80
Equipment Repairer III	District 6	\$3,241.33	<b>\$38,895.96</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	104.15%	\$1,548.68	6.80
Equipment Repairer III	District 6	\$2,759.56	<b>\$33,114.72</b>	0.66	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	88.67%	-\$4,232.56	6.80
Equipment Repairer III	District 6	\$3,472.65	<b>\$41,671.80</b>	1.17	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	111.58%	\$4,324.52	6.80
Equipment Repairer III	District 6	\$3,333.51	<b>\$40,002.12</b>	1.58	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	107.11%	\$2,654.84	6.80
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	1.25	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	101.58%	\$588.56	6.80
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	0.92	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	101.58%	\$588.56	6.80
Equipment Repairer III	District 5	\$3,168.28	<b>\$38,019.36</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	101.80%	\$672.08	6.80
Equipment Repairer III	District 5	\$3,000.35	<b>\$36,004.20</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	96.40%	-\$1,343.08	6.80
Equipment Repairer III	District 5	\$2,918.83	<b>\$35,025.96</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	93.78%	-\$2,321.32	6.80
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	88.67%	-\$4,232.56	6.80
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	88.67%	-\$4,232.56	6.80
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,347.28	\$35,055.00	\$31,380.00	\$47,416.00	\$34,253.00	\$35,055.00	\$39,536.99	88.67%	-\$4,232.56	6.80
<b>Equipment Repairer III Averages</b>			<b>\$36,299.37</b>	<b>2.11</b>	<b>\$37,347.28</b>	<b>\$35,055.00</b>	<b>\$31,380.00</b>	<b>\$47,416.00</b>	<b>\$34,253.00</b>	<b>\$35,055.00</b>	<b>\$39,536.99</b>	<b>97.19%</b>	<b>-\$1,047.91</b>	<b>6.80</b>



### Equipment Repairer I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer I	District 5	\$2,151.97	<b>\$25,823.64</b>	1.33	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.43%	-\$4,405.58	1.92
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.39%	-\$4,417.46	1.92
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.39%	-\$4,417.46	1.92
Equipment Repairer I	District 1	\$2,355.93	<b>\$28,271.16</b>	3.25	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	93.52%	-\$1,958.06	1.92
Equipment Repairer I	District 1	\$2,437.47	<b>\$29,249.64</b>	3.25	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	96.76%	-\$979.58	1.92
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	97.89%	-\$638.66	1.92
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	97.89%	-\$638.66	1.92
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	97.89%	-\$638.66	1.92
Equipment Repairer I	District 6	\$2,150.98	<b>\$25,811.76</b>	0.96	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.39%	-\$4,417.46	1.92
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.87	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.39%	-\$4,417.46	1.92
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.58	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.39%	-\$4,417.46	1.92
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	N/A	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.39%	-\$4,417.46	1.92
Equipment Repairer I	District 7	\$2,462.21	<b>\$29,546.52</b>	3.25	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	97.74%	-\$682.70	1.92
Equipment Repairer I	District 7	\$2,460.56	<b>\$29,526.72</b>	3.25	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	97.68%	-\$702.50	1.92
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.66	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.39%	-\$4,417.46	1.92
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.75	\$30,229.22	\$31,125.12	\$25,373.00	\$34,177.00	\$29,224.00	\$31,125.12	\$31,247.00	85.39%	-\$4,417.46	1.92
<b>Equipment Repairer I Averages</b>			<b>\$27,355.22</b>	<b>2.30</b>	<b>\$30,229.22</b>	<b>\$31,125.12</b>	<b>\$25,373.00</b>	<b>\$34,177.00</b>	<b>\$29,224.00</b>	<b>\$31,125.12</b>	<b>\$31,247.00</b>	<b>90.49%</b>	<b>-\$2,874.01</b>	<b>1.92</b>



# Mississippi Department of Transportation

Appendix D  
Comparison of Only  
Counties & Municipalities



**STENNIS  
INSTITUTE**

**MISSISSIPPI STATE  
UNIVERSITY.**

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### Maintenance Operations Manager

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager	District 1	\$3,701.23	<b>\$44,414.76</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	67.98%	-\$20,921.32	9.48
Maintenance Operations Manager	District 1	\$3,675.73	<b>\$44,108.76</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	67.51%	-\$21,227.32	9.48
Maintenance Operations Manager	District 1	\$3,814.87	<b>\$45,778.44</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	70.07%	-\$19,557.64	9.48
Maintenance Operations Manager	District 5	\$3,818.15	<b>\$45,817.80</b>	3.08	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	70.13%	-\$19,518.28	9.48
Maintenance Operations Manager	District 5	\$3,927.22	<b>\$47,126.64</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	72.13%	-\$18,209.44	9.48
Maintenance Operations Manager	District 5	\$4,101.85	<b>\$49,222.20</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	75.34%	-\$16,113.88	9.48
Maintenance Operations Manager	District 5	\$3,615.86	<b>\$43,390.32</b>	1.75	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	66.41%	-\$21,945.76	9.48
Maintenance Operations Manager	District 5	\$3,319.01	<b>\$39,828.12</b>	1.00	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	60.96%	-\$25,507.96	9.48
Maintenance Operations Manager	District 5	\$3,394.76	<b>\$40,737.12</b>	1.00	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	62.35%	-\$24,598.96	9.48
Maintenance Operations Manager	District 6	\$3,436.26	<b>\$41,235.12</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	63.11%	-\$24,100.96	9.48
Maintenance Operations Manager	District 6	\$3,445.26	<b>\$41,343.12</b>	0.92	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	63.28%	-\$23,992.96	9.48
Maintenance Operations Manager	District 6	\$3,714.57	<b>\$44,574.84</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	68.22%	-\$20,761.24	9.48
Maintenance Operations Manager	District 6	\$3,445.26	<b>\$41,343.12</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	63.28%	-\$23,992.96	9.48
Maintenance Operations Manager	District 6	\$3,753.16	<b>\$45,037.92</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	68.93%	-\$20,298.16	9.48
Maintenance Operations Manager	District 6	\$3,585.74	<b>\$43,028.88</b>	0.92	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	65.86%	-\$22,307.20	9.48
Maintenance Operations Manager	District 6	\$3,984.56	<b>\$47,814.72</b>	1.75	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	73.18%	-\$17,521.36	9.48
Maintenance Operations Manager	District 2	\$3,695.20	<b>\$44,342.40</b>	20.59	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	67.87%	-\$20,993.68	9.48
Maintenance Operations Manager	District 2	\$3,955.75	<b>\$47,469.00</b>	44.02	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	72.65%	-\$17,867.08	9.48
Maintenance Operations Manager	District 2	\$3,388.88	<b>\$40,666.56</b>	24.92	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	62.24%	-\$24,669.52	9.48
Maintenance Operations Manager	District 2	\$4,066.49	<b>\$48,797.88</b>	29.89	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	74.69%	-\$16,538.20	9.48
Maintenance Operations Manager	District 2	\$3,839.24	<b>\$46,070.88</b>	28.60	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	70.51%	-\$19,265.20	9.48
Maintenance Operations Manager	District 1	\$3,964.45	<b>\$47,573.40</b>	2.17	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	72.81%	-\$17,762.68	9.48
Maintenance Operations Manager	District 1	\$3,964.17	<b>\$47,570.04</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	72.81%	-\$17,766.04	9.48
Maintenance Operations Manager	District 3	\$4,000.49	<b>\$48,005.88</b>	1.92	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	73.48%	-\$17,330.20	9.48
Maintenance Operations Manager	District 3	\$3,572.63	<b>\$42,871.56</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	65.62%	-\$22,464.52	9.48
Maintenance Operations Manager	District 3	\$3,566.95	<b>\$42,803.40</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	65.51%	-\$22,532.68	9.48
Maintenance Operations Manager	District 3	\$3,759.54	<b>\$45,114.48</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	69.05%	-\$20,221.60	9.48
Maintenance Operations Manager	District 3	\$3,805.86	<b>\$45,670.32</b>	3.75	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	69.90%	-\$19,665.76	9.48
Maintenance Operations Manager	District 7	\$3,424.74	<b>\$41,096.88</b>	0.66	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	62.90%	-\$24,239.20	9.48
Maintenance Operations Manager	District 7	\$3,521.01	<b>\$42,252.12</b>	4.08	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	64.67%	-\$23,083.96	9.48
Maintenance Operations Manager	District 7	\$3,875.85	<b>\$46,510.20</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	71.19%	-\$18,825.88	9.48
Maintenance Operations Manager	District 7	\$3,668.30	<b>\$44,019.60</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	67.37%	-\$21,316.48	9.48
Maintenance Operations Manager	District 7	\$3,401.88	<b>\$40,822.56</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	62.48%	-\$24,513.52	9.48
Maintenance Operations Manager	District 7	\$4,034.25	<b>\$48,411.00</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	74.10%	-\$16,925.08	9.48
Maintenance Operations Manager	District 7	\$3,569.50	<b>\$42,834.00</b>	4.58	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	65.56%	-\$22,502.08	9.48
Maintenance Operations Manager	District 7	\$3,774.24	<b>\$45,290.88</b>	3.92	\$65,336.08	\$58,160.00	\$36,000.00	\$120,000.00	\$53,185.00	\$58,160.00	\$69,953.25	69.32%	-\$20,045.20	9.48
<b>Maintenance Operations Manager Averages</b>			<b>\$44,527.64</b>	<b>7.15</b>	<b>\$65,336.08</b>	<b>\$58,160.00</b>	<b>\$36,000.00</b>	<b>\$120,000.00</b>	<b>\$53,185.00</b>	<b>\$58,160.00</b>	<b>\$69,953.25</b>	<b>68.15%</b>	<b>-\$20,808.45</b>	<b>9.48</b>







Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Superintendent II	District 2	\$3,087.16	<b>\$37,045.92</b>	11.25	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	74.58%	-\$12,627.89	16.35
Maintenance Superintendent II	District 2	\$2,511.12	<b>\$30,133.44</b>	6.04	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	60.66%	-\$19,540.37	16.35
Maintenance Superintendent II	District 2	\$3,016.68	<b>\$36,200.16</b>	14.42	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	72.88%	-\$13,473.65	16.35
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.92	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	66.66%	-\$16,559.09	16.35
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	5.46	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	66.66%	-\$16,559.09	16.35
Maintenance Superintendent II	District 2	\$3,007.57	<b>\$36,090.84</b>	13.05	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	72.66%	-\$13,582.97	16.35
Maintenance Superintendent II	District 2	\$3,108.99	<b>\$37,307.88</b>	9.25	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	75.11%	-\$12,365.93	16.35
Maintenance Superintendent II	District 2	\$2,976.82	<b>\$35,721.84</b>	10.34	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	71.91%	-\$13,951.97	16.35
Maintenance Superintendent II	District 2	\$3,172.11	<b>\$38,065.32</b>	28.67	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	76.63%	-\$11,608.49	16.35
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.42	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	70.51%	-\$14,647.85	16.35
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.79	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	70.51%	-\$14,647.85	16.35
Maintenance Superintendent II	District 2	\$3,119.57	<b>\$37,434.84</b>	20.72	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	75.36%	-\$12,238.97	16.35
Maintenance Superintendent II	District 2	\$3,054.23	<b>\$36,650.76</b>	28.77	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	73.78%	-\$13,023.05	16.35
Maintenance Superintendent II	District 2	\$3,076.09	<b>\$36,913.08</b>	17.84	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	74.31%	-\$12,760.73	16.35
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.13	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	66.66%	-\$16,559.09	16.35
Maintenance Superintendent II	District 2	\$3,174.46	<b>\$38,093.52</b>	13.42	\$49,673.81	\$44,980.00	\$32,136.00	\$71,000.00	\$40,476.80	\$44,980.00	\$60,944.00	76.69%	-\$11,580.29	16.35
<b>Maintenance Superintendent II Averages</b>			<b>\$36,771.55</b>	<b>5.70</b>	<b>\$49,673.81</b>	<b>\$44,980.00</b>	<b>\$32,136.00</b>	<b>\$71,000.00</b>	<b>\$40,476.80</b>	<b>\$44,980.00</b>	<b>\$60,944.00</b>	<b>74.03%</b>	<b>-\$12,902.26</b>	<b>16.35</b>

### Maintenance Superintendent I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Superintendent I	District 7	\$2,782.89	<b>\$33,394.68</b>	1.41	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	55.36%	-\$26,925.65	15.00
Maintenance Superintendent I	District 5	\$2,785.63	<b>\$33,427.56</b>	4.58	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	55.42%	-\$26,892.77	15.00
Maintenance Superintendent I	District 5	\$2,714.49	<b>\$32,573.88</b>	2.83	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	54.00%	-\$27,746.45	15.00
Maintenance Superintendent I	District 5	\$2,883.65	<b>\$34,603.80</b>	3.58	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	57.37%	-\$25,716.53	15.00
Maintenance Superintendent I	District 5	\$2,805.06	<b>\$33,660.72</b>	2.83	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	55.80%	-\$26,659.61	15.00
Maintenance Superintendent I	District 5	\$2,851.05	<b>\$34,212.60</b>	1.00	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	56.72%	-\$26,107.73	15.00
Maintenance Superintendent I	District 5	\$3,018.90	<b>\$36,226.80</b>	4.58	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	60.06%	-\$24,093.53	15.00
Maintenance Superintendent I	District 5	\$2,853.78	<b>\$34,245.36</b>	4.58	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	56.77%	-\$26,074.97	15.00
Maintenance Superintendent I	District 6	\$2,751.11	<b>\$33,013.32</b>	0.75	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	54.73%	-\$27,307.01	15.00
Maintenance Superintendent I	District 6	\$2,670.39	<b>\$32,044.68</b>	0.75	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	53.12%	-\$28,275.65	15.00
Maintenance Superintendent I	District 6	\$2,511.12	<b>\$30,133.44</b>	1.25	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	49.96%	-\$30,186.89	15.00
Maintenance Superintendent I	District 1	\$2,565.44	<b>\$30,785.28</b>	3.25	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	51.04%	-\$29,535.05	15.00
Maintenance Superintendent I	District 1	\$2,766.89	<b>\$33,202.68</b>	3.66	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	55.04%	-\$27,117.65	15.00
Maintenance Superintendent I	District 1	\$2,855.92	<b>\$34,271.04</b>	5.92	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	56.82%	-\$26,049.29	15.00
Maintenance Superintendent I	District 1	\$2,865.23	<b>\$34,382.76</b>	1.25	\$60,320.33	\$60,944.00	\$58,017.00	\$62,000.00	\$59,480.50	\$60,944.00	\$61,472.00	57.00%	-\$25,937.57	15.00
<b>Maintenance Superintendent I Averages</b>			<b>\$33,345.24</b>	<b>2.82</b>	<b>\$60,320.33</b>	<b>\$60,944.00</b>	<b>\$58,017.00</b>	<b>\$62,000.00</b>	<b>\$59,480.50</b>	<b>\$60,944.00</b>	<b>\$61,472.00</b>	<b>55.28%</b>	<b>-\$26,975.09</b>	<b>15.00</b>

### Maintenance Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Supervisor	District 6	\$2,621.89	<b>\$31,462.68</b>	0.92	\$36,606.99	\$36,239.00	\$21,600.00	\$53,000.00	\$30,900.00	\$36,239.00	\$41,828.00	85.95%	-\$5,144.31	12.71
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	1.25	\$36,606.99	\$36,239.00	\$21,600.00	\$53,000.00	\$30,900.00	\$36,239.00	\$41,828.00	67.32%	-\$11,964.03	12.71
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	3.25	\$36,606.99	\$36,239.00	\$21,600.00	\$53,000.00	\$30,900.00	\$36,239.00	\$41,828.00	67.32%	-\$11,964.03	12.71
<b>Maintenance Supervisor Averages</b>			<b>\$26,916.20</b>	<b>1.80</b>	<b>\$36,606.99</b>	<b>\$36,239.00</b>	<b>\$21,600.00</b>	<b>\$53,000.00</b>	<b>\$30,900.00</b>	<b>\$36,239.00</b>	<b>\$41,828.00</b>	<b>73.53%</b>	<b>-\$9,690.79</b>	<b>12.71</b>



Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician IV	District 2	\$2,264.62	<b>\$27,175.44</b>	8.17	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	85.64%	-\$4,556.85	12.58
Maintenance Technician IV	District 2	\$2,323.34	<b>\$27,880.08</b>	9.92	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	87.86%	-\$3,852.21	12.58
Maintenance Technician IV	District 3	\$2,322.16	<b>\$27,865.92</b>	4.67	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	87.82%	-\$3,866.37	12.58
Maintenance Technician IV	District 3	\$2,264.62	<b>\$27,175.44</b>	0.75	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	85.64%	-\$4,556.85	12.58
Maintenance Technician IV	District 3	\$2,368.14	<b>\$28,417.68</b>	3.33	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	89.55%	-\$3,314.61	12.58
Maintenance Technician IV	District 3	\$2,252.65	<b>\$27,031.80</b>	1.58	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	85.19%	-\$4,700.49	12.58
Maintenance Technician IV	District 3	\$2,315.52	<b>\$27,786.24</b>	3.33	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	87.56%	-\$3,946.05	12.58
Maintenance Technician IV	District 3	\$2,313.69	<b>\$27,764.28</b>	1.92	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	87.50%	-\$3,968.01	12.58
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	0.75	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	92.15%	-\$2,492.01	12.58
Maintenance Technician IV	District 1	\$2,314.09	<b>\$27,769.08</b>	1.17	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	87.51%	-\$3,963.21	12.58
Maintenance Technician IV	District 1	\$2,397.43	<b>\$28,769.16</b>	1.83	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	90.66%	-\$2,963.13	12.58
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	1.92	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	92.15%	-\$2,492.01	12.58
Maintenance Technician IV	District 1	\$2,714.64	<b>\$32,575.68</b>	8.25	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	102.66%	\$843.39	12.58
Maintenance Technician IV	District 1	\$3,028.76	<b>\$36,345.12</b>	8.25	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	114.54%	\$4,612.83	12.58
Maintenance Technician IV	District 1	\$2,429.48	<b>\$29,153.76</b>	7.50	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	91.87%	-\$2,578.53	12.58
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	2.00	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	79.62%	-\$6,468.09	12.58
Maintenance Technician IV	District 1	\$2,388.68	<b>\$28,664.16</b>	1.17	\$31,732.29	\$32,608.00	\$21,099.57	\$41,000.00	\$29,383.00	\$32,608.00	\$35,019.00	90.33%	-\$3,068.13	12.58
<b>Maintenance Technician IV Averages</b>			<b>\$27,825.51</b>	<b>3.27</b>	<b>\$31,732.29</b>	<b>\$32,608.00</b>	<b>\$21,099.57</b>	<b>\$41,000.00</b>	<b>\$29,383.00</b>	<b>\$32,608.00</b>	<b>\$35,019.00</b>	<b>87.69%</b>	<b>-\$3,906.78</b>	<b>12.58</b>







Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	4.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$2,199.65	\$26,395.80	3.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.10%	-\$3,565.90	9.40
Maintenance Technician III	District 5	\$2,167.19	\$26,006.28	1.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.80%	-\$3,955.42	9.40
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$2,727.60	\$32,731.20	4.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	109.24%	\$2,769.50	9.40
Maintenance Technician III	District 5	\$2,223.43	\$26,681.16	7.00	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.05%	-\$3,280.54	9.40
Maintenance Technician III	District 5	\$2,141.88	\$25,702.56	6.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	85.78%	-\$4,259.14	9.40
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	3.50	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$2,661.51	\$31,938.12	15.76	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	106.60%	\$1,976.42	9.40
Maintenance Technician III	District 5	\$2,225.09	\$26,701.08	1.66	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.12%	-\$3,260.62	9.40
Maintenance Technician III	District 5	\$2,140.10	\$25,681.20	2.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	85.71%	-\$4,280.50	9.40
Maintenance Technician III	District 5	\$1,592.70	\$19,112.40	N/A	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	63.79%	-\$10,849.30	9.40
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	13.09	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40
Maintenance Technician III	District 5	\$2,083.86	\$25,006.32	4.67	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.46%	-\$4,955.38	9.40
Maintenance Technician III	District 5	\$2,038.49	\$24,461.88	4.67	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	81.64%	-\$5,499.82	9.40
Maintenance Technician III	District 5	\$2,522.22	\$30,266.64	11.67	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	101.02%	\$304.94	9.40
Maintenance Technician III	District 5	\$2,438.88	\$29,266.56	2.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	97.68%	-\$695.14	9.40
Maintenance Technician III	District 5	\$2,272.58	\$27,270.96	1.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.02%	-\$2,690.74	9.40
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	9.84	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40
Maintenance Technician III	District 5	\$2,042.19	\$24,506.28	1.58	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	81.79%	-\$5,455.42	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$1,958.83	\$23,505.96	1.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.74	9.40
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	1.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40
Maintenance Technician III	District 5	\$2,275.39	\$27,304.68	2.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.13%	-\$2,657.02	9.40
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	1.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	2.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	2.66	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,083.86	\$25,006.32	3.41	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.46%	-\$4,955.38	9.40
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.41	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,118.13	\$25,417.56	1.58	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40
Maintenance Technician III	District 6	\$1,958.85	\$23,506.20	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.50	9.40
Maintenance Technician III	District 6	\$2,470.05	\$29,640.60	13.76	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	98.93%	-\$321.10	9.40
Maintenance Technician III	District 6	\$2,299.59	\$27,595.08	9.84	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	92.10%	-\$2,366.62	9.40
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,762.39	\$33,148.68	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	110.64%	\$3,186.98	9.40
Maintenance Technician III	District 6	\$2,117.19	\$25,406.28	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.80%	-\$4,555.42	9.40
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.41	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,167.19	\$26,006.28	1.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.80%	-\$3,955.42	9.40
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,242.19	<b>\$26,906.28</b>	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.80%	-\$3,055.42	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	1.41	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	1.41	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,033.86	<b>\$24,406.32</b>	2.66	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	81.46%	-\$5,555.38	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,167.20	<b>\$26,006.40</b>	6.50	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.80%	-\$3,955.30	9.40
Maintenance Technician III	District 6	\$2,083.86	<b>\$25,006.32</b>	4.50	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.46%	-\$4,955.38	9.40
Maintenance Technician III	District 6	\$2,083.86	<b>\$25,006.32</b>	4.58	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.46%	-\$4,955.38	9.40
Maintenance Technician III	District 6	\$2,083.86	<b>\$25,006.32</b>	3.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.46%	-\$4,955.38	9.40
Maintenance Technician III	District 6	\$2,179.97	<b>\$26,159.64</b>	4.50	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	87.31%	-\$3,802.06	9.40
Maintenance Technician III	District 6	\$2,167.20	<b>\$26,006.40</b>	6.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.80%	-\$3,955.30	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,549.76	<b>\$30,597.12</b>	10.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	102.12%	\$635.42	9.40
Maintenance Technician III	District 6	\$2,033.86	<b>\$24,406.32</b>	3.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	81.46%	-\$5,555.38	9.40
Maintenance Technician III	District 6	\$2,570.91	<b>\$30,850.92</b>	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	102.97%	\$889.22	9.40
Maintenance Technician III	District 6	\$2,201.46	<b>\$26,417.52</b>	1.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.17%	-\$3,544.18	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	3.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,299.59	<b>\$27,595.08</b>	12.50	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	92.10%	-\$2,366.62	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	1.66	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,242.20	<b>\$26,906.40</b>	9.01	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.80%	-\$3,055.30	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	0.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,524.11	<b>\$30,289.32</b>	8.59	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	101.09%	\$327.62	9.40
Maintenance Technician III	District 6	\$2,167.19	<b>\$26,006.28</b>	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.80%	-\$3,955.42	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	2.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 6	\$2,167.60	<b>\$26,011.20</b>	1.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.81%	-\$3,950.50	9.40
Maintenance Technician III	District 6	\$2,117.19	<b>\$25,406.28</b>	1.66	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.80%	-\$4,555.42	9.40
Maintenance Technician III	District 6	\$2,042.19	<b>\$24,506.28</b>	1.66	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	81.79%	-\$5,455.42	9.40
Maintenance Technician III	District 6	\$1,958.86	<b>\$23,506.32</b>	0.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,188.13	<b>\$26,257.56</b>	11.05	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	87.64%	-\$3,704.14	9.40
Maintenance Technician III	District 2	\$2,223.30	<b>\$26,679.60</b>	14.59	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.05%	-\$3,282.10	9.40
Maintenance Technician III	District 2	\$2,118.13	<b>\$25,417.56</b>	8.71	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40
Maintenance Technician III	District 2	\$2,167.60	<b>\$26,011.20</b>	9.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.81%	-\$3,950.50	9.40
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	2.87	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	2.96	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	2.71	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,282.99	<b>\$27,395.88</b>	11.84	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40
Maintenance Technician III	District 2	\$2,539.76	<b>\$30,477.12</b>	27.60	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	101.72%	\$515.42	9.40
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	5.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	6.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	2.71	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,306.83	<b>\$27,681.96</b>	15.59	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	92.39%	-\$2,279.74	9.40
Maintenance Technician III	District 2	\$2,184.38	<b>\$26,212.56</b>	9.84	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	87.49%	-\$3,749.14	9.40
Maintenance Technician III	District 2	\$2,223.49	<b>\$26,681.88</b>	21.76	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.05%	-\$3,279.82	9.40
Maintenance Technician III	District 2	\$2,282.99	<b>\$27,395.88</b>	14.59	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40
Maintenance Technician III	District 2	\$2,402.20	<b>\$28,826.40</b>	20.42	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	96.21%	-\$1,135.30	9.40
Maintenance Technician III	District 2	\$1,812.37	<b>\$21,748.44</b>	2.41	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	72.59%	-\$8,213.26	9.40
Maintenance Technician III	District 2	\$2,206.87	<b>\$26,482.44</b>	11.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.39%	-\$3,479.26	9.40
Maintenance Technician III	District 2	\$2,118.13	<b>\$25,417.56</b>	7.58	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 2	\$2,118.33	\$25,419.96	8.55	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.84%	-\$4,541.74	9.40
Maintenance Technician III	District 2	\$2,223.49	\$26,681.88	15.34	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.05%	-\$3,279.82	9.40
Maintenance Technician III	District 2	\$2,078.32	\$24,939.84	8.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.24%	-\$5,021.86	9.40
Maintenance Technician III	District 2	\$2,077.00	\$24,924.00	16.93	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.19%	-\$5,037.70	9.40
Maintenance Technician III	District 2	\$2,637.16	\$31,645.92	34.77	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	105.62%	\$1,684.22	9.40
Maintenance Technician III	District 2	\$2,548.46	\$30,581.52	27.60	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	102.07%	\$619.82	9.40
Maintenance Technician III	District 2	\$2,162.23	\$25,946.76	9.79	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.60%	-\$4,014.94	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	4.13	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,032.04	\$24,384.48	4.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	81.39%	-\$5,577.22	9.40
Maintenance Technician III	District 2	\$2,162.23	\$25,946.76	9.84	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.60%	-\$4,014.94	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	4.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,083.86	\$25,006.32	10.46	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.46%	-\$4,955.38	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	5.96	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,223.49	\$26,681.88	15.42	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.05%	-\$3,279.82	9.40
Maintenance Technician III	District 2	\$2,635.82	\$31,629.84	24.59	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	105.57%	\$1,668.14	9.40
Maintenance Technician III	District 2	\$2,154.75	\$25,857.00	3.79	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.30%	-\$4,104.70	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	1.87	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,591.84	\$31,102.08	28.88	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	103.81%	\$1,140.38	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	6.04	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.62	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,060.38	\$24,724.56	10.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	82.52%	-\$5,237.14	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	6.50	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.00	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,257.99	\$27,095.88	18.38	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	90.44%	-\$2,865.82	9.40
Maintenance Technician III	District 3	\$2,188.86	\$26,266.32	1.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	87.67%	-\$3,695.38	9.40
Maintenance Technician III	District 3	\$2,411.05	\$28,932.60	4.67	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	96.57%	-\$1,029.10	9.40
Maintenance Technician III	District 3	\$2,506.72	\$30,080.64	9.01	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	100.40%	\$118.94	9.40
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	1.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 3	\$2,187.24	\$26,246.88	2.66	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	87.60%	-\$3,714.82	9.40
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	1.58	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 3	\$2,042.20	\$24,506.40	1.58	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	81.79%	-\$5,455.30	9.40
Maintenance Technician III	District 3	\$2,083.86	\$25,006.32	3.66	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.46%	-\$4,955.38	9.40
Maintenance Technician III	District 3	\$2,083.85	\$25,006.20	4.67	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	83.46%	-\$4,955.50	9.40
Maintenance Technician III	District 3	\$2,531.07	\$30,372.84	9.01	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	101.37%	\$411.14	9.40
Maintenance Technician III	District 3	\$2,282.19	\$27,386.28	9.01	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.40%	-\$2,575.42	9.40
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	1.58	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 3	\$2,539.76	\$30,477.12	3.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	101.72%	\$515.42	9.40
Maintenance Technician III	District 3	\$2,206.87	\$26,482.44	3.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.39%	-\$3,479.26	9.40
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	2.00	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 3	\$1,812.37	\$21,748.44	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	72.59%	-\$8,213.26	9.40
Maintenance Technician III	District 3	\$2,572.67	\$30,872.04	6.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	103.04%	\$910.34	9.40
Maintenance Technician III	District 3	\$2,118.13	\$25,417.56	3.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40
Maintenance Technician III	District 3	\$2,727.61	\$32,731.32	4.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	109.24%	\$2,769.62	9.40
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	1.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 3	\$2,198.86	\$26,386.32	3.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.07%	-\$3,575.38	9.40
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	3.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 3	\$2,140.10	\$25,681.20	4.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	85.71%	-\$4,280.50	9.40
Maintenance Technician III	District 3	\$1,958.86	\$23,506.32	3.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 3	\$2,214.37	\$26,572.44	6.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.69%	-\$3,389.26	9.40
Maintenance Technician III	District 3	\$2,282.99	\$27,395.88	1.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 3	\$2,254.04	\$27,048.48	6.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	90.28%	-\$2,913.22	9.40
Maintenance Technician III	District 3	\$2,423.91	\$29,086.92	9.01	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	97.08%	-\$874.78	9.40
Maintenance Technician III	District 3	\$2,199.66	\$26,395.92	3.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.10%	-\$3,565.78	9.40
Maintenance Technician III	District 3	\$2,282.99	\$27,395.88	7.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40
Maintenance Technician III	District 3	\$2,545.68	\$30,548.16	4.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	101.96%	\$586.46	9.40
Maintenance Technician III	District 3	\$2,271.41	\$27,256.92	7.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	90.97%	-\$2,704.78	9.40
Maintenance Technician III	District 3	\$2,613.08	\$31,356.96	9.01	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	104.66%	\$1,395.26	9.40
Maintenance Technician III	District 3	\$2,199.66	\$26,395.92	4.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.10%	-\$3,565.78	9.40
Maintenance Technician III	District 3	\$2,265.62	\$27,187.44	7.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	90.74%	-\$2,774.26	9.40
Maintenance Technician III	District 3	\$2,245.57	\$26,946.84	7.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	89.94%	-\$3,014.86	9.40
Maintenance Technician III	District 3	\$2,722.00	\$32,664.00	9.01	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	109.02%	\$2,702.30	9.40
Maintenance Technician III	District 3	\$2,137.76	\$25,653.12	1.50	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	85.62%	-\$4,308.58	9.40
Maintenance Technician III	District 3	\$2,309.55	\$27,714.60	9.01	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	92.50%	-\$2,247.10	9.40
Maintenance Technician III	District 1	\$2,282.99	\$27,395.88	7.67	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40
Maintenance Technician III	District 1	\$2,201.46	\$26,417.52	1.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.17%	-\$3,544.18	9.40
Maintenance Technician III	District 1	\$2,263.21	\$27,158.52	3.41	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	90.64%	-\$2,803.18	9.40
Maintenance Technician III	District 1	\$2,167.20	\$26,006.40	1.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.80%	-\$3,955.30	9.40
Maintenance Technician III	District 1	\$2,198.86	\$26,386.32	3.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.07%	-\$3,575.38	9.40
Maintenance Technician III	District 1	\$2,206.87	\$26,482.44	4.67	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.39%	-\$3,479.26	9.40
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	4.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	4.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 1	\$2,666.73	\$32,000.76	20.84	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	106.81%	\$2,039.06	9.40
Maintenance Technician III	District 1	\$2,327.72	\$27,932.64	15.18	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	93.23%	-\$2,029.06	9.40
Maintenance Technician III	District 1	\$2,210.10	\$26,521.20	4.67	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.52%	-\$3,440.50	9.40
Maintenance Technician III	District 1	\$2,359.50	\$28,314.00	8.17	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	94.50%	-\$1,647.70	9.40
Maintenance Technician III	District 1	\$2,206.87	\$26,482.44	12.92	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.39%	-\$3,479.26	9.40
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	0.75	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 1	\$2,290.20	\$27,482.40	8.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.73%	-\$2,479.30	9.40
Maintenance Technician III	District 1	\$2,282.99	\$27,395.88	8.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	91.44%	-\$2,565.82	9.40
Maintenance Technician III	District 1	\$2,522.22	\$30,266.64	12.09	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	101.02%	\$304.94	9.40
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.83	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	3.33	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 1	\$2,522.22	\$30,266.64	8.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	101.02%	\$304.94	9.40
Maintenance Technician III	District 1	\$2,199.65	\$26,395.80	3.08	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.10%	-\$3,565.90	9.40
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	3.25	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,206.87	\$26,482.44	12.76	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	88.39%	-\$3,479.26	9.40
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.62	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	78.45%	-\$6,455.38	9.40
Maintenance Technician III	District 2	\$2,118.13	\$25,417.56	8.79	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	84.83%	-\$4,544.14	9.40
Maintenance Technician III	District 2	\$2,157.24	\$25,886.88	15.42	\$29,961.70	\$27,929.56	\$22,900.00	\$44,000.00	\$27,207.00	\$27,929.56	\$31,221.77	86.40%	-\$4,074.82	9.40
<b>Maintenance Technician III Averages</b>			<b>\$25,779.70</b>	<b>5.13</b>	<b>\$29,961.70</b>	<b>\$27,929.56</b>	<b>\$22,900.00</b>	<b>\$44,000.00</b>	<b>\$27,207.00</b>	<b>\$27,929.56</b>	<b>\$31,221.77</b>	<b>86.04%</b>	<b>-\$4,182.00</b>	<b>9.40</b>











Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician II	District 1	\$2,136.50	\$25,638.00	13.59	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	89.57%	-\$2,985.20	7.96
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.42	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	86.38%	-\$3,898.64	7.96
Maintenance Technician II	District 2	\$2,076.80	\$24,921.60	15.42	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	87.07%	-\$3,701.60	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$2,053.16	\$24,637.92	14.13	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	86.08%	-\$3,985.28	7.96
Maintenance Technician II	District 2	\$2,077.00	\$24,924.00	16.51	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	87.08%	-\$3,699.20	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$2,047.58	\$24,570.96	12.76	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	85.84%	-\$4,052.24	7.96
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	7.67	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	82.66%	-\$4,963.52	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.25	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	8.92	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	82.66%	-\$4,963.52	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.45	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.25	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	13.97	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.00	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.92	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.45	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.37	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.21	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.79	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.37	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.83	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.13	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.29	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.41	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.50	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	75.98%	-\$6,874.76	7.96
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.30	\$28,623.20	\$28,168.10	\$19,055.00	\$36,427.00	\$24,877.55	\$28,168.10	\$34,147.25	86.38%	-\$3,898.64	7.96
<b>Maintenance Technician II Averages</b>			<b>\$22,934.01</b>	<b>4.53</b>	<b>\$28,623.20</b>	<b>\$28,168.10</b>	<b>\$19,055.00</b>	<b>\$36,427.00</b>	<b>\$24,877.55</b>	<b>\$28,168.10</b>	<b>\$34,147.25</b>	<b>80.12%</b>	<b>-\$5,689.19</b>	<b>7.96</b>

















Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$25,508.42	\$24,686.56	\$16,900.00	\$33,000.00	\$23,100.00	\$24,686.56	\$29,185.00	74.93%	-\$6,396.02	6.73
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.37	\$25,508.42	\$24,686.56	\$16,900.00	\$33,000.00	\$23,100.00	\$24,686.56	\$29,185.00	74.93%	-\$6,396.02	6.73
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$25,508.42	\$24,686.56	\$16,900.00	\$33,000.00	\$23,100.00	\$24,686.56	\$29,185.00	74.93%	-\$6,396.02	6.73
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.66	\$25,508.42	\$24,686.56	\$16,900.00	\$33,000.00	\$23,100.00	\$24,686.56	\$29,185.00	74.93%	-\$6,396.02	6.73
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.83	\$25,508.42	\$24,686.56	\$16,900.00	\$33,000.00	\$23,100.00	\$24,686.56	\$29,185.00	74.93%	-\$6,396.02	6.73
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.41	\$25,508.42	\$24,686.56	\$16,900.00	\$33,000.00	\$23,100.00	\$24,686.56	\$29,185.00	74.93%	-\$6,396.02	6.73
Maintenance Technician I	District 2	\$1,592.70	\$19,112.40	0.75	\$25,508.42	\$24,686.56	\$16,900.00	\$33,000.00	\$23,100.00	\$24,686.56	\$29,185.00	74.93%	-\$6,396.02	6.73
<b>Maintenance Technician I Averages</b>			<b>\$19,345.37</b>	<b>2.45</b>	<b>\$25,508.42</b>	<b>\$24,686.55</b>	<b>\$16,900.00</b>	<b>\$33,000.00</b>	<b>\$23,100.00</b>	<b>\$24,686.55</b>	<b>\$29,185.00</b>	<b>75.84%</b>	<b>-\$6,163.05</b>	<b>6.73</b>

### Equipment Operations Superintendent

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Operations Superintendent	District 2	\$3,309.85	<b>\$39,718.20</b>	12.67	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	86.54%	-\$6,177.42	16.38
Equipment Operations Superintendent	District 2	\$3,351.95	<b>\$40,223.40</b>	18.38	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	87.64%	-\$5,672.22	16.38
Equipment Operations Superintendent	District 7	\$3,012.08	<b>\$36,144.96</b>	2.83	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	78.75%	-\$9,750.66	16.38
Equipment Operations Superintendent	District 1	\$3,563.65	<b>\$42,763.80</b>	3.75	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	93.18%	-\$3,131.82	16.38
Equipment Operations Superintendent	District 1	\$3,255.28	<b>\$39,063.36</b>	3.75	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	85.11%	-\$6,832.26	16.38
Equipment Operations Superintendent	District 5	\$3,512.72	<b>\$42,152.64</b>	3.58	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	91.84%	-\$3,742.98	16.38
Equipment Operations Superintendent	District 5	\$3,382.83	<b>\$40,593.96</b>	3.58	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	88.45%	-\$5,301.66	16.38
Equipment Operations Superintendent	District 6	\$3,626.71	<b>\$43,520.52</b>	3.58	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	94.82%	-\$2,375.10	16.38
Equipment Operations Superintendent	District 3	\$2,982.26	<b>\$35,787.12</b>	3.75	\$45,895.62	\$45,606.50	\$30,900.00	\$65,719.00	\$35,791.99	\$45,606.50	\$52,473.75	77.98%	-\$10,108.50	16.38
<b>Equipment Operations Superintendent Averages</b>			<b>\$39,996.44</b>	<b>6.21</b>	<b>\$45,895.62</b>	<b>\$45,606.50</b>	<b>\$30,900.00</b>	<b>\$65,719.00</b>	<b>\$35,791.99</b>	<b>\$45,606.50</b>	<b>\$52,473.75</b>	<b>87.15%</b>	<b>-\$5,899.18</b>	<b>16.38</b>

### Equipment Operations Supervisor

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Operations Supervisor	District 5	\$3,124.68	<b>\$37,496.16</b>	1.00	\$43,808.89	\$40,685.00	\$31,305.00	\$65,000.00	\$33,775.90	\$40,685.00	\$50,732.50	85.59%	-\$6,312.73	16.86
<b>Equipment Operations Supervisor Averages</b>			<b>\$37,496.16</b>	<b>1.00</b>	<b>\$43,808.89</b>	<b>\$40,685.00</b>	<b>\$31,305.00</b>	<b>\$65,000.00</b>	<b>\$33,775.90</b>	<b>\$40,685.00</b>	<b>\$50,732.50</b>	<b>85.59%</b>	<b>-\$6,312.73</b>	<b>16.86</b>

### Equipment Repairer III

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer III	District 2	\$3,123.06	<b>\$37,476.72</b>	20.72	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	99.46%	-\$204.78	8.31
Equipment Repairer III	District 7	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	87.88%	-\$4,566.78	8.31
Equipment Repairer III	District 7	\$3,039.84	<b>\$36,478.08</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	96.81%	-\$1,203.42	8.31
Equipment Repairer III	District 1	\$2,980.87	<b>\$35,770.44</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	94.93%	-\$1,911.06	8.31
Equipment Repairer III	District 6	\$3,241.33	<b>\$38,895.96</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	103.22%	\$1,214.46	8.31
Equipment Repairer III	District 6	\$2,759.56	<b>\$33,114.72</b>	0.66	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	87.88%	-\$4,566.78	8.31
Equipment Repairer III	District 6	\$3,472.65	<b>\$41,671.80</b>	1.17	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	110.59%	\$3,990.30	8.31
Equipment Repairer III	District 6	\$3,333.51	<b>\$40,002.12</b>	1.58	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	106.16%	\$2,320.62	8.31
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	1.25	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	100.67%	\$254.34	8.31
Equipment Repairer III	District 6	\$3,161.32	<b>\$37,935.84</b>	0.92	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	100.67%	\$254.34	8.31
Equipment Repairer III	District 5	\$3,168.28	<b>\$38,019.36</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	100.90%	\$337.86	8.31
Equipment Repairer III	District 5	\$3,000.35	<b>\$36,004.20</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	95.55%	-\$1,677.30	8.31
Equipment Repairer III	District 5	\$2,918.83	<b>\$35,025.96</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	92.95%	-\$2,655.54	8.31
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	87.88%	-\$4,566.78	8.31
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	87.88%	-\$4,566.78	8.31
Equipment Repairer III	District 5	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,681.50	\$36,579.00	\$29,640.00	\$49,254.00	\$34,583.00	\$36,579.00	\$39,824.50	87.88%	-\$4,566.78	8.31
<b>Equipment Repairer III Averages</b>			<b>\$36,299.37</b>	<b>2.11</b>	<b>\$37,681.50</b>	<b>\$36,579.00</b>	<b>\$29,640.00</b>	<b>\$49,254.00</b>	<b>\$34,583.00</b>	<b>\$36,579.00</b>	<b>\$39,824.50</b>	<b>96.33%</b>	<b>-\$1,382.13</b>	<b>8.31</b>

**Equipment Repairer II**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer II	District 2	\$2,625.15	\$31,501.80	5.00	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	91.65%	-\$2,870.64	8.87
Equipment Repairer II	District 2	\$2,650.00	\$31,800.00	9.88	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	92.52%	-\$2,572.44	8.87
Equipment Repairer II	District 2	\$2,465.88	\$29,590.56	3.17	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 2	\$2,465.88	\$29,590.56	1.92	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 2	\$2,683.13	\$32,197.56	12.38	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	93.67%	-\$2,174.88	8.87
Equipment Repairer II	District 2	\$2,907.64	\$34,891.68	20.68	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	101.51%	\$519.24	8.87
Equipment Repairer II	District 2	\$2,782.41	\$33,388.92	19.38	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	97.14%	-\$983.52	8.87
Equipment Repairer II	District 2	\$2,465.88	\$29,590.56	3.66	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 2	\$2,465.88	\$29,590.56	5.58	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 2	\$2,465.88	\$29,590.56	2.41	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 2	\$2,897.21	\$34,766.52	21.59	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	101.15%	\$394.08	8.87
Equipment Repairer II	District 2	\$2,465.88	\$29,590.56	3.62	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 7	\$2,465.88	\$29,590.56	2.92	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 7	\$2,766.02	\$33,192.24	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	96.57%	-\$1,180.20	8.87
Equipment Repairer II	District 7	\$2,730.51	\$32,766.12	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	95.33%	-\$1,606.32	8.87
Equipment Repairer II	District 7	\$3,125.05	\$37,500.60	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	109.10%	\$3,128.16	8.87
Equipment Repairer II	District 7	\$2,885.03	\$34,620.36	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	100.72%	\$247.92	8.87
Equipment Repairer II	District 7	\$2,885.03	\$34,620.36	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	100.72%	\$247.92	8.87
Equipment Repairer II	District 5	\$2,669.34	\$32,032.08	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	93.19%	-\$2,340.36	8.87
Equipment Repairer II	District 5	\$2,783.35	\$33,400.20	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	97.17%	-\$972.24	8.87
Equipment Repairer II	District 5	\$2,707.41	\$32,488.92	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	94.52%	-\$1,883.52	8.87
Equipment Repairer II	District 5	\$2,865.90	\$34,390.80	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	100.05%	\$18.36	8.87
Equipment Repairer II	District 5	\$2,874.60	\$34,495.20	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	100.36%	\$122.76	8.87
Equipment Repairer II	District 5	\$2,782.42	\$33,389.04	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	97.14%	-\$983.40	8.87
Equipment Repairer II	District 5	\$2,465.88	\$29,590.56	2.33	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 5	\$2,738.37	\$32,860.44	1.83	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	95.60%	-\$1,512.00	8.87
Equipment Repairer II	District 5	\$2,731.86	\$32,782.32	3.17	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	95.37%	-\$1,590.12	8.87
Equipment Repairer II	District 5	\$2,465.90	\$29,590.80	1.41	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.64	8.87
Equipment Repairer II	District 1	\$2,465.88	\$29,590.56	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 1	\$2,824.16	\$33,889.92	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	98.60%	-\$482.52	8.87
Equipment Repairer II	District 1	\$2,772.22	\$33,266.64	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	96.78%	-\$1,105.80	8.87
Equipment Repairer II	District 1	\$2,465.88	\$29,590.56	1.66	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 1	\$2,465.88	\$29,590.56	0.50	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 1	\$2,465.88	\$29,590.56	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 1	\$3,029.39	\$36,352.68	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	105.76%	\$1,980.24	8.87
Equipment Repairer II	District 1	\$2,669.25	\$32,031.00	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	93.19%	-\$2,341.44	8.87
Equipment Repairer II	District 3	\$2,744.77	\$32,937.24	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	95.82%	-\$1,435.20	8.87
Equipment Repairer II	District 3	\$2,590.88	\$31,090.56	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	90.45%	-\$3,281.88	8.87
Equipment Repairer II	District 3	\$2,728.31	\$32,739.72	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	95.25%	-\$1,632.72	8.87
Equipment Repairer II	District 3	\$2,465.88	\$29,590.56	1.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 3	\$2,966.78	\$35,601.36	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	103.58%	\$1,228.92	8.87
Equipment Repairer II	District 3	\$2,465.88	\$29,590.56	1.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 3	\$2,766.00	\$33,192.00	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	96.57%	-\$1,180.44	8.87
Equipment Repairer II	District 6	\$2,625.15	\$31,501.80	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	91.65%	-\$2,870.64	8.87
Equipment Repairer II	District 6	\$2,465.88	\$29,590.56	0.75	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
Equipment Repairer II	District 6	\$2,590.88	\$31,090.56	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	90.45%	-\$3,281.88	8.87
Equipment Repairer II	District 6	\$2,921.56	\$35,058.72	3.25	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	102.00%	\$686.28	8.87
Equipment Repairer II	District 6	\$2,465.88	\$29,590.56	1.66	\$34,372.44	\$32,760.00	\$28,900.00	\$46,404.00	\$30,430.00	\$32,760.00	\$36,027.00	86.09%	-\$4,781.88	8.87
<b>Equipment Repairer II Averages</b>			<b>\$32,059.94</b>	<b>4.36</b>	<b>\$34,372.44</b>	<b>\$32,760.00</b>	<b>\$28,900.00</b>	<b>\$46,404.00</b>	<b>\$30,430.00</b>	<b>\$32,760.00</b>	<b>\$36,027.00</b>	<b>93.27%</b>	<b>-\$2,312.50</b>	<b>8.87</b>

### Equipment Repairer I

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer I	District 5	\$2,151.97	<b>\$25,823.64</b>	1.33	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.63%	-\$3,985.36	8.47
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.59%	-\$3,997.24	8.47
Equipment Repairer I	District 5	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.59%	-\$3,997.24	8.47
Equipment Repairer I	District 1	\$2,355.93	<b>\$28,271.16</b>	3.25	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	94.84%	-\$1,537.84	8.47
Equipment Repairer I	District 1	\$2,437.47	<b>\$29,249.64</b>	3.25	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	98.12%	-\$559.36	8.47
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	99.27%	-\$218.44	8.47
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	99.27%	-\$218.44	8.47
Equipment Repairer I	District 3	\$2,465.88	<b>\$29,590.56</b>	3.25	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	99.27%	-\$218.44	8.47
Equipment Repairer I	District 6	\$2,150.98	<b>\$25,811.76</b>	0.96	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.59%	-\$3,997.24	8.47
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.87	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.59%	-\$3,997.24	8.47
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.58	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.59%	-\$3,997.24	8.47
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.59%	-\$3,997.24	8.47
Equipment Repairer I	District 7	\$2,462.21	<b>\$29,546.52</b>	3.25	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	99.12%	-\$262.48	8.47
Equipment Repairer I	District 7	\$2,460.56	<b>\$29,526.72</b>	3.25	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	99.05%	-\$282.28	8.47
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.66	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.59%	-\$3,997.24	8.47
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.75	\$29,809.00	\$30,451.00	\$22,800.00	\$39,000.00	\$26,522.00	\$30,451.00	\$32,730.00	86.59%	-\$3,997.24	8.47
<b>Equipment Repairer I Averages</b>			<b>\$27,355.22</b>	<b>2.30</b>	<b>\$29,809.00</b>	<b>\$30,451.00</b>	<b>\$22,800.00</b>	<b>\$39,000.00</b>	<b>\$26,522.00</b>	<b>\$30,451.00</b>	<b>\$32,730.00</b>	<b>91.77%</b>	<b>-\$2,453.79</b>	<b>8.47</b>



# Mississippi Department of Transportation

Appendix E  
District Averages  
All Responses



**STENNIS  
INSTITUTE**

**MISSISSIPPI STATE  
UNIVERSITY.**

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**District 1**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager	District 1	\$3,701.23	<b>\$44,414.76</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.58%	-\$24,356.28	8.23
Maintenance Operations Manager	District 1	\$3,675.73	<b>\$44,108.76</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.14%	-\$24,662.28	8.23
Maintenance Operations Manager	District 1	\$3,814.87	<b>\$45,778.44</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	66.57%	-\$22,992.60	8.23
Maintenance Operations Manager	District 1	\$3,964.45	<b>\$47,573.40</b>	2.17	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.18%	-\$21,197.64	8.23
Maintenance Operations Manager	District 1	\$3,964.17	<b>\$47,570.04</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.17%	-\$21,201.00	8.23
Maintenance Superintendent II	District 1	\$2,948.02	<b>\$35,376.24</b>	3.17	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	69.35%	-\$15,637.78	12.30
Maintenance Superintendent II	District 1	\$3,196.71	<b>\$38,360.52</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	75.20%	-\$12,653.50	12.30
Maintenance Superintendent II	District 1	\$3,040.18	<b>\$36,482.16</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.51%	-\$14,531.86	12.30
Maintenance Superintendent II	District 1	\$3,119.40	<b>\$37,432.80</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.38%	-\$13,581.22	12.30
Maintenance Superintendent II	District 1	\$2,959.56	<b>\$35,514.72</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	69.62%	-\$15,499.30	12.30
Maintenance Superintendent II	District 1	\$3,106.85	<b>\$37,282.20</b>	3.25	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.08%	-\$13,731.82	12.30
Maintenance Superintendent II	District 1	\$3,027.07	<b>\$36,324.84</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.21%	-\$14,689.18	12.30
Maintenance Superintendent II	District 1	\$3,108.99	<b>\$37,307.88</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.13%	-\$13,706.14	12.30
Maintenance Superintendent II	District 1	\$3,082.26	<b>\$36,987.12</b>	3.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.50%	-\$14,026.90	12.30
Maintenance Superintendent II	District 1	\$3,030.36	<b>\$36,364.32</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.28%	-\$14,649.70	12.30
Maintenance Superintendent II	District 1	\$3,347.42	<b>\$40,169.04</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	78.74%	-\$10,844.98	12.30
Maintenance Superintendent II	District 1	\$3,101.89	<b>\$37,222.68</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.97%	-\$13,791.34	12.30
Maintenance Superintendent II	District 1	\$3,263.46	<b>\$39,161.52</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	76.77%	-\$11,852.50	12.30
Maintenance Superintendent II	District 1	\$3,119.40	<b>\$37,432.80</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.38%	-\$13,581.22	12.30
Maintenance Superintendent II	District 1	\$3,367.10	<b>\$40,405.20</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	79.20%	-\$10,608.82	12.30
Maintenance Superintendent II	District 1	\$3,125.07	<b>\$37,500.84</b>	1.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.51%	-\$13,513.18	12.30
Maintenance Superintendent II	District 1	\$3,172.10	<b>\$38,065.20</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	74.62%	-\$12,948.82	12.30
Maintenance Superintendent II	District 1	\$3,037.64	<b>\$36,451.68</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.45%	-\$14,562.34	12.30
Maintenance Superintendent II	District 1	\$3,102.88	<b>\$37,234.56</b>	1.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.99%	-\$13,779.46	12.30
Maintenance Superintendent I	District 1	\$2,565.44	<b>\$30,785.28</b>	3.25	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	60.64%	-\$19,979.70	9.56
Maintenance Superintendent I	District 1	\$2,766.89	<b>\$33,202.68</b>	3.66	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.40%	-\$17,562.30	9.56
Maintenance Superintendent I	District 1	\$2,855.92	<b>\$34,271.04</b>	5.92	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	67.51%	-\$16,493.94	9.56
Maintenance Superintendent I	District 1	\$2,865.23	<b>\$34,382.76</b>	1.25	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	67.73%	-\$16,382.22	9.56
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	1.25	\$38,132.58	\$37,843.00	\$21,600.00	\$53,000.00	\$33,220.00	\$37,843.00	\$43,019.55	64.62%	-\$13,489.62	11.19
Maintenance Supervisor	District 1	\$2,053.58	<b>\$24,642.96</b>	3.25	\$38,132.58	\$37,843.00	\$21,600.00	\$53,000.00	\$33,220.00	\$37,843.00	\$43,019.55	64.62%	-\$13,489.62	11.19
Maintenance Technician IV	District 1	\$2,346.14	<b>\$28,153.68</b>	5.08	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	82.51%	-\$5,966.81	10.29
Maintenance Technician IV	District 1	\$2,264.62	<b>\$27,175.44</b>	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.65%	-\$6,945.05	10.29
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	1.08	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 1	\$2,299.83	<b>\$27,597.96</b>	2.92	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	80.88%	-\$6,522.53	10.29
Maintenance Technician IV	District 1	\$2,230.35	<b>\$26,764.20</b>	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	78.44%	-\$7,356.29	10.29
Maintenance Technician IV	District 1	\$2,216.84	<b>\$26,602.08</b>	2.92	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	77.97%	-\$7,518.41	10.29
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 1	\$2,346.14	<b>\$28,153.68</b>	3.66	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	82.51%	-\$5,966.81	10.29
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	85.70%	-\$4,880.21	10.29
Maintenance Technician IV	District 1	\$2,314.09	<b>\$27,769.08</b>	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.39%	-\$6,351.41	10.29
Maintenance Technician IV	District 1	\$2,397.43	<b>\$28,769.16</b>	1.83	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	84.32%	-\$5,351.33	10.29
Maintenance Technician IV	District 1	\$2,436.69	<b>\$29,240.28</b>	1.92	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	85.70%	-\$4,880.21	10.29
Maintenance Technician IV	District 1	\$2,714.64	<b>\$32,575.68</b>	8.25	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	95.47%	-\$1,544.81	10.29
Maintenance Technician IV	District 1	\$3,028.76	<b>\$36,345.12</b>	8.25	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	106.52%	\$2,224.63	10.29
Maintenance Technician IV	District 1	\$2,429.48	<b>\$29,153.76</b>	7.50	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	85.44%	-\$4,966.73	10.29
Maintenance Technician IV	District 1	\$2,105.35	<b>\$25,264.20</b>	2.00	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 1	\$2,388.68	<b>\$28,664.16</b>	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	84.01%	-\$5,456.33	10.29
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	2.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	<b>\$23,506.32</b>	2.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,531.07	<b>\$30,372.84</b>	20.68	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	98.16%	-\$569.22	7.85
Maintenance Technician III	District 1	\$2,250.94	<b>\$27,011.28</b>	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.30%	-\$3,930.78	7.85

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 1	\$2,199.65	\$26,395.80	4.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.26	7.85
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	4.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 1	\$2,098.05	\$25,176.60	3.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	81.37%	-\$5,765.46	7.85
Maintenance Technician III	District 1	\$2,290.20	\$27,482.40	7.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.82%	-\$3,459.66	7.85
Maintenance Technician III	District 1	\$2,086.28	\$25,035.36	3.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	80.91%	-\$5,906.70	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.50	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,372.65	\$28,471.80	10.09	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	92.02%	-\$2,470.26	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	2.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,245.57	\$26,946.84	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.09%	-\$3,995.22	7.85
Maintenance Technician III	District 1	\$2,206.87	\$26,482.44	3.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	4.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	4.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	3.00	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 1	\$2,438.88	\$29,266.56	4.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	94.59%	-\$1,675.50	7.85
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	3.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 1	\$2,313.97	\$27,767.64	11.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	89.74%	-\$3,174.42	7.85
Maintenance Technician III	District 1	\$2,200.39	\$26,404.68	3.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.34%	-\$4,537.38	7.85
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	3.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,282.99	\$27,395.88	9.34	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 1	\$2,199.65	\$26,395.80	5.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.26	7.85
Maintenance Technician III	District 1	\$2,187.23	\$26,246.76	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.83%	-\$4,695.30	7.85
Maintenance Technician III	District 1	\$2,282.99	\$27,395.88	7.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 1	\$2,201.46	\$26,417.52	1.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.38%	-\$4,524.54	7.85
Maintenance Technician III	District 1	\$2,263.21	\$27,158.52	3.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.77%	-\$3,783.54	7.85
Maintenance Technician III	District 1	\$2,167.20	\$26,006.40	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.05%	-\$4,935.66	7.85
Maintenance Technician III	District 1	\$2,198.86	\$26,386.32	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.28%	-\$4,555.74	7.85
Maintenance Technician III	District 1	\$2,206.87	\$26,482.44	4.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 1	\$2,118.13	\$25,417.56	4.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	4.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,666.73	\$32,000.76	20.84	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	103.42%	\$1,058.70	7.85
Maintenance Technician III	District 1	\$2,327.72	\$27,932.64	15.18	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	90.27%	-\$3,009.42	7.85
Maintenance Technician III	District 1	\$2,210.10	\$26,521.20	4.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.71%	-\$4,420.86	7.85
Maintenance Technician III	District 1	\$2,359.50	\$28,314.00	8.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	91.51%	-\$2,628.06	7.85
Maintenance Technician III	District 1	\$2,206.87	\$26,482.44	12.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,290.20	\$27,482.40	8.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.82%	-\$3,459.66	7.85
Maintenance Technician III	District 1	\$2,282.99	\$27,395.88	8.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 1	\$2,522.22	\$30,266.64	12.09	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	97.82%	-\$675.42	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	1.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	3.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 1	\$2,522.22	\$30,266.64	8.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	97.82%	-\$675.42	7.85
Maintenance Technician III	District 1	\$2,199.65	\$26,395.80	3.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.26	7.85
Maintenance Technician III	District 1	\$1,958.86	\$23,506.32	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician II	District 1	\$1,812.37	\$21,748.44	1.08	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44





Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer II	District 1	\$2,465.88	<b>\$29,590.56</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 1	\$2,824.16	<b>\$33,889.92</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	97.35%	-\$923.17	7.49
Equipment Repairer II	District 1	\$2,772.22	<b>\$33,266.64</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	95.56%	-\$1,546.45	7.49
Equipment Repairer II	District 1	\$2,465.88	<b>\$29,590.56</b>	1.66	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 1	\$2,465.88	<b>\$29,590.56</b>	0.50	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 1	\$2,465.88	<b>\$29,590.56</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 1	\$3,029.39	<b>\$36,352.68</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	104.42%	\$1,539.59	7.49
Equipment Repairer II	District 1	\$2,669.25	<b>\$32,031.00</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	92.01%	-\$2,782.09	7.49
Equipment Repairer I	District 1	\$2,355.93	<b>\$28,271.16</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	94.37%	-\$1,687.92	6.84
Equipment Repairer I	District 1	\$2,437.47	<b>\$29,249.64</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	97.63%	-\$709.44	6.84
District 1 Averages		\$2,167.13	\$26,005.58	3.93	\$32,760.06	\$31,827.28	\$22,136.97	\$44,468.38	\$29,693.15	\$31,827.28	\$36,397.17	80.11%	-\$6,754.48	7.63

**District 2**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager	District 2	\$3,695.20	<b>\$44,342.40</b>	20.59	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.48%	-\$24,428.64	8.23
Maintenance Operations Manager	District 2	\$3,955.75	<b>\$47,469.00</b>	44.02	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.02%	-\$21,302.04	8.23
Maintenance Operations Manager	District 2	\$3,388.88	<b>\$40,666.56</b>	24.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.13%	-\$28,104.48	8.23
Maintenance Operations Manager	District 2	\$4,066.49	<b>\$48,797.88</b>	29.89	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	70.96%	-\$19,973.16	8.23
Maintenance Operations Manager	District 2	\$3,839.24	<b>\$46,070.88</b>	28.60	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	66.99%	-\$22,700.16	8.23
Maintenance Superintendent II	District 2	\$3,007.57	<b>\$36,090.84</b>	11.17	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.75%	-\$14,923.18	12.30
Maintenance Superintendent II	District 2	\$3,151.03	<b>\$37,812.36</b>	19.72	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	74.12%	-\$13,201.66	12.30
Maintenance Superintendent II	District 2	\$3,114.29	<b>\$37,371.48</b>	13.63	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.26%	-\$13,642.54	12.30
Maintenance Superintendent II	District 2	\$3,224.81	<b>\$38,697.72</b>	26.93	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	75.86%	-\$12,316.30	12.30
Maintenance Superintendent II	District 2	\$3,119.58	<b>\$37,434.96</b>	3.29	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.38%	-\$13,579.06	12.30
Maintenance Superintendent II	District 2	\$3,106.85	<b>\$37,282.20</b>	19.34	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.08%	-\$13,731.82	12.30
Maintenance Superintendent II	District 2	\$2,968.30	<b>\$35,619.60</b>	9.46	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	69.82%	-\$15,394.42	12.30
Maintenance Superintendent II	District 2	\$3,054.43	<b>\$36,653.16</b>	15.38	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.85%	-\$14,360.86	12.30
Maintenance Superintendent II	District 2	\$3,087.16	<b>\$37,045.92</b>	11.25	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.62%	-\$13,968.10	12.30
Maintenance Superintendent II	District 2	\$2,511.12	<b>\$30,133.44</b>	6.04	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	59.07%	-\$20,880.58	12.30
Maintenance Superintendent II	District 2	\$3,016.68	<b>\$36,200.16</b>	14.42	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.96%	-\$14,813.86	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	5.46	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 2	\$3,007.57	<b>\$36,090.84</b>	13.05	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.75%	-\$14,923.18	12.30
Maintenance Superintendent II	District 2	\$3,108.99	<b>\$37,307.88</b>	9.25	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.13%	-\$13,706.14	12.30
Maintenance Superintendent II	District 2	\$2,976.82	<b>\$35,721.84</b>	10.34	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.02%	-\$15,292.18	12.30
Maintenance Superintendent II	District 2	\$3,172.11	<b>\$38,065.32</b>	28.67	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	74.62%	-\$12,948.70	12.30
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.42	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.66%	-\$15,988.06	12.30
Maintenance Superintendent II	District 2	\$2,918.83	<b>\$35,025.96</b>	8.79	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.66%	-\$15,988.06	12.30
Maintenance Superintendent II	District 2	\$3,119.57	<b>\$37,434.84</b>	20.72	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.38%	-\$13,579.18	12.30
Maintenance Superintendent II	District 2	\$3,054.23	<b>\$36,650.76</b>	28.77	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.84%	-\$14,363.26	12.30
Maintenance Superintendent II	District 2	\$3,076.09	<b>\$36,913.08</b>	17.84	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.36%	-\$14,100.94	12.30
Maintenance Superintendent II	District 2	\$2,759.56	<b>\$33,114.72</b>	3.13	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 2	\$3,174.46	<b>\$38,093.52</b>	13.42	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	74.67%	-\$12,920.50	12.30
Maintenance Technician IV	District 2	\$2,653.21	<b>\$31,838.52</b>	27.20	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	93.31%	-\$2,281.97	10.29
Maintenance Technician IV	District 2	\$2,264.62	<b>\$27,175.44</b>	8.00	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.65%	-\$6,945.05	10.29
Maintenance Technician IV	District 2	\$2,230.35	<b>\$26,764.20</b>	10.79	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	78.44%	-\$7,356.29	10.29
Maintenance Technician IV	District 2	\$2,230.35	<b>\$26,764.20</b>	10.71	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	78.44%	-\$7,356.29	10.29
Maintenance Technician IV	District 2	\$2,264.62	<b>\$27,175.44</b>	8.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.65%	-\$6,945.05	10.29
Maintenance Technician IV	District 2	\$2,323.34	<b>\$27,880.08</b>	9.92	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.71%	-\$6,240.41	10.29
Maintenance Technician III	District 2	\$2,188.13	<b>\$26,257.56</b>	11.05	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.86%	-\$4,684.50	7.85
Maintenance Technician III	District 2	\$2,223.30	<b>\$26,679.60</b>	14.59	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	86.22%	-\$4,262.46	7.85
Maintenance Technician III	District 2	\$2,118.13	<b>\$25,417.56</b>	8.71	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 2	\$2,167.60	<b>\$26,011.20</b>	9.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.06%	-\$4,930.86	7.85
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	2.87	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	2.96	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	2.71	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,282.99	<b>\$27,395.88</b>	11.84	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 2	\$2,539.76	<b>\$30,477.12</b>	27.60	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	98.50%	-\$464.94	7.85
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	5.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	6.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$1,958.86	<b>\$23,506.32</b>	2.71	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,306.83	<b>\$27,681.96</b>	15.59	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	89.46%	-\$3,260.10	7.85
Maintenance Technician III	District 2	\$2,184.38	<b>\$26,212.56</b>	9.84	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.71%	-\$4,729.50	7.85
Maintenance Technician III	District 2	\$2,223.49	<b>\$26,681.88</b>	21.76	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	86.23%	-\$4,260.18	7.85
Maintenance Technician III	District 2	\$2,282.99	<b>\$27,395.88</b>	14.59	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 2	\$2,402.20	\$28,826.40	20.42	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	93.16%	-\$2,115.66	7.85
Maintenance Technician III	District 2	\$1,812.37	\$21,748.44	2.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	70.29%	-\$9,193.62	7.85
Maintenance Technician III	District 2	\$2,206.87	\$26,482.44	11.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 2	\$2,118.13	\$25,417.56	7.58	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 2	\$2,118.33	\$25,419.96	8.55	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,522.10	7.85
Maintenance Technician III	District 2	\$2,223.49	\$26,681.88	15.34	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	86.23%	-\$4,260.18	7.85
Maintenance Technician III	District 2	\$2,078.32	\$24,939.84	8.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	80.60%	-\$6,002.22	7.85
Maintenance Technician III	District 2	\$2,077.00	\$24,924.00	16.93	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	80.55%	-\$6,018.06	7.85
Maintenance Technician III	District 2	\$2,637.16	\$31,645.92	34.77	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	102.27%	\$703.86	7.85
Maintenance Technician III	District 2	\$2,548.46	\$30,581.52	27.60	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	98.83%	-\$360.54	7.85
Maintenance Technician III	District 2	\$2,162.23	\$25,946.76	9.79	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.86%	-\$4,995.30	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	4.13	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,032.04	\$24,384.48	4.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	78.81%	-\$6,557.58	7.85
Maintenance Technician III	District 2	\$2,162.23	\$25,946.76	9.84	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.86%	-\$4,995.30	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	4.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,083.86	\$25,006.32	10.46	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	80.82%	-\$5,935.74	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	5.96	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,223.49	\$26,681.88	15.42	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	86.23%	-\$4,260.18	7.85
Maintenance Technician III	District 2	\$2,635.82	\$31,629.84	24.59	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	102.22%	\$687.78	7.85
Maintenance Technician III	District 2	\$2,154.75	\$25,857.00	3.79	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.57%	-\$5,085.06	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	1.87	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,591.84	\$31,102.08	28.88	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	100.52%	\$160.02	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	6.04	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.62	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,060.38	\$24,724.56	10.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	79.91%	-\$6,217.50	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	6.50	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.00	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,257.99	\$27,095.88	18.38	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.57%	-\$3,846.18	7.85
Maintenance Technician III	District 2	\$2,206.87	\$26,482.44	12.76	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 2	\$1,958.86	\$23,506.32	3.62	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 2	\$2,118.13	\$25,417.56	8.79	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 2	\$2,157.24	\$25,886.88	15.42	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.66%	-\$5,055.18	7.85
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.00	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$2,199.65	\$26,395.80	14.18	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	92.31%	-\$2,199.81	6.44
Maintenance Technician II	District 2	\$2,060.38	\$24,724.56	10.42	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	86.46%	-\$3,871.05	6.44
Maintenance Technician II	District 2	\$2,076.80	\$24,921.60	15.42	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	87.15%	-\$3,674.01	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$2,053.16	\$24,637.92	14.13	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	86.16%	-\$3,957.69	6.44
Maintenance Technician II	District 2	\$2,077.00	\$24,924.00	16.51	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	87.16%	-\$3,671.61	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$2,047.58	\$24,570.96	12.76	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	85.93%	-\$4,024.65	6.44
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	7.67	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	82.74%	-\$4,935.93	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.25	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.00	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,971.64	\$23,659.68	8.92	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	82.74%	-\$4,935.93	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	2.45	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	4.25	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	13.97	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.00	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	3.41	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 2	\$1,812.37	\$21,748.44	1.75	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44







Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer II	District 2	\$2,650.00	<b>\$31,800.00</b>	9.88	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	91.34%	-\$3,013.09	7.49
Equipment Repairer II	District 2	\$2,465.88	<b>\$29,590.56</b>	3.17	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 2	\$2,465.88	<b>\$29,590.56</b>	1.92	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 2	\$2,683.13	<b>\$32,197.56</b>	12.38	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	92.49%	-\$2,615.53	7.49
Equipment Repairer II	District 2	\$2,907.64	<b>\$34,891.68</b>	20.68	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	100.23%	\$78.59	7.49
Equipment Repairer II	District 2	\$2,782.41	<b>\$33,388.92</b>	19.38	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	95.91%	-\$1,424.17	7.49
Equipment Repairer II	District 2	\$2,465.88	<b>\$29,590.56</b>	3.66	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 2	\$2,465.88	<b>\$29,590.56</b>	5.58	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 2	\$2,465.88	<b>\$29,590.56</b>	2.41	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 2	\$2,897.21	<b>\$34,766.52</b>	21.59	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	99.87%	-\$46.57	7.49
Equipment Repairer II	District 2	\$2,465.88	<b>\$29,590.56</b>	3.62	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.87	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	1.58	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 2	\$2,150.98	<b>\$25,811.76</b>	N/A	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
District 2 Averages		\$2,087.28	\$25,047.37	7.89	\$31,974.32	\$30,922.25	\$21,650.04	\$43,729.44	\$28,992.09	\$30,922.25	\$35,604.77	78.80%	-\$7,020.76	7.27

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager	District 3	\$4,000.49	<b>\$48,005.88</b>	1.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.81%	-\$20,765.16	8.23
Maintenance Operations Manager	District 3	\$3,572.63	<b>\$42,871.56</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	62.34%	-\$25,899.48	8.23
Maintenance Operations Manager	District 3	\$3,566.95	<b>\$42,803.40</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	62.24%	-\$25,967.64	8.23
Maintenance Operations Manager	District 3	\$3,759.54	<b>\$45,114.48</b>	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	65.60%	-\$23,656.56	8.23
Maintenance Operations Manager	District 3	\$3,805.86	<b>\$45,670.32</b>	3.75	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	66.41%	-\$23,100.72	8.23
Maintenance Superintendent II	District 3	\$3,102.82	<b>\$37,233.84</b>	1.17	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.99%	-\$13,780.18	12.30
Maintenance Superintendent II	District 3	\$2,787.15	<b>\$33,445.80</b>	1.75	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.22	12.30
Maintenance Superintendent II	District 3	\$3,324.58	<b>\$39,894.96</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	78.20%	-\$11,119.06	12.30
Maintenance Superintendent II	District 3	\$2,967.90	<b>\$35,614.80</b>	1.66	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	69.81%	-\$15,399.22	12.30
Maintenance Superintendent II	District 3	\$3,103.93	<b>\$37,247.16</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.01%	-\$13,766.86	12.30
Maintenance Superintendent II	District 3	\$2,787.15	<b>\$33,445.80</b>	1.33	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.22	12.30
Maintenance Superintendent II	District 3	\$3,018.66	<b>\$36,223.92</b>	2.08	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.01%	-\$14,790.10	12.30
Maintenance Superintendent II	District 3	\$3,522.70	<b>\$42,272.40</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	82.86%	-\$8,741.62	12.30
Maintenance Superintendent II	District 3	\$2,981.15	<b>\$35,773.80</b>	3.17	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.13%	-\$15,240.22	12.30
Maintenance Superintendent II	District 3	\$2,884.56	<b>\$34,614.72</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	67.85%	-\$16,399.30	12.30
Maintenance Superintendent II	District 3	\$3,326.33	<b>\$39,915.96</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	78.25%	-\$11,098.06	12.30
Maintenance Superintendent II	District 3	\$3,306.58	<b>\$39,678.96</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	77.78%	-\$11,335.06	12.30
Maintenance Superintendent II	District 3	\$3,196.23	<b>\$38,354.76</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	75.18%	-\$12,659.26	12.30
Maintenance Superintendent II	District 3	\$3,234.37	<b>\$38,812.44</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	76.08%	-\$12,201.58	12.30
Maintenance Superintendent II	District 3	\$3,045.09	<b>\$36,541.08</b>	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.63%	-\$14,472.94	12.30
Maintenance Technician IV	District 3	\$2,322.16	<b>\$27,865.92</b>	4.67	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.67%	-\$6,254.57	10.29
Maintenance Technician IV	District 3	\$2,264.62	<b>\$27,175.44</b>	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.65%	-\$6,945.05	10.29
Maintenance Technician IV	District 3	\$2,368.14	<b>\$28,417.68</b>	3.33	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	83.29%	-\$5,702.81	10.29
Maintenance Technician IV	District 3	\$2,252.65	<b>\$27,031.80</b>	1.58	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.22%	-\$7,088.69	10.29
Maintenance Technician IV	District 3	\$2,315.52	<b>\$27,786.24</b>	3.33	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.44%	-\$6,334.25	10.29
Maintenance Technician IV	District 3	\$2,313.69	<b>\$27,764.28</b>	1.92	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.37%	-\$6,356.21	10.29
Maintenance Technician III	District 3	\$2,188.86	<b>\$26,266.32</b>	1.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.89%	-\$4,675.74	7.85
Maintenance Technician III	District 3	\$2,411.05	<b>\$28,932.60</b>	4.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	93.51%	-\$2,009.46	7.85
Maintenance Technician III	District 3	\$2,506.72	<b>\$30,080.64</b>	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	97.22%	-\$861.42	7.85
Maintenance Technician III	District 3	\$1,958.86	<b>\$23,506.32</b>	1.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 3	\$2,187.24	<b>\$26,246.88</b>	2.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.83%	-\$4,695.18	7.85
Maintenance Technician III	District 3	\$1,958.86	<b>\$23,506.32</b>	1.58	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 3	\$2,042.20	<b>\$24,506.40</b>	1.58	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	79.20%	-\$6,435.66	7.85
Maintenance Technician III	District 3	\$2,083.86	<b>\$25,006.32</b>	3.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	80.82%	-\$5,935.74	7.85
Maintenance Technician III	District 3	\$2,083.85	<b>\$25,006.20</b>	4.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	80.82%	-\$5,935.86	7.85
Maintenance Technician III	District 3	\$2,531.07	<b>\$30,372.84</b>	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	98.16%	-\$569.22	7.85
Maintenance Technician III	District 3	\$2,282.19	<b>\$27,386.28</b>	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.51%	-\$3,555.78	7.85
Maintenance Technician III	District 3	\$1,958.86	<b>\$23,506.32</b>	1.58	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 3	\$2,539.76	<b>\$30,477.12</b>	3.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	98.50%	-\$464.94	7.85
Maintenance Technician III	District 3	\$2,206.87	<b>\$26,482.44</b>	3.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 3	\$1,958.86	<b>\$23,506.32</b>	2.00	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 3	\$1,812.37	<b>\$21,748.44</b>	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	70.29%	-\$9,193.62	7.85
Maintenance Technician III	District 3	\$2,572.67	<b>\$30,872.04</b>	6.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	99.77%	-\$70.02	7.85
Maintenance Technician III	District 3	\$2,118.13	<b>\$25,417.56</b>	3.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 3	\$2,727.61	<b>\$32,731.32</b>	4.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	105.78%	\$1,789.26	7.85
Maintenance Technician III	District 3	\$1,958.86	<b>\$23,506.32</b>	1.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 3	\$2,198.86	<b>\$26,386.32</b>	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.28%	-\$4,555.74	7.85
Maintenance Technician III	District 3	\$1,958.86	<b>\$23,506.32</b>	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 3	\$2,140.10	<b>\$25,681.20</b>	4.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.00%	-\$5,260.86	7.85
Maintenance Technician III	District 3	\$1,958.86	<b>\$23,506.32</b>	3.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 3	\$2,214.37	<b>\$26,572.44</b>	6.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.88%	-\$4,369.62	7.85

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 3	\$2,282.99	<b>\$27,395.88</b>	1.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 3	\$2,254.04	<b>\$27,048.48</b>	6.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.42%	-\$3,893.58	7.85
Maintenance Technician III	District 3	\$2,423.91	<b>\$29,086.92</b>	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	94.00%	-\$1,855.14	7.85
Maintenance Technician III	District 3	\$2,199.66	<b>\$26,395.92</b>	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.14	7.85
Maintenance Technician III	District 3	\$2,282.99	<b>\$27,395.88</b>	7.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 3	\$2,545.68	<b>\$30,548.16</b>	4.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	98.73%	-\$393.90	7.85
Maintenance Technician III	District 3	\$2,271.41	<b>\$27,256.92</b>	7.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.09%	-\$3,685.14	7.85
Maintenance Technician III	District 3	\$2,613.08	<b>\$31,356.96</b>	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	101.34%	\$414.90	7.85
Maintenance Technician III	District 3	\$2,199.66	<b>\$26,395.92</b>	4.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.14	7.85
Maintenance Technician III	District 3	\$2,265.62	<b>\$27,187.44</b>	7.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.87%	-\$3,754.62	7.85
Maintenance Technician III	District 3	\$2,245.57	<b>\$26,946.84</b>	7.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	87.09%	-\$3,995.22	7.85
Maintenance Technician III	District 3	\$2,722.00	<b>\$32,664.00</b>	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	105.57%	\$1,721.94	7.85
Maintenance Technician III	District 3	\$2,137.76	<b>\$25,653.12</b>	1.50	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.91%	-\$5,288.94	7.85
Maintenance Technician III	District 3	\$2,309.55	<b>\$27,714.60</b>	9.01	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	89.57%	-\$3,227.46	7.85
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	1.25	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$2,431.39	<b>\$29,176.68</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	102.03%	\$581.07	6.44
Maintenance Technician II	District 3	\$2,099.08	<b>\$25,188.96</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	88.09%	-\$3,406.65	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	1.83	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	2.50	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$2,136.50	<b>\$25,638.00</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.66%	-\$2,957.61	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	1.92	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$2,136.50	<b>\$25,638.00</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.66%	-\$2,957.61	6.44
Maintenance Technician II	District 3	\$2,099.08	<b>\$25,188.96</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	88.09%	-\$3,406.65	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	1.92	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	2.92	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	1.41	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	1.58	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	0.58	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	0.58	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$2,124.92	<b>\$25,499.04</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.17%	-\$3,096.57	6.44
Maintenance Technician II	District 3	\$2,136.50	<b>\$25,638.00</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.66%	-\$2,957.61	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	0.50	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	4.17	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$2,143.70	<b>\$25,724.40</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.96%	-\$2,871.21	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	2.66	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$2,160.34	<b>\$25,924.08</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	90.66%	-\$2,671.53	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	1.66	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	4.50	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$2,143.71	<b>\$25,724.52</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.96%	-\$2,871.09	6.44
Maintenance Technician II	District 3	\$2,099.08	<b>\$25,188.96</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	88.09%	-\$3,406.65	6.44
Maintenance Technician II	District 3	\$2,054.98	<b>\$24,659.76</b>	6.17	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	86.24%	-\$3,935.85	6.44
Maintenance Technician II	District 3	\$2,143.71	<b>\$25,724.52</b>	9.01	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.96%	-\$2,871.09	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	3.41	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,895.71	<b>\$22,748.52</b>	7.83	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	79.55%	-\$5,847.09	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	2.00	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 3	\$1,812.37	<b>\$21,748.44</b>	1.17	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician I	District 3	\$1,592.70	<b>\$19,112.40</b>	1.79	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	<b>\$19,112.40</b>	1.37	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	<b>\$19,112.40</b>	0.45	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	<b>\$19,112.40</b>	1.41	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	<b>\$19,112.40</b>	0.92	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.21	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.66	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.54	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.41	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	2.45	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.37	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	4.08	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.87	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.41	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.45	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.13	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.25	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.79	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.45	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.54	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.54	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.45	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.00	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.41	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.87	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.58	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.71	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.37	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.92	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.87	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,916.83	\$23,001.96	9.01	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	91.09%	-\$2,249.56	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.92	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.87	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.17	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	4.29	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,879.41	\$22,552.92	9.01	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	89.31%	-\$2,698.60	5.37
Maintenance Technician I	District 3	\$1,879.41	\$22,552.92	9.01	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	89.31%	-\$2,698.60	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	0.71	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 3	\$1,592.70	\$19,112.40	1.96	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Equipment Operations Superintendent	District 3	\$2,982.26	\$35,787.12	3.75	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	69.95%	-\$15,375.80	14.17
Equipment Repairer II	District 3	\$2,744.77	\$32,937.24	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	94.61%	-\$1,875.85	7.49
Equipment Repairer II	District 3	\$2,590.88	\$31,090.56	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	89.31%	-\$3,722.53	7.49
Equipment Repairer II	District 3	\$2,728.31	\$32,739.72	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	94.04%	-\$2,073.37	7.49
Equipment Repairer II	District 3	\$2,465.88	\$29,590.56	1.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 3	\$2,966.78	\$35,601.36	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	102.26%	\$788.27	7.49
Equipment Repairer II	District 3	\$2,465.88	\$29,590.56	1.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 3	\$2,766.00	\$33,192.00	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	95.34%	-\$1,621.09	7.49
Equipment Repairer I	District 3	\$2,465.88	\$29,590.56	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.77%	-\$368.52	6.84
Equipment Repairer I	District 3	\$2,465.88	\$29,590.56	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.77%	-\$368.52	6.84
Equipment Repairer I	District 3	\$2,465.88	\$29,590.56	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.77%	-\$368.52	6.84
District 3 Averages		\$2,171.82	\$26,061.79	3.61	\$32,539.23	\$31,485.64	\$21,971.06	\$44,716.03	\$29,399.36	\$31,485.64	\$36,143.57	80.99%	-\$6,477.44	7.42

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager	District 5	\$3,818.15	\$45,817.80	3.08	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	66.62%	-\$22,953.24	8.23
Maintenance Operations Manager	District 5	\$3,927.22	\$47,126.64	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	68.53%	-\$21,644.40	8.23
Maintenance Operations Manager	District 5	\$4,101.85	\$49,222.20	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	71.57%	-\$19,548.84	8.23
Maintenance Operations Manager	District 5	\$3,615.86	\$43,390.32	1.75	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	63.09%	-\$25,380.72	8.23
Maintenance Operations Manager	District 5	\$3,319.01	\$39,828.12	1.00	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	57.91%	-\$28,942.92	8.23
Maintenance Operations Manager	District 5	\$3,394.76	\$40,737.12	1.00	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.24%	-\$28,033.92	8.23
Maintenance Superintendent II	District 5	\$3,365.04	\$40,380.48	7.41	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	79.16%	-\$10,633.54	12.30
Maintenance Superintendent II	District 5	\$3,091.97	\$37,103.64	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.73%	-\$13,910.38	12.30
Maintenance Superintendent II	District 5	\$3,457.00	\$41,484.00	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	81.32%	-\$9,530.02	12.30
Maintenance Superintendent II	District 5	\$3,089.28	\$37,071.36	1.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.67%	-\$13,942.66	12.30
Maintenance Superintendent II	District 5	\$3,025.73	\$36,308.76	3.00	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.17%	-\$14,705.26	12.30
Maintenance Superintendent II	District 5	\$2,759.56	\$33,114.72	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 5	\$3,115.75	\$37,389.00	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.29%	-\$13,625.02	12.30
Maintenance Superintendent II	District 5	\$2,787.16	\$33,445.92	1.50	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.10	12.30
Maintenance Superintendent II	District 5	\$3,318.68	\$39,824.16	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	78.07%	-\$11,189.86	12.30
Maintenance Superintendent II	District 5	\$3,356.14	\$40,273.68	1.00	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	78.95%	-\$10,740.34	12.30
Maintenance Superintendent II	District 5	\$2,759.56	\$33,114.72	N/A	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 5	\$3,421.93	\$41,063.16	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	80.49%	-\$9,950.86	12.30
Maintenance Superintendent II	District 5	\$3,024.48	\$36,293.76	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.14%	-\$14,720.26	12.30
Maintenance Superintendent II	District 5	\$3,106.85	\$37,282.20	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.08%	-\$13,731.82	12.30
Maintenance Superintendent II	District 5	\$3,059.24	\$36,710.88	2.50	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.96%	-\$14,303.14	12.30
Maintenance Superintendent II	District 5	\$3,264.85	\$39,178.20	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	76.80%	-\$11,835.82	12.30
Maintenance Superintendent II	District 5	\$3,613.04	\$43,356.48	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	84.99%	-\$7,657.54	12.30
Maintenance Superintendent I	District 5	\$2,785.63	\$33,427.56	4.58	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.85%	-\$17,337.42	9.56
Maintenance Superintendent I	District 5	\$2,714.49	\$32,573.88	2.83	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	64.17%	-\$18,191.10	9.56
Maintenance Superintendent I	District 5	\$2,883.65	\$34,603.80	3.58	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	68.16%	-\$16,161.18	9.56
Maintenance Superintendent I	District 5	\$2,805.06	\$33,660.72	2.83	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	66.31%	-\$17,104.26	9.56
Maintenance Superintendent I	District 5	\$2,851.05	\$34,212.60	1.00	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	67.39%	-\$16,552.38	9.56
Maintenance Superintendent I	District 5	\$3,018.90	\$36,226.80	4.58	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	71.36%	-\$14,538.18	9.56
Maintenance Superintendent I	District 5	\$2,853.78	\$34,245.36	4.58	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	67.46%	-\$16,519.62	9.56
Maintenance Technician IV	District 5	\$2,429.48	\$29,153.76	1.41	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	85.44%	-\$4,966.73	10.29
Maintenance Technician IV	District 5	\$2,461.17	\$29,534.04	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	86.56%	-\$4,586.45	10.29
Maintenance Technician IV	District 5	\$2,578.26	\$30,939.12	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	90.68%	-\$3,181.37	10.29
Maintenance Technician IV	District 5	\$2,286.59	\$27,439.08	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	80.42%	-\$6,681.41	10.29
Maintenance Technician IV	District 5	\$2,250.34	\$27,004.08	N/A	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.14%	-\$7,116.41	10.29
Maintenance Technician IV	District 5	\$2,783.65	\$33,403.80	4.67	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	97.90%	-\$716.69	10.29
Maintenance Technician IV	District 5	\$2,421.88	\$29,062.56	4.58	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	85.18%	-\$5,057.93	10.29
Maintenance Technician IV	District 5	\$2,339.99	\$28,079.88	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	82.30%	-\$6,040.61	10.29
Maintenance Technician IV	District 5	\$2,831.51	\$33,978.12	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	99.58%	-\$142.37	10.29
Maintenance Technician IV	District 5	\$2,105.35	\$25,264.20	1.58	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	1.58	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 5	\$2,162.23	\$25,946.76	4.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.86%	-\$4,995.30	7.85
Maintenance Technician III	District 5	\$2,402.20	\$28,826.40	12.09	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	93.16%	-\$2,115.66	7.85
Maintenance Technician III	District 5	\$2,223.43	\$26,681.16	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	86.23%	-\$4,260.90	7.85
Maintenance Technician III	District 5	\$2,206.87	\$26,482.44	2.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.59%	-\$4,459.62	7.85
Maintenance Technician III	District 5	\$2,162.23	\$25,946.76	4.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.86%	-\$4,995.30	7.85
Maintenance Technician III	District 5	\$2,121.83	\$25,461.96	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.29%	-\$5,480.10	7.85
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	2.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.25	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	4.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$2,223.43	\$26,681.16	6.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	86.23%	-\$4,260.90	7.85
Maintenance Technician III	District 5	\$2,199.65	\$26,395.80	5.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.26	7.85
Maintenance Technician III	District 5	\$2,117.21	\$25,406.52	8.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.11%	-\$5,535.54	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	4.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$2,199.65	\$26,395.80	3.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	85.31%	-\$4,546.26	7.85
Maintenance Technician III	District 5	\$2,167.19	\$26,006.28	1.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	84.05%	-\$4,935.78	7.85
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$2,727.60	\$32,731.20	4.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	105.78%	\$1,789.14	7.85
Maintenance Technician III	District 5	\$2,223.43	\$26,681.16	7.00	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	86.23%	-\$4,260.90	7.85
Maintenance Technician III	District 5	\$2,141.88	\$25,702.56	6.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.07%	-\$5,239.50	7.85
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	3.92	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	3.50	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$2,661.51	\$31,938.12	15.76	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	103.22%	\$996.06	7.85
Maintenance Technician III	District 5	\$2,225.09	\$26,701.08	1.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	86.29%	-\$4,240.98	7.85
Maintenance Technician III	District 5	\$2,140.10	\$25,681.20	2.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	83.00%	-\$5,260.86	7.85
Maintenance Technician III	District 5	\$1,592.70	\$19,112.40	N/A	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	61.77%	-\$11,829.66	7.85
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	13.09	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 5	\$2,083.86	\$25,006.32	4.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	80.82%	-\$5,935.74	7.85
Maintenance Technician III	District 5	\$2,038.49	\$24,461.88	4.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	79.06%	-\$6,480.18	7.85
Maintenance Technician III	District 5	\$2,522.22	\$30,266.64	11.67	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	97.82%	-\$675.42	7.85
Maintenance Technician III	District 5	\$2,438.88	\$29,266.56	2.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	94.59%	-\$1,675.50	7.85
Maintenance Technician III	District 5	\$2,272.58	\$27,270.96	1.17	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.14%	-\$3,671.10	7.85
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	9.84	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 5	\$2,042.19	\$24,506.28	1.58	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	79.20%	-\$6,435.78	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$1,958.83	\$23,505.96	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,436.10	7.85
Maintenance Technician III	District 5	\$2,282.99	\$27,395.88	1.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.54%	-\$3,546.18	7.85
Maintenance Technician III	District 5	\$2,275.39	\$27,304.68	2.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	88.24%	-\$3,637.38	7.85
Maintenance Technician III	District 5	\$2,118.13	\$25,417.56	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	2.33	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	0.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 5	\$1,958.86	\$23,506.32	2.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician II	District 5	\$2,146.23	\$25,754.76	9.84	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	90.07%	-\$2,840.85	6.44
Maintenance Technician II	District 5	\$2,104.45	\$25,253.40	8.75	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	88.31%	-\$3,342.21	6.44
Maintenance Technician II	District 5	\$2,054.97	\$24,659.64	1.08	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	86.24%	-\$3,935.97	6.44
Maintenance Technician II	District 5	\$1,812.37	\$21,748.44	1.66	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 5	\$1,812.37	\$21,748.44	2.83	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 5	\$2,143.71	\$25,724.52	11.42	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	89.96%	-\$2,871.09	6.44
Maintenance Technician II	District 5	\$2,076.94	\$24,923.28	N/A	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	87.16%	-\$3,672.33	6.44
Maintenance Technician II	District 5	\$2,054.97	\$24,659.64	7.17	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	86.24%	-\$3,935.97	6.44
Maintenance Technician II	District 5	\$2,040.70	\$24,488.40	N/A	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	85.64%	-\$4,107.21	6.44
Maintenance Technician II	District 5	\$1,812.37	\$21,748.44	1.41	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 5	\$1,812.37	\$21,748.44	1.08	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44
Maintenance Technician II	District 5	\$1,812.37	\$21,748.44	5.41	\$28,595.61	\$28,514.00	\$19,055.00	\$36,427.00	\$26,469.00	\$28,514.00	\$30,945.98	76.06%	-\$6,847.17	6.44







Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician I	District 5	\$1,592.70	\$19,112.40	N/A	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 5	\$1,592.70	\$19,112.40	N/A	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 5	\$1,592.70	\$19,112.40	N/A	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 5	\$1,592.70	\$19,112.40	N/A	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Equipment Operations Superintendent	District 5	\$3,512.72	\$42,152.64	3.58	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	82.39%	-\$9,010.28	14.17
Equipment Operations Superintendent	District 5	\$3,382.83	\$40,593.96	3.58	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	79.34%	-\$10,568.96	14.17
Equipment Operations Supervisor	District 5	\$3,124.68	\$37,496.16	1.00	\$44,273.41	\$43,356.00	\$31,305.00	\$65,000.00	\$35,660.25	\$43,356.00	\$51,366.88	84.69%	-\$6,777.25	13.54
Equipment Repairer III	District 5	\$3,168.28	\$38,019.36	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	101.32%	\$493.83	7.81
Equipment Repairer III	District 5	\$3,000.35	\$36,004.20	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	95.95%	-\$1,521.33	7.81
Equipment Repairer III	District 5	\$2,918.83	\$35,025.96	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	93.34%	-\$2,499.57	7.81
Equipment Repairer III	District 5	\$2,759.56	\$33,114.72	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
Equipment Repairer III	District 5	\$2,759.56	\$33,114.72	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
Equipment Repairer III	District 5	\$2,759.56	\$33,114.72	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
Equipment Repairer II	District 5	\$2,669.34	\$32,032.08	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	92.01%	-\$2,781.01	7.49
Equipment Repairer II	District 5	\$2,783.35	\$33,400.20	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	95.94%	-\$1,412.89	7.49
Equipment Repairer II	District 5	\$2,707.41	\$32,488.92	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	93.32%	-\$2,324.17	7.49
Equipment Repairer II	District 5	\$2,865.90	\$34,390.80	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	98.79%	-\$422.29	7.49
Equipment Repairer II	District 5	\$2,874.60	\$34,495.20	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	99.09%	-\$317.89	7.49
Equipment Repairer II	District 5	\$2,782.42	\$33,389.04	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	95.91%	-\$1,424.05	7.49
Equipment Repairer II	District 5	\$2,465.88	\$29,590.56	2.33	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 5	\$2,738.37	\$32,860.44	1.83	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	94.39%	-\$1,952.65	7.49
Equipment Repairer II	District 5	\$2,731.86	\$32,782.32	3.17	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	94.17%	-\$2,030.77	7.49
Equipment Repairer II	District 5	\$2,465.90	\$29,590.80	1.41	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.29	7.49
Equipment Repairer I	District 5	\$2,151.97	\$25,823.64	1.33	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.20%	-\$4,135.44	6.84
Equipment Repairer I	District 5	\$2,150.98	\$25,811.76	N/A	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 5	\$2,150.98	\$25,811.76	N/A	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
District 5 Averages		\$2,122.67	\$25,471.99	3.91	\$32,260.77	\$31,231.61	\$22,028.91	\$43,869.79	\$29,259.25	\$31,231.61	\$35,924.71	79.55%	-\$6,788.79	7.27

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager	District 6	\$3,436.26	\$41,235.12	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.96%	-\$27,535.92	8.23
Maintenance Operations Manager	District 6	\$3,445.26	\$41,343.12	0.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	60.12%	-\$27,427.92	8.23
Maintenance Operations Manager	District 6	\$3,714.57	\$44,574.84	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.82%	-\$24,196.20	8.23
Maintenance Operations Manager	District 6	\$3,445.26	\$41,343.12	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	60.12%	-\$27,427.92	8.23
Maintenance Operations Manager	District 6	\$3,753.16	\$45,037.92	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	65.49%	-\$23,733.12	8.23
Maintenance Operations Manager	District 6	\$3,585.74	\$43,028.88	0.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	62.57%	-\$25,742.16	8.23
Maintenance Operations Manager	District 6	\$3,984.56	\$47,814.72	1.75	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	69.53%	-\$20,956.32	8.23
Maintenance Superintendent II	District 6	\$2,918.83	\$35,025.96	1.41	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.66%	-\$15,988.06	12.30
Maintenance Superintendent II	District 6	\$2,787.16	\$33,445.92	0.83	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.10	12.30
Maintenance Superintendent II	District 6	\$3,467.61	\$41,611.32	3.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	81.57%	-\$9,402.70	12.30
Maintenance Superintendent II	District 6	\$3,365.51	\$40,386.12	0.75	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	79.17%	-\$10,627.90	12.30
Maintenance Superintendent II	District 6	\$2,913.41	\$34,960.92	0.83	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.53%	-\$16,053.10	12.30
Maintenance Superintendent II	District 6	\$2,913.40	\$34,960.80	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.53%	-\$16,053.22	12.30
Maintenance Superintendent II	District 6	\$2,919.67	\$35,036.04	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.68%	-\$15,977.98	12.30
Maintenance Superintendent II	District 6	\$2,759.56	\$33,114.72	4.22	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	64.91%	-\$17,899.30	12.30
Maintenance Superintendent II	District 6	\$3,185.91	\$38,230.92	0.83	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	74.94%	-\$12,783.10	12.30
Maintenance Superintendent II	District 6	\$2,959.56	\$35,514.72	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	69.62%	-\$15,499.30	12.30
Maintenance Superintendent II	District 6	\$3,008.74	\$36,104.88	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.77%	-\$14,909.14	12.30
Maintenance Superintendent II	District 6	\$2,913.41	\$34,960.92	0.83	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.53%	-\$16,053.10	12.30
Maintenance Superintendent II	District 6	\$2,919.67	\$35,036.04	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.68%	-\$15,977.98	12.30
Maintenance Superintendent II	District 6	\$2,918.83	\$35,025.96	3.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.66%	-\$15,988.06	12.30
Maintenance Superintendent II	District 6	\$2,769.56	\$33,234.72	4.17	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.15%	-\$17,779.30	12.30
Maintenance Superintendent II	District 6	\$2,913.40	\$34,960.80	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.53%	-\$16,053.22	12.30
Maintenance Superintendent II	District 6	\$2,913.40	\$34,960.80	0.75	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.53%	-\$16,053.22	12.30
Maintenance Superintendent II	District 6	\$2,910.92	\$34,931.04	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.47%	-\$16,082.98	12.30
Maintenance Superintendent II	District 6	\$2,997.98	\$35,975.76	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.52%	-\$15,038.26	12.30
Maintenance Superintendent II	District 6	\$2,918.83	\$35,025.96	0.83	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.66%	-\$15,988.06	12.30
Maintenance Superintendent II	District 6	\$3,035.16	\$36,421.92	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.40%	-\$14,592.10	12.30
Maintenance Superintendent I	District 6	\$2,751.11	\$33,013.32	0.75	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.03%	-\$17,751.66	9.56
Maintenance Superintendent I	District 6	\$2,670.39	\$32,044.68	0.75	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	63.12%	-\$18,720.30	9.56
Maintenance Superintendent I	District 6	\$2,511.12	\$30,133.44	1.25	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	59.36%	-\$20,631.54	9.56
Maintenance Supervisor	District 6	\$2,621.89	\$31,462.68	0.92	\$38,132.58	\$37,843.00	\$21,600.00	\$53,000.00	\$33,220.00	\$37,843.00	\$43,019.55	82.51%	-\$6,669.90	11.19
Maintenance Technician IV	District 6	\$2,230.35	\$26,764.20	3.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	78.44%	-\$7,356.29	10.29
Maintenance Technician IV	District 6	\$2,105.35	\$25,264.20	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 6	\$2,105.35	\$25,264.20	1.66	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 6	\$2,379.22	\$28,550.64	0.83	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	83.68%	-\$5,569.85	10.29
Maintenance Technician IV	District 6	\$2,308.72	\$27,704.64	1.41	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	81.20%	-\$6,415.85	10.29
Maintenance Technician IV	District 6	\$2,105.35	\$25,264.20	1.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 6	\$2,180.35	\$26,164.20	1.25	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	76.68%	-\$7,956.29	10.29
Maintenance Technician IV	District 6	\$2,097.95	\$25,175.40	1.66	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	73.78%	-\$8,945.09	10.29
Maintenance Technician IV	District 6	\$2,105.35	\$25,264.20	1.66	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 6	\$2,105.35	\$25,264.20	1.66	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician III	District 6	\$2,083.86	\$25,006.32	3.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	80.82%	-\$5,935.74	7.85
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.41	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	0.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 6	\$2,118.13	\$25,417.56	1.58	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	82.15%	-\$5,524.50	7.85
Maintenance Technician III	District 6	\$1,958.85	\$23,506.20	0.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.86	7.85
Maintenance Technician III	District 6	\$2,470.05	\$29,640.60	13.76	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	95.79%	-\$1,301.46	7.85
Maintenance Technician III	District 6	\$2,299.59	\$27,595.08	9.84	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	89.18%	-\$3,346.98	7.85
Maintenance Technician III	District 6	\$1,958.86	\$23,506.32	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 6	\$2,762.39	\$33,148.68	0.83	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	107.13%	\$2,206.62	7.85







Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Equipment Repairer II	District 6	\$2,625.15	<b>\$31,501.80</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	90.49%	-\$3,311.29	7.49
Equipment Repairer II	District 6	\$2,465.88	<b>\$29,590.56</b>	0.75	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 6	\$2,590.88	<b>\$31,090.56</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	89.31%	-\$3,722.53	7.49
Equipment Repairer II	District 6	\$2,921.56	<b>\$35,058.72</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	100.71%	\$245.63	7.49
Equipment Repairer II	District 6	\$2,465.88	<b>\$29,590.56</b>	1.66	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer I	District 6	\$2,150.98	<b>\$25,811.76</b>	0.96	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
<b>District 6 Averages</b>		<b>\$2,106.94</b>	<b>\$25,283.30</b>	<b>2.56</b>	<b>\$32,850.40</b>	<b>\$31,768.52</b>	<b>\$22,094.86</b>	<b>\$44,816.09</b>	<b>\$29,739.12</b>	<b>\$31,768.52</b>	<b>\$36,525.19</b>	<b>77.87%</b>	<b>-\$7,567.11</b>	<b>7.43</b>

**District 7**

Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Operations Manager	District 7	\$3,424.74	\$41,096.88	0.66	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.76%	-\$27,674.16	8.23
Maintenance Operations Manager	District 7	\$3,521.01	\$42,252.12	4.08	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	61.44%	-\$26,518.92	8.23
Maintenance Operations Manager	District 7	\$3,875.85	\$46,510.20	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	67.63%	-\$22,260.84	8.23
Maintenance Operations Manager	District 7	\$3,668.30	\$44,019.60	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	64.01%	-\$24,751.44	8.23
Maintenance Operations Manager	District 7	\$3,401.88	\$40,822.56	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	59.36%	-\$27,948.48	8.23
Maintenance Operations Manager	District 7	\$4,034.25	\$48,411.00	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	70.39%	-\$20,360.04	8.23
Maintenance Operations Manager	District 7	\$3,569.50	\$42,834.00	4.58	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	62.28%	-\$25,937.04	8.23
Maintenance Operations Manager	District 7	\$3,774.24	\$45,290.88	3.92	\$68,771.04	\$60,314.50	\$36,000.00	\$120,000.00	\$54,746.82	\$60,314.50	\$80,316.75	65.86%	-\$23,480.16	8.23
Maintenance Superintendent II	District 7	\$2,787.16	\$33,445.92	2.00	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.10	12.30
Maintenance Superintendent II	District 7	\$3,358.33	\$40,299.96	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	79.00%	-\$10,714.06	12.30
Maintenance Superintendent II	District 7	\$3,544.27	\$42,531.24	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	83.37%	-\$8,482.78	12.30
Maintenance Superintendent II	District 7	\$3,094.11	\$37,129.32	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	72.78%	-\$13,884.70	12.30
Maintenance Superintendent II	District 7	\$2,787.16	\$33,445.92	0.83	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.10	12.30
Maintenance Superintendent II	District 7	\$3,224.82	\$38,697.84	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	75.86%	-\$12,316.18	12.30
Maintenance Superintendent II	District 7	\$3,237.12	\$38,845.44	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	76.15%	-\$12,168.58	12.30
Maintenance Superintendent II	District 7	\$2,913.40	\$34,960.80	1.00	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	68.53%	-\$16,053.22	12.30
Maintenance Superintendent II	District 7	\$3,127.77	\$37,533.24	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	73.57%	-\$13,480.78	12.30
Maintenance Superintendent II	District 7	\$2,997.99	\$35,975.88	N/A	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.52%	-\$15,038.14	12.30
Maintenance Superintendent II	District 7	\$2,787.16	\$33,445.92	3.17	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.10	12.30
Maintenance Superintendent II	District 7	\$2,787.16	\$33,445.92	N/A	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.10	12.30
Maintenance Superintendent II	District 7	\$2,787.16	\$33,445.92	3.92	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.10	12.30
Maintenance Superintendent II	District 7	\$3,037.65	\$36,451.80	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.45%	-\$14,562.22	12.30
Maintenance Superintendent II	District 7	\$2,787.16	\$33,445.92	2.41	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	65.56%	-\$17,568.10	12.30
Maintenance Superintendent II	District 7	\$3,037.65	\$36,451.80	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.45%	-\$14,562.22	12.30
Maintenance Superintendent II	District 7	\$3,017.82	\$36,213.84	0.75	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	70.99%	-\$14,800.18	12.30
Maintenance Superintendent II	District 7	\$3,500.63	\$42,007.56	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	82.35%	-\$9,006.46	12.30
Maintenance Superintendent II	District 7	\$3,059.16	\$36,709.92	3.83	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	71.96%	-\$14,304.10	12.30
Maintenance Superintendent II	District 7	\$3,544.27	\$42,531.24	4.58	\$51,014.02	\$47,214.24	\$32,136.00	\$71,000.00	\$44,233.50	\$47,214.24	\$59,448.00	83.37%	-\$8,482.78	12.30
Maintenance Superintendent I	District 7	\$2,782.89	\$33,394.68	1.41	\$50,764.98	\$47,839.89	\$38,168.00	\$62,000.00	\$44,355.75	\$47,839.89	\$59,904.75	65.78%	-\$17,370.30	9.56
Maintenance Technician IV	District 7	\$2,333.72	\$28,004.64	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	82.08%	-\$6,115.85	10.29
Maintenance Technician IV	District 7	\$2,105.35	\$25,264.20	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 7	\$2,126.41	\$25,516.92	1.00	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.78%	-\$8,603.57	10.29
Maintenance Technician IV	District 7	\$2,252.66	\$27,031.92	4.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.22%	-\$7,088.57	10.29
Maintenance Technician IV	District 7	\$2,414.79	\$28,977.48	4.67	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	84.93%	-\$5,143.01	10.29
Maintenance Technician IV	District 7	\$2,252.66	\$27,031.92	4.67	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.22%	-\$7,088.57	10.29
Maintenance Technician IV	District 7	\$2,512.88	\$30,154.56	4.00	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	88.38%	-\$3,965.93	10.29
Maintenance Technician IV	District 7	\$2,105.35	\$25,264.20	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 7	\$2,105.35	\$25,264.20	0.83	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 7	\$2,105.35	\$25,264.20	1.08	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 7	\$2,353.36	\$28,240.32	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	82.77%	-\$5,880.17	10.29
Maintenance Technician IV	District 7	\$2,738.43	\$32,861.16	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	96.31%	-\$1,259.33	10.29
Maintenance Technician IV	District 7	\$2,105.35	\$25,264.20	1.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 7	\$2,126.40	\$25,516.80	N/A	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.78%	-\$8,603.69	10.29
Maintenance Technician IV	District 7	\$2,823.66	\$33,883.92	4.17	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	99.31%	-\$236.57	10.29
Maintenance Technician IV	District 7	\$2,346.15	\$28,153.80	3.66	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	82.51%	-\$5,966.69	10.29
Maintenance Technician IV	District 7	\$2,105.35	\$25,264.20	0.75	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	74.04%	-\$8,856.29	10.29
Maintenance Technician IV	District 7	\$2,264.62	\$27,175.44	1.66	\$34,120.49	\$35,019.00	\$21,099.57	\$41,000.00	\$32,608.00	\$35,019.00	\$38,079.00	79.65%	-\$6,945.05	10.29
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.08	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.66	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85
Maintenance Technician III	District 7	\$1,958.86	\$23,506.32	1.75	\$30,942.06	\$30,070.00	\$22,900.00	\$44,000.00	\$27,921.58	\$30,070.00	\$33,323.00	75.97%	-\$7,435.74	7.85







Title	District #	Monthly Salary	Yearly Salary Monthly x 12	Tenure	Survey Responses				Percentiles			Percent of the Mean	Dollar Amount (+/-) of the Mean	Average Tenure Years
					Mean	Median	Minimum	Maximum	25	50	75			
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.66	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.96	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	1.62	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.45	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	3.25	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.66	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	2.87	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	8.25	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	2.08	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	1.25	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	1.58	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.62	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.96	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.50	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.83	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.71	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Maintenance Technician I	District 7	\$1,592.70	<b>\$19,112.40</b>	0.66	\$25,251.52	\$24,770.00	\$16,900.00	\$33,000.00	\$23,939.00	\$24,770.00	\$28,084.00	75.69%	-\$6,139.12	5.37
Equipment Operations Superintendent	District 7	\$3,012.08	<b>\$36,144.96</b>	2.83	\$51,162.92	\$49,440.00	\$30,900.00	\$86,912.00	\$42,667.00	\$49,440.00	\$60,000.00	70.65%	-\$15,017.96	14.17
Equipment Repairer III	District 7	\$2,759.56	<b>\$33,114.72</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	88.25%	-\$4,410.81	7.81
Equipment Repairer III	District 7	\$3,039.84	<b>\$36,478.08</b>	0.75	\$37,525.53	\$36,050.00	\$29,640.00	\$49,254.00	\$34,253.00	\$36,050.00	\$39,951.00	97.21%	-\$1,047.45	7.81
Equipment Repairer II	District 7	\$2,465.88	<b>\$29,590.56</b>	2.92	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	85.00%	-\$5,222.53	7.49
Equipment Repairer II	District 7	\$2,766.02	<b>\$33,192.24</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	95.34%	-\$1,620.85	7.49
Equipment Repairer II	District 7	\$2,730.51	<b>\$32,766.12</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	94.12%	-\$2,046.97	7.49
Equipment Repairer II	District 7	\$3,125.05	<b>\$37,500.60</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	107.72%	\$2,687.51	7.49
Equipment Repairer II	District 7	\$2,885.03	<b>\$34,620.36</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	99.45%	-\$192.73	7.49
Equipment Repairer II	District 7	\$2,885.03	<b>\$34,620.36</b>	3.25	\$34,813.09	\$33,660.48	\$27,866.00	\$46,404.00	\$30,430.00	\$33,660.48	\$38,988.00	99.45%	-\$192.73	7.49
Equipment Repairer I	District 7	\$2,462.21	<b>\$29,546.52</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.62%	-\$412.56	6.84
Equipment Repairer I	District 7	\$2,460.56	<b>\$29,526.72</b>	3.25	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	98.56%	-\$432.36	6.84
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.66	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
Equipment Repairer I	District 7	\$2,150.98	<b>\$25,811.76</b>	0.75	\$29,959.08	\$30,788.06	\$22,800.00	\$39,000.00	\$26,651.50	\$30,788.06	\$32,482.00	86.16%	-\$4,147.32	6.84
<b>District 7 Averages</b>		<b>\$2,212.48</b>	<b>\$26,549.71</b>	<b>2.96</b>	<b>\$33,964.66</b>	<b>\$32,853.60</b>	<b>\$22,808.06</b>	<b>\$46,792.66</b>	<b>\$30,590.97</b>	<b>\$32,853.60</b>	<b>\$37,757.39</b>	<b>79.25%</b>	<b>-\$7,414.95</b>	<b>7.87</b>

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# Mississippi Department of Transportation

Salary Survey  
Instrument



**STENNIS  
INSTITUTE**

**MISSISSIPPI STATE  
UNIVERSITY.**

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The John C. Stennis Institute of Government  
and Community Development  
at Mississippi State University  
P.O. Drawer LV,  
Mississippi State, MS, 39762

February 23, 2016

RE: MDOT Salary Survey

The John C. Stennis Institute of Government and Community Development at Mississippi State University is conducting a salary survey for the Mississippi Department of Transportation (MDOT). As part of that survey, we are requesting information from various counties, municipalities, State DOT's, and private organizations across the Southeast. Your assistance in this process would be much appreciated and rewarded with a copy of the aggregate results from all respondents. As with any survey, it is only as good as the quantity and quality of the numbers. We'd really appreciate your participation in developing a meaningful salary overview.

The survey is attached and involves matching job titles to corresponding positions in your organization. If there is no corresponding position within your organization that matches a position listed below, then please simply leave it blank. If your organization has a different job title, but corresponding duties and responsibilities, please consider it a match. If only one person has the position, please include his/her current annual salary. If more than one person has the same position, please average the annual salary for that position.

Please fax the complete survey to us at 662-325-3772, or feel free to mail the hard copy to:  
John C. Stennis Institute of Government and Community Development  
ATTN: MDOT Salary Survey  
P.O. Drawer LV,  
Mississippi State, MS, 39762

You can also scan a copy of the survey and e-mail it to me directly at:  
[mpeterson@sig.msstate.edu](mailto:mpeterson@sig.msstate.edu)

by **April 8, 2016**. If you have any questions or comments, please do not hesitate to call me.

Sincerely,

Matthew Peterson  
Research Associate  
662-325-7010

## MDOT 2016 SALARY SURVEY

### **You will need:**

1. A payroll printout for your organization, AND
2. A copy of the pay plan(s) currently used by your organization

### **Instructions:**

1. Read the duties for each job title and match with a corresponding position in your organization.
  - a. If there is no corresponding position in your organization, please leave the boxes blank.
  - b. If your organization's position has a different job title or is in a different department, but the duties correspond, please consider it to be a match.
2. If there is only one person in that position, please place his/her current annual salary in the proper response area.
3. If there is more than one person in that position, please place the average annual salary for that position in the annual response area
4. Please fax, mail, or e-mail the completed survey to us by April 8, 2016
5. If you have any questions or comments, or would like a copy of the survey results, please do not hesitate to call me at 662-325-7010.

*Thank you for your cooperation and prompt attention to our request.*

Organization: \_\_\_\_\_

Person Completing Form: \_\_\_\_\_

Title: \_\_\_\_\_

Phone Number: \_\_\_\_\_



## COMPARABLE POSITIONS

### MAINTENANCE OPERATIONS MANAGER

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Area superintendent responsible for directing 2-3 county superintendents. Conducts road inventory, plans maintenance projects, and prepares budget estimates, equipment inventory and equipment maintenance reports, liaison with district and public.

### MAINTENANCE SUPERINTENDENT II

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** County superintendent or special crews superintendent; responsible for overseeing all maintenance activities within assigned county, inspects work of crews, prepares inventory, plans and oversees maintenance projects.

### MAINTENANCE SUPERINTENDENT I

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Assistant county supervisor or special crew supervisor.

### MAINTENANCE SUPERVISOR

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Usually designated as supervisor/foreman for 2-4 man crews within the county, assigns work, supervises details, and prepares reports.

**MAINTENANCE TECHNICIAN IV**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Senior level position, incumbent should be able to operate all equipment, designated as primary heavy equipment operator, often serves as crew foreman.

**MAINTENANCE TECHNICIAN III**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Operates equipment such as front end loader, back hoe, chip spreaders, asphalt rollers, as well as performs routine maintenance work.

**MAINTENANCE TECHNICIAN II**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Operates more advanced equipment beyond entry level, requires one year of experience plus demonstration of proper skill level.

**MAINTENANCE TECHNICIAN I**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Entry level highway maintenance, work-heavy manual labor, equipment operation confined to tractors, bush hogs, hand tools, dump trucks, with training on other equipment.

**EQUIPMENT OPERATIONS SUPERINTENDENT**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Assistant director of district equipment shop. Prepares equipment specifications, inspects equipment, oversees equipment parts inventory, and prepares necessary reports.

### **EQUIPMENT OPERATIONS SUPERVISOR**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Supervisory and skilled mechanical work in repair of automotive, construction and maintenance equipment. Directs and participates in conducting repairs, tracking parts inventory, checking on work orders, and entering data to generate reports.

### **EQUIPMENT REPAIRER III**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Highest most skilled mechanic positions, able to do the most complicated repairs.

### **EQUIPMENT REPAIRER II**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Journeyman level mechanics, able to do all but most complex repairs.

### **EQUIPMENT REPAIRER I**

Current Annual Salary \$\_\_\_\_\_ OR Current Average Annual Salary \$\_\_\_\_\_ Number of Years in the position (if one person) \_\_\_\_\_. Average Number of Years in the Position (if multiple people) \_\_\_\_\_. Total number of employees in the position\_\_\_\_\_.

**Purpose of the Position:** Entry level mechanic positions; incumbents perform most basic mechanical repair and routine equipment maintenance.

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# Mississippi Department of Transportation

Scope of Work



**STENNIS  
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**MISSISSIPPI STATE  
UNIVERSITY.**

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# JOHN C. STENNIS INSTITUTE OF GOVERNMENT

December 1, 2015

## OVERVIEW

### Project Background and Description

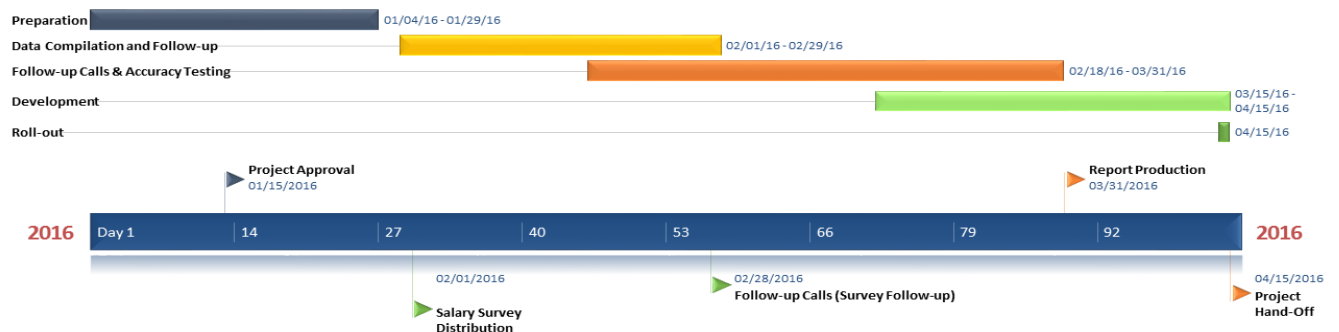
The executive staff at the Mississippi Department of Transportation met with the executive staff of the John C. Stennis Institute of Government at Mississippi State University regarding the possibility of the Institute conducting a salary study. The purpose of the salary study is to determine the current salaries of comparable positions in Maintenance Operations within MDOT to those of select counties, cities, and organizations within Mississippi and the surrounding states.

MDOT has expressed concern over the trend of Maintenance Division workers leaving the ranks of MDOT for positions within counties and organizations in Mississippi. The initial concern by MDOT personnel is that individuals are leaving for higher paying jobs within the same job description. In a brief assessment, it appears as though MDOT's current compensation structure lacks in comparison to certain cities and counties within Mississippi, although this finding is only preliminary in nature.

The staff at the John C. Stennis Institute at Mississippi State University possess extensive knowledge, skills and abilities pertaining to salary and compensation studies. These researchers have over 25 years of combined expertise in human resource management, compensation, and equal employment policy. The individuals tasked to work on this project will collect the competitive salary information, and determine areas of greatest concern based on feedback from the staff at MDOT.

### Project Scope and Deliverables

The project will consist of a six-month data collection and analysis timeframe. The bulk of the effort will be conducted in-house, with only limited required travel. The project will begin January 15, 2016, to provide time for all interested parties to return from the holidays, review documents, and begin the work. The project, in its entirety, will conclude at the end of June 2016. The project will provide data collection for the comparable positions in Maintenance Operations of the Mississippi Department of Transportation (MDOT). These positions include Maintenance Operations Manager, Maintenance Superintendent II, Maintenance Superintendent I, Maintenance Supervisor, Maintenance Technician I-IV, Equipment Operations Superintendent, and Equipment Repairer I-III. The positions' job descriptions will be based on the Mississippi State Personnel Board's listing, found at <http://agency.mgovernmentjobs.com/mississippi/default.cfm?action=agencyspecs>.



The staff will survey a minimum of 50% of the counties within each MDOT district. This step will be necessary to provide the MDOT team with the information pertaining to the counties surrounding the MDOT regions, as the team has expressed concern at the loss of employees to county and city functions. Select municipalities within each of MDOT's districts will also be surveyed. Additionally, select private industries will be contacted, however, based on the difficulties in obtaining private company salary information, the team does not anticipate much success in this portion of the data collection. Lastly, southeastern state DOT's will be surveyed to gather comparisons across the region for similar positions.

The information analyzed will consist of assigning each position a Grade and Step on the Stennis Grade/Step Matrix, which projects raises and promotions over a 20-year horizon; and reporting survey responses including the survey mean, median, and mode, as well as the percent of the mean salary and money value of that percent being paid by MDOT for each position surveyed. Percentiles for 25, 50, and 75 percent of the mean will provide entry, mid, and high salaries for each position. Mean salaries from the US Department of Labor Bureau of Labor Statistics, and O-net will be reported for each position.

Finally, a report of the findings, both hard copy and electronic, will be distributed to the MDOT team. The report will not be distributed beyond these individuals beyond the scope of the project. The product will be considered confidential, unless the MDOT team determines that the Stennis Institute and Mississippi State University should display this information.

## **Project Personnel**

Overseeing the project, the Executive Director and Associate Director will provide the necessary oversight to ensure a completed project. The project will be executed by staff within the Stennis Institute. The Associate Director, Dr. Dallas Breen, will provide daily assistance with unpaid oversight of the overall project by the Executive Director, Dr. Ed French. Graduate and undergraduate student research assistants will be utilized for calling, data gathering, and everyday assistance.

## **Specific Exclusions from Scope**

This project will not include any information collected for positions outside of maintenance operations. This specific project is for the maintenance operations of MDOT at the request of the Executive Director, Deputy Executive Director/Chief Engineer, and the Northern District Transportation Commissioner.

## **Perceived Project Costs**

### ***Fixed Price Study* \$2,500**

- Data gathering, compilation and analysis
- Report writing and revisions
- 10 copies of the Final Report
- Electronic copy of the Report

### ***Payment Terms:***

50% payment upon signing with remaining  
50% payment due upon completion.







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**John C. Stennis Institute of Government  
and Community Development  
Mississippi State University**

**382 Hardy Road  
Mississippi State, MS 39762**

(662) 325-3328 (voice)  
(662) 325-3772 (fax - main)  
(662) 325-6709 (fax - annex)

For further information regarding this salary comparison, contact:

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Research Associate  
(662) 325-7010  
[mpeterson@sig.msstate.edu](mailto:mpeterson@sig.msstate.edu)