



## 2024 Municipal Salary Survey

ERI Economic Research Institute | 111 Academy, Suite 270, Irvine, CA 92617 | (800) 627-3697 | [survey.sales@erieri.com](mailto:survey.sales@erieri.com) | [www.erieri.com/surveys](http://www.erieri.com/surveys)

Your participation in the salary survey is appreciated. As a participant, you will receive a complimentary copy of the **Executive Summary** and become eligible for the participant discounted price on the cost of the survey report order.

Ideally, we would like to receive compensation information for all your organization's employees. We expect to receive information for approximately half of your employees in order to qualify for the survey participant discount.

Please include the name of your organization and appropriate contact information for clarification of data. ERI assures that all data collected in this questionnaire shall remain confidential. Your organization name will appear in the participant list of the completed report unless you specifically request it not be listed.

### Organization Demographics and Job Data with Benchmark Job Descriptions

Complete compensation information for organization matches to the following job list.

A list of ERI Job Codes, Job Titles and Job Descriptions is provided to assist you with job matching. As a general guideline, if 75% or more of the job content is similar, the match may be considered strong. The Job Data worksheet is pre-populated with these job codes and titles for your convenience. If you are unable to find matches to your organization's jobs, use the Job Data Addendum tab to complete your submission. If you are an ERI Assessor subscriber and have hybrid jobs to include, please contact us and we will send you a hybrid job form.

**Report data only for jobs that exist within your organization.**

**It is recommended that you keep a copy of the completed questionnaire for your records.**

**Submission Option 1 (preferred):** You may email your completed questionnaire to:

[survey.sales@erieri.com](mailto:survey.sales@erieri.com)

**Submission Option 2:** If you wish to submit your data via hardcopy, you may print and mail your questionnaire to:

ERI Economic Research Institute  
Attn: Survey Department  
111 Academy Dr., Suite 270  
Irvine, CA 92617

**If you have a large number of jobs and/or locations, please call us to discuss how we might simplify**

## **your participation.**

You will be notified by email when your submission has been received. If you do not receive an email acknowledgement, or if you have any questions, please call ERI at **(800) 627-3697** or email **[survey.sales@erieri.com](mailto:survey.sales@erieri.com)**.

JOB TITLE	Incumbent Count	Average Annual Salary	Contractor/Non-Union	Postal Code
Accountant	1	64105.60	Contractor	97355
Activities Planner	1	46633.60	Contractor	97355
Admin Assistant II	1	54932.80	Non-Union	97355
Administrative Assistant	1	76398.40	Contractor	97355
Assistant City Engineer	1	111300.80	Non-Union	97355
Building Maintenance Technician	1	64001.60	Contractor	97355
Chief of Police	1	151985.60	Non-Union	97355
City Recorder	1	87235.20	Non-Union	97355
Code Enforcement Officer	1	67433.60	Contractor	97355
Communications Specialist	6	62465.87	Contractor	97355
Community Development Assistant	1	50086.40	Contractor	97355
Community Development Director	1	133848.00	Non-Union	97355
Community Policing Officer	1	79081.60	Contractor	97355
Court Clerk I	1	57636.80	Contractor	97355
Court Clerk II	2	71468.80	Contractor	97355
Custodian	1	48817.60	Contractor	97355
Deputy City Recorder	1	72009.60	Non-Union	97355
Detective Sergeant	1	99569.60	Contractor	97355
Development Services Technician	1	83158.40	Contractor	97355
Engineering Associate	2	78925.60	Contractor	97355
Engineering Director	1	137862.40	Non-Union	97355
Engineering Technician II	1	57595.20	Contractor	97355
Finance Clerk	2	56399.20	Contractor	97355
Finance Director	1	121409.60	Non-Union	97355
Help Desk Support	1	65624.00	Contractor	97355
HR Director	1	127483.20	Non-Union	97355
IT Director	1	127483.20	Non-Union	97355
IT/GIS Systems Coordinator	1	102398.40	Contractor	97355
Lab Technician	1	62566.40	Contractor	97355
Library Assistant I	4	47247.20	Contractor	97355
Library Assistant II	2	57636.80	Contractor	97355
LINX Dispatcher	3	45288.53	Contractor	97355
LINX Driver	10	46452.64	Contractor	97355
LINX Transit & Senior Center Lead	1	62566.40	Non-Union	97355

Maintenance Operations Coordinator	1	62649.60	Contractor	97355
Maintenance Ops Manager	1	96179.20	Non-Union	97355
Mechanic	1	59758.40	Contractor	97355
Municipal Judge	1	55960.84	Non-Union	97355
Parks Maintenance Worker	2	41693.60	Contractor	97355
Police Captain	1	127483.20	Non-Union	97355
Police Lieutenant	2	108056.00	Non-Union	97355
Police Officer	20	76571.04	Contractor	97355
Police Sergeant	3	99569.60	Contractor	97355
Project Manager	2	90355.20	Contractor	97355
Public Works Director	1	131289.60	Non-Union	97355
Records Clerk II	2	67433.60	Contractor	97355
Sr. Network Engineer	1	98571.20	Contractor	97355
Streets Sr. Maintenance Worker	2	56368.00	Contractor	97355
Systems Engineer	1	93974.40	Contractor	97355
Transit & Senior Services Director	1	126339.20	Non-Union	97355
Water/Wastewater Treatment Plant Manager	1	98009.60	Non-Union	97355
WTP Operator III	2	77417.60	Contractor	97355
WWTP Operator I	2	56264.00	Contractor	97355
WWTP Operator II	2	65415.80	Contractor	97355
Collections Crew Chief	1	80433.60	Contractor	97355
Collections Maintenance Worker	2	51823.20	Contractor	97355
Community Service Officer	1	67433.60	Contractor	97355
Distribution Crew Chief	1	80433.60	Contractor	97355
Distribution Maintenance Worker	5	52944.32	Contractor	97355
Library Director	1	104873.60	Non-Union	97355
Parks Crew Chief	1	77417.60	Contractor	97355
Streets Crew Chief	1	70470.40	Contractor	97355