

COG Job Code	COG Job Title	Survey Name	Survey Job Title	Scope	Mkt Base 25th	Mkt Base 50th	Mkt Base Avg	Mkt Base 75th	Mkt TCC 50th	Mkt TCC 75th
1015	City Attorney									
		Mercer Finance, Accounting & Legal Custom Surveys - Gainesville	General Counsel - Corporate City Attorney	Govt Custom	\$162,463 \$160,306	\$178,537 \$179,704	\$194,179 \$187,433	\$233,662 \$200,846	\$194,179 -	\$233,662 -
				Average:	\$161,385	\$179,121	\$190,806	\$217,254	\$194,179	\$233,662
1017	City Auditor									
		Custom Surveys - Gainesville	City Auditor	Custom	\$105,838	\$132,340	\$138,497	\$181,986	-	-
		Mercer Finance, Accounting & Legal	Audit Director	Govt	\$125,353	\$135,170	\$138,299	\$146,713	\$135,170	\$146,713
		Towers Watson Top Management	Top Auditor/General Auditor	NFP, 500-4999 ees	\$135,748	\$162,877	\$171,489	\$204,538	\$176,764	\$213,688
				Average:	\$122,313	\$143,462	\$149,428	\$177,746	\$155,967	\$180,201
1019	City Manager									
		ICMA Compensation Survey	City Manager	All 100,000 - 249,999	-	\$170,636	-	-	-	-
		Custom Surveys - Gainesville	City Manager	Custom	\$165,890	\$180,949	\$186,261	\$204,234	-	-
		Milliman Custom City Survey 3	City Manager	13 custom cities	\$160,754	\$199,740	\$193,633	\$226,868	\$217,359	\$231,955
		Towers Watson Top Management	CEO	Public Admin/Gov't, median ees ~1,800	\$226,974	\$277,627	\$266,522	\$294,625	\$277,627	\$339,952
		Economic Research Institute	CEO	Gov't, City Admin, \$400M	\$232,431	\$323,100	\$326,698	\$440,190	\$433,610	\$591,922
				Average:	\$196,512	\$230,411	\$243,279	\$291,479	\$309,532	\$387,943
1023	Clerk of the Commission									
		Custom Surveys - Gainesville	Clerk of the Commission	Custom	\$72,015	\$87,100	\$87,941	\$104,264	-	-
		Milliman Custom City Survey 1	City Clerk	Custom	\$86,298	\$103,427	\$99,698	\$113,536	-	-
				Average:	\$79,156	\$95,264	\$93,820	\$108,900		
1035	Equal Opportunity Director									
		Towers Watson Middle Management	Equal Employment Opportunity Mgr	All orgs, 1000-4999 ees	\$85,857	\$94,064	\$98,273	\$113,845	\$86,173	\$114,266
		Mercer Human Resources	Equal Employment Opp/Diversity Mgr	All orgs, \$400M+ op budget	\$102,483	\$128,374	\$123,735	\$146,713	\$128,374	\$146,713
				Average:	\$94,170	\$111,219	\$111,004	\$130,279	\$107,273	\$130,490
1045	General Mgr for Utilities									
		Custom Surveys - Gainesville	Top Utility Executive	Custom	\$165,103	\$248,727	\$252,675	\$344,426	-	-
		American Public Power Association	General Manager	All >100,000 cust	\$231,309	\$280,585	-	\$343,901	-	-
		CompData Utilities	CEO	All utilities 500-1,000 ees	\$295,060	\$343,959	\$424,412	\$594,627	\$551,608	-
				Average:	\$230,491	\$291,091	\$338,543	\$427,652	\$551,608	