

Market Bucket	Variance to P25	Variance to P50	Variance to P75	# of Incumbents
CLASSIFICATIONS ACROSS MULTIPLE DEPARTMENTS	4%	-11%	-24%	197
BUDGET & FINANCE	6%	-9%	-22%	67
CITY ATTORNEY	-7%	-22%	-33%	12
CITY AUDITOR	11%	-3%	-15%	3
CLERK OF THE COMMISSION	10%	-7%	-18%	1
COMMUNICATIONS	0%	-14%	-26%	12
CRA	7%	-7%	-20%	7
EQUAL OPPORTUNITY	7%	-8%	-20%	4
IT	-4%	-16%	-27%	64
COG - CITY MANAGER	-5%	-18%	-28%	5
COG - DOING	16%	1%	-14%	35
COG - FACILITIES	10%	-6%	-21%	18
COG - FLEET	-7%	-20%	-30%	26
COG - GFR	2%	-7%	-15%	174
COG - GPD	-5%	-16%	-30%	320
COG - HR	2%	-12%	-24%	18
COG - RISK MGMT	2%	-12%	-25%	12
COG - MOBILITY	20%	1%	-14%	18
COG - NI	16%	-2%	-16%	19
COG - PRCA	5%	-14%	-28%	75
COG - PUBLIC WORKS	21%	3%	-14%	108
COG - RTS	-5%	-18%	-36%	259
COG - STRATEGIC INITIATIVES	13%	-4%	-17%	6
GRU - GENERAL MANAGER	-11%	-22%	-32%	5
GRU - CUSTOMER SUPPORT	1%	-13%	-26%	84
GRU - GRUCOM	15%	-1%	-15%	14
GRU - OPERATIONS	6%	-4%	-17%	61
GRU - ENERGY DELIVERY	16%	8%	-12%	197
GRU - ENERGY SUPPLY	15%	6%	-11%	131
GRU - WATER/WW	12%	-4%	-18%	123
Total	5%	-8%	-22%	2075