

Agenda Item: 6.

MEMORANDUM

To: Personnel, Legislative and Public Affairs Subcommittee

From: John Winkler, General Manager and Jean Tait, Administrative Coordinator

Re: Review and Recommendation of the 2017 Market Analysis of District Job Descriptions

Date: October 4, 2017



At the May 2017 Board of Directors Meeting, Jean Tait and Ashley Thomalla, SilverStone Group, presented an informational update of the Compensation Project. At that time, it was briefed they would bring the Subcommittee a recommendation for the 2017 Market Analysis of District job descriptions at the October meeting.

The 2017 analysis consisted of researching District job descriptions with current labor market data, reviewing the impact of time in-service pay grade increases, and making a determination of where the existing compensation stands in relation to what is trending in the existing job market. SilverStone's Compensation Project for the Papio-Missouri River NRD dated April of 2017 is attached for your review.

The results of the 2017 Market Analysis reflected a need to: re-evaluate the District's length of service policy, update the existing pay structure by adding 2 more pay grades to it in order to accommodate the current job market, reassess the pay grade increments, and assign jobs to the recommended pay grades.

Management's recommendations include:

- Eliminate the Length of Service Pay Grade increases at the 15 and 25 year mark, effective as of December 31, 2017.
- Eliminate the Length of Service Pay Grade increases at the 7 year mark, effective as of December 31, 2020.
- Increase the Pay Structure to 17 Pay Grades and adjust the pay grade increment to 10% between existing Pay Grades.
- Assign Job Titles to the updated Pay Structure.

Upon approval of the 2017 Market Analysis, the recommended changes will be incorporated in the District's 2018 Pay Program Administration Manual and brought to the PLPA Subcommittee at the December 2017 meeting for consideration and approval.

Management recommends that the Subcommittee recommend to the Board of Directors, that the 2017 Market Analysis be approved.

MARKET ANALYSIS RESULTS

Presented by
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Overall Summary

Job Title	25th Percentile Base Data	50th Percentile Base Data	75th Percentile Base Data	Annual Bonus	Total Compensation
Effective: 01/18					
Accounting Assistant	38,431	42,497	47,346	1,659	44,389
Administrative Coordinator	76,598	89,240	101,601	9,094	93,848
Assistant General Manager	125,737	140,938	160,661	23,050	158,332
Assistant Operation and Maintenance Superintendent	62,661	70,423	79,704	3,646	73,899
Assistant Park Superintendent	49,935	57,394	66,666	4,201	62,255
Conservation Technician	44,771	48,672	53,761	1,316	49,988
Construction Engineer	75,085	84,525	96,212	6,218	86,988
District Accountant	63,486	71,573	79,750	4,144	73,679
District Accountant - Part Time	50,009	56,989	66,142	2,951	57,590
District Office Secretary/Human Resource Assistant	49,162	55,185	63,371	3,441	58,205
Drafter	47,263	53,263	61,218	3,313	56,094
Education/Volunteer Specialist	47,994	53,483	62,183	2,107	56,231
Environmental Coordinator	75,804	85,806	97,656	7,810	89,962
Environmental Education Assistant	40,556	44,812	50,655	1,154	45,187
Field Office Programs Assistant	32,540	36,176	41,637	1,470	37,156
Field Representative	63,685	69,372	76,812	1,984	71,356
General Manager	196,365	257,642	339,838	100,139	319,406
Groundskeeper	26,431	30,884	36,269	1,114	32,227
Groundwater Management Engineer	76,976	87,626	99,440	9,611	91,685
Heavy Equipment Operator	40,636	47,590	55,398	1,002	50,792
IT Manager	97,220	111,863	127,327	11,389	110,566
IT Support Technician	41,520	47,264	55,521	4,518	47,801
Land and Water Programs Coordinator	74,444	84,835	97,323	8,007	88,799
Land Steward	28,795	34,207	40,115	1,205	35,847
Medium Equipment Operator	39,001	44,176	53,394	795	46,662
Natural Resources Planner	74,444	84,835	97,323	8,007	88,799
NRC Building Manager	29,962	33,442	37,925	1,495	34,711
Operation and Maintenance/Park Superintendent	76,196	88,982	112,893	6,907	92,627
Project Manager	74,197	83,997	95,765	9,296	87,023
Public Relations/Education Coordinator	79,904	90,048	107,918	8,348	95,762
Purchasing Agent/Files Administrator	41,730	48,862	56,667	2,643	51,499
Stormwater Management Engineer	74,132	84,937	96,410	8,572	88,076
Survey Coordinator	69,055	72,037	82,252	1,224	72,343
Surveyor/GIS/AutoCAD Technician	42,368	49,138	57,128	2,176	47,383
Water Resources Engineer	74,132	84,937	96,410	8,572	88,076
Water Supply Bookkeeper	35,770	39,717	44,893	1,282	40,783
Water Supply & District Structure Maintenance Superintendent	68,576	81,900	101,624	7,312	84,337
Water Supply Operator/District Maintenance Technician	35,633	41,674	49,384	936	41,959
Water Supply Operator	36,708	41,826	48,953	936	42,206
Water Supply Operator (II)	36,708	41,826	48,953	936	42,206
Water Supply Superintendent	68,576	81,900	101,624	7,312	84,337



Position Detail

Survey Name	Scope	Survey Job Title	Sample Size	25th Percentile Base	50th Percentile Base	75th Percentile Base	Annual Bonus	Total Compensation
Effective: 01/18								
Accounting Assistant								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Bookkeeping, Accounting, and Auditing Clerk	N/A	30,785	37,814	46,209		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Accounting Clerk II	N/A	36,085	40,288	45,107		41,006
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Accounting Clerk II	N/A	36,495	40,698	45,517		41,416
Compdata	Nebraska/All Industries	Accounting Clerk II (Senior)	6	39,753	41,979	44,417	2,271	42,615
ERI	Omaha, NE/All Industries/\$70.5M Rev	Accountant Assistant	N/A	50,684	54,724	60,104	1,825	56,549
ERI	Omaha, NE/All Industries/\$70.5M Rev	Accounting Clerk	N/A	36,785	39,478	42,722	882	40,360
Average				38,431	42,497	47,346	1,659	44,389
Administrative Coordinator								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Board Administrator	N/A	66,635	86,523	106,718		86,523
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Board Administrator	N/A	64,687	84,062	103,643		84,062
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Human Resources Manager	N/A	79,552	90,828	102,515		95,954
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Human Resources Manager	N/A	79,347	90,623	102,310		95,749
Compdata	Omaha-Council Bluffs, NE-IA/All Industries	Human Resources Manager	8	87,139	90,001	92,121	9,213	90,849
ERI	Omaha, NE/All Industries/\$70.5M Rev	Human Resources Manager	N/A	98,821	108,439	120,684	7,478	115,917
HRAM	Omaha, NE/All Industries/1-249 Ees	Human Resources Manager	7	62,036	70,956	76,417		
TW Supervisory & Mid Mgmt	Omaha-Council Bluffs, NE-IA/All Industries	Administrative Services Manager	5	69,602	80,043	97,987	9,244	80,043
TW Supervisory & Mid Mgmt	Nebraska/All Industries	Human Resources Manager	7	81,565	101,684	112,016	10,440	101,684
Average				76,598	89,240	101,601	9,094	93,848
Assistant General Manager								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Engineering Manager	N/A	111,507	135,046	167,694		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Engineering Director	N/A	123,633	138,703	154,900		150,800
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Engineering Director	N/A	129,579	145,469	162,384		158,078
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Operations Director	N/A	116,252	132,552	151,415		153,568
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Operations Director	N/A	122,095	139,215	159,103		161,256
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Engineering Director	23	134,312	143,217	152,334	23,091	151,274
Compdata	Nebraska/All Industries/\$20.0M-\$74.9M Rev	Operations Director	6	135,160	136,539	144,595		142,369
ERI	Omaha, NE/All Industries/\$70.5M Rev	Operations Director	N/A	141,733	163,809	191,525	28,870	192,679
ERI	Omaha, NE/All Industries/\$70.5M Rev	Engineering Director	N/A	126,945	151,178	182,363	19,468	170,646
TW Supervisory & Mid Mgmt	Central Plains/All Industries	Engineering Senior Manager	11	116,149	123,653	140,292	20,772	144,316
Average				125,737	140,938	160,661	23,050	158,332
Assistant Operation and Maintenance Superintendent								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	N/A	50,796	65,465	82,456		
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Maintenance Supervisor II (Senior)	10	73,040	75,796	79,294	4,201	77,280
ERI	Omaha, NE/All Industries/\$70.5M Rev	Operations Supervisor	N/A	63,471	69,963	78,466	2,121	72,084
ERI	Omaha, NE/All Industries/\$70.5M Rev	Maintenance Supervisor	N/A	63,060	68,922	76,480	2,220	71,142
ERI	Omaha, NE/All Industries/\$70.5M Rev	Assistant Construction Superintendent	N/A	68,957	76,331	85,822	3,653	79,984
TW Prof (Admin & Sales)	Central Plains/All Industries	Facilities Management Intermediate	7	54,485	61,663	69,493	3,045	63,294
TW Prof (Admin & Sales)	Central Plains/All Industries	Facilities Management Career	5	64,817	74,822	85,915	6,634	79,608
Average				62,661	70,423	79,704	3,646	73,899
Assistant Park Superintendent								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	N/A	36,282	46,138	59,842		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Building and Grounds Supervisor I	N/A	45,107	53,718	63,662		54,641
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Building and Grounds Supervisor I	N/A	45,312	53,923	63,867		54,846
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Maintenance Supervisor II (Senior)	10	73,040	75,796	79,294	4,201	77,280
Average				49,935	57,394	66,666	4,201	62,255
Conservation Technician								
ERI	Omaha, NE/All Industries/\$70.5M Rev	Soil Conservation Technician	N/A	44,771	48,672	53,761	1,316	49,988
Average				44,771	48,672	53,761	1,316	49,988
Construction Engineer								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Construction Engineer	N/A	66,422	84,463	105,474		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Civil Engineer II	N/A	67,967	75,964	84,677		76,784
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Civil Engineer II	N/A	71,145	79,552	88,676		80,372
Compdata	Midwest Region/All Industries	Civil Engineer II (Senior)	14	81,202	86,185	91,909	3,392	86,715
ERI	Omaha, NE/All Industries/\$70.5M Rev	Construction Engineering Manager	N/A	103,700	114,357	128,001	11,152	125,509
HRAM	Omaha, NE/All Industries	Staff Engineer	13	78,370	89,070	100,960		89,257
Mercer	North Central Region/All Industries	Civil/Construction/Structural Engineering Engineer - Senior	22	81,458	94,647	106,992	10,129	100,134
TW Prof (Tech & Ops)	Central Plains/All Industries	Civil Engineering Intermediate	6	58,509	61,554	74,170	1,849	62,207
TW Prof (Tech & Ops)	Central Plains/All Industries	Civil Engineering Career	6	66,992	74,931	85,045	4,568	74,931
Average				75,085	84,525	96,212	6,218	86,988



Position Detail

Survey Name	Scope	Survey Job Title	Sample Size	25th Percentile Base	50th Percentile Base	75th Percentile Base	Annual Bonus	Total Compensation
District Accountant								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Accountant III	N/A	63,252	69,813	77,296		71,966
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Accountant III	N/A	63,149	69,710	77,194		71,761
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Tax Accountant III	N/A	68,890	75,759	84,165		79,757
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Tax Accountant III	N/A	67,250	73,811	82,012		77,809
Compdata	Nebraska/All Industries/\$20.0M-\$74.9M Rev	Accountant II (Senior)	7	61,485	70,707	77,492	1,782	70,707
ERI	Omaha, NE/All Industries/\$70.5M Rev	Accountant - Level 3	N/A	63,548	69,361	77,038	3,287	72,648
ERI	Omaha, NE/All Industries/\$70.5M Rev	Tax Accountant	N/A	69,322	76,320	85,479	3,002	79,322
HRAM	Omaha, NE/All Industries	Accountant III	30	62,335	72,191	83,070	6,450	74,220
Mercer	Omaha, NE/All Industries	Accountant - Senior	8	59,510	69,112	78,714		69,112
TW Prof (Admin & Sales)	Central Plains/All Industries	General Accounting Career	17	56,117	68,950	75,040	6,199	69,493
Average				63,486	71,573	79,750	4,144	73,679
District Accountant - Part Time								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Accountant	N/A	53,161	67,255	89,281		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Accountant II	N/A	50,437	55,666	61,407		57,101
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Accountant II	N/A	50,540	55,768	61,509		57,203
Compdata	Nebraska/All Industries/\$20.0M-\$74.9M Rev	Accountant I	13	43,993	50,460	55,548		50,460
ERI	Omaha, NE/All Industries/\$70.5M Rev	Accountant - Level 2	N/A	57,434	62,543	69,328	2,286	64,829
HRAM	Omaha, NE/All Industries/1-249 Ees	Accountant II	4	48,662	55,698	62,392	3,369	59,084
Mercer	Omaha, NE/All Industries	Accountant - Experienced	10	45,055	53,602	66,158	1,583	55,290
TW Prof (Admin & Sales)	Central Plains/All Industries	General Accounting Intermediate	20	50,788	54,920	63,512	4,568	59,162
Average				50,009	56,989	66,142	2,951	57,590
District Office Secretary/Human Resource Assistant								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Executive Secretary and Administrative Assistant	N/A	40,966	50,884	62,530		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Executive Assistant	N/A	51,463	57,818	65,405		58,946
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Executive Assistant	N/A	52,078	58,536	66,225		59,561
HRAM	Omaha, NE/All Industries/1-249 Ees	Executive Assistant	8	49,834	53,007	58,324		
Mercer	North Central Region/All Industries	Secretary - Senior	147	48,537	55,290	61,621	2,532	56,240
TW Prof (Admin & Sales)	Central Plains/All Industries	Administrative Services Intermediate	8	52,093	55,573	66,122	4,350	58,074
Average				49,162	55,185	63,371	3,441	58,205
Drafter								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Drafter	N/A	34,138	43,079	59,479		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	CAD Drafter I	N/A	40,186	44,902	51,463		45,414
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	CAD Drafter I	N/A	41,006	45,824	52,488		46,337
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	CAD Draftperson	13	38,269	41,661	49,506	1,573	44,311
ERI	Omaha, NE/All Industries/\$70.5M Rev	Drafter	N/A	56,044	59,925	65,058	1,654	61,579
Mercer	North Central Region/All Industries	Drafter - Senior	28	62,254	71,434	80,825	6,436	72,911
TW Eng Design & Tech Specialty	North Central/All Industries	Design and Drafting Intermediate	7	58,944	66,013	69,711	3,589	66,013
Average				47,263	53,263	61,218	3,313	56,094
Education/Volunteer Specialist								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Community and Social Services Specialist (Volunteer Services Director)	N/A	35,087	42,437	53,556		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Community Outreach Specialist	N/A	50,642	59,151	68,070		59,151
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Community Outreach Specialist	N/A	49,207	57,511	66,225		57,613
ERI	Omaha, NE/All Industries/\$70.5M Rev	Teacher Museums	N/A	47,079	50,208	54,384	1,180	51,388
HRAM	Omaha, NE/All Industries	Training Specialist	22	38,991	44,249	52,757	721	44,492
TW Prof (Admin & Sales)	North Central/All Industries	Not-For-Profit Development - Program Management Intermediate	5	58,401	59,814	71,342	2,501	61,554
TW Marketing & Communications	North Central/All Industries	Community Affairs/Relations Intermediate	11	55,552	61,011	68,950	4,024	63,186
Average				47,994	53,483	62,183	2,107	56,231



Position Detail

Survey Name	Scope	Survey Job Title	Sample Size	25th Percentile Base	50th Percentile Base	75th Percentile Base	Annual Bonus	Total Compensation
Environmental Coordinator								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Water Resource Specialists - (Environmental Resource Specialist)	N/A	83,062	110,371	142,639		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Environmental Planner II	N/A	55,256	64,482	74,016		67,762
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Environmental Planner II	N/A	56,998	66,430	76,271		69,915
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Program Manager	N/A	98,414	114,304	131,219		122,198
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Program Manager	N/A	102,002	118,405	135,935		126,606
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Project Manager I	N/A	56,486	64,482	75,144		66,840
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Project Manager I	N/A	56,793	64,790	75,554		67,250
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Program Manager II (Senior)	6	76,008	79,824	83,004		79,824
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Project Manager I	22	76,432	81,838	86,503	8,845	84,595
ERI	Omaha, NE/All Industries/\$70.5M Rev	Environmental Scientist	N/A	75,925	83,432	93,077	2,770	86,202
ERI	Omaha, NE/All Industries/\$70.5M Rev	Program Manager	N/A	78,454	85,177	93,837	4,288	89,465
ERI	Omaha, NE/All Industries/\$70.5M Rev	Project Manager	N/A	99,243	110,190	124,160	18,842	129,032
HRAM	Omaha, NE/All Industries	Project Manager	5	75,169	80,672	89,803	7,763	100,759
TW Marketing & Communications	North Central/All Industries	Not-For-Profit Development - Program Management Career	5	71,016	76,889	86,024	4,350	79,064
Average				75,804	85,806	97,656	7,810	89,962
Environmental Education Assistant								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Community Organizer	N/A	27,884	32,702	37,828		32,805
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Public Relations Specialist	12	49,400	52,156	56,290	1,586	52,156
ERI	Omaha, NE/All Industries/\$70.5M Rev	Educational Resource Coordinator	N/A	45,948	50,142	55,743	1,154	51,296
HRAM	Omaha, NE/All Industries	Training Specialist	22	38,991	44,249	52,757	721	44,492
Average				40,556	44,812	50,655	1,154	45,187
Field Office Programs Assistant								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Secretary	N/A	28,180	35,089	42,700		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Administrative Assistant I	N/A	32,907	36,803	41,826		37,623
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Administrative Assistant I	N/A	34,240	38,238	43,466		39,058
Compdata	Nebraska/All Industries/\$20.0M-\$74.9M Rev	Administrative Assistant I	16	35,089	38,693	42,509	2,004	38,693
ERI	Omaha, NE/All Industries/\$70.5M Rev	Office Helper	N/A	26,442	28,172	30,542	353	28,525
ERI	Omaha, NE/All Industries/\$70.5M Rev	Administrative Assistant Clerk	N/A	30,208	32,694	35,776	498	33,192
HRAM	Omaha, NE/All Industries/1-249 Ees	Administrative Assistant II	7	32,391	34,839	42,952		
Mercer	Omaha, NE/All Industries	Administrative Assistant - Experienced	30	39,252	44,949	49,065	2,427	45,371
TW Office & Business	Central Plains/All Industries	Office/Location/Post and Messenger Services Intermediate	12	34,149	36,106	45,894	2,066	37,629
Average				32,540	36,176	41,637	1,470	37,156
Field Representative								
ERI	Omaha, NE/All Industries/\$70.5M Rev	Soil Conservationist	N/A	63,685	69,372	76,812	1,984	71,356
Average				63,685	69,372	76,812	1,984	71,356
General Manager								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Chief Executive Officer	N/A	217,024	281,096	353,062		385,559
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Chief Executive Officer	N/A	282,019	365,364	458,857		501,196
Compdata Exec	Midwest Region/All Industries/\$20.0M - \$74.9M Rev	Chief Executive Officer	198	212,016	282,406	371,029	139,682	306,258
Compdata Exec	Midwest Region/All Industries/<99 Ees	Chief Executive Officer	83	163,571	209,684	311,558	118,393	212,016
ERI	Omaha, NE/Natural Resource Services/55 Ees	Chief Executive Officer	N/A	107,193	149,658	204,682	42,342	192,000
Average				196,365	257,642	339,836	100,139	319,406
Groundskeeper								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Landscaping and Groundskeeping Worker	N/A	22,560	27,070	32,570		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Groundskeeper	N/A	28,602	33,317	39,571		33,625
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Groundskeeper	N/A	28,499	33,215	39,468		33,522
Compdata	Nebraska/All Industries	Groundskeeper	23	25,866	29,576	33,075	1,608	29,576
ERI	Omaha, NE/All Industries/\$70.5M Rev	Groundskeeper - Level 1	N/A	24,301	25,652	27,866	321	25,973
HRAM	Omaha, NE/All Industries	Groundskeeper	13	27,783	35,059	44,034		38,366
TW Tech Support & Production	Central Plains/All Industries	Maintenance Intermediate	15	27,406	32,300	37,302	1,414	32,300
Average				26,431	30,884	36,269	1,114	32,227



Position Detail

Survey Name	Scope	Survey Job Title	Sample Size	25th Percentile Base	50th Percentile Base	75th Percentile Base	Annual Bonus	Total Compensation
Groundwater Management Engineer								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Water Resource Specialists – (Hydrotechnical Specialist)	N/A	83,061	110,370	142,638		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Environmental Engineer II	N/A	64,277	79,347	72,786		
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Environmental Engineer II	N/A	66,327	73,401	75,246		
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Project Manager I	22	76,432	81,838	84,595	8,845	
ERI	Omaha, NE/All Industries/\$70.5M Rev	Hydraulic Engineer	N/A	77,898	85,539	88,122	2,583	
ERI	Omaha, NE/All Industries/\$70.5M Rev	Project Manager	N/A	99,243	110,190	129,032	18,842	
HARAM	Omaha, NE/All Industries	Project Manager	5	75,169	80,672	100,759	7,763	
HARAM	Omaha, NE/All Industries	Staff Engineer	13	78,370	89,070	89,257		
Mercer	North Central Region/All Industries	Civil/Construction/Structural Engineering Engineer - Senior	22	81,458	94,647	106,992	10,129	
Mercer	North Central Region/All Industries	Environmental Engineer - Experienced	71	68,374	75,654	78,609	8,019	
TW Prof (Tech & Ops)	North Central/All Industries	Environmental Engineering Career	15	76,127	91,462	98,313	11,093	
Average				76,976	87,626	99,440	9,611	91,685
Heavy Equipment Operator								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Excavating and Loading Machine and Dragline Operator	N/A	31,501	36,847	49,209		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Heavy Equipment Operator	N/A	49,617	58,536	60,689		
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Heavy Equipment Operator	N/A	49,822	58,844	60,996		
Compdata	Midwest Region/All Industries	Equipment Operator - Heavy	21	36,149	49,294	49,294	1,041	
ERI	Omaha, NE/All Industries/\$70.5M Rev	Heavy Equipment Operator Level 2	N/A	44,345	48,825	49,786	962	
HARAM	Omaha, NE/All Industries	Equipment Operator	6	32,382	33,193	33,193		
Average				40,636	47,590	55,398	1,002	50,792
IT Manager								
BLR	Nebraska/All Industries/<100 Ees	Computer and Information Systems Manager	N/A	98,246	126,709	159,933		
Compdata	Midwest Region/All Industries	Technical Operations Manager	15	87,351	95,513	97,952	10,347	
ERI	Omaha, NE/All Industries/\$70.5M Rev	IT Operations Manager	N/A	112,039	122,674	130,615	7,941	
TW Supervisory & Mid Mgmt	Central Plains/All Industries	IT Administration Generalist/Multidiscipline Manager	14	91,244	102,554	104,403	15,878	
Average				97,220	111,863	127,327	11,389	110,566
IT Support Technician								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Computer User Support Specialists	N/A	38,432	49,947	65,128		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Help Desk Support	N/A	41,314	46,234	47,259		
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Help Desk Support	N/A	41,519	46,439	47,464		
Compdata	Nebraska/All Industries/\$20.0M-\$74.9M Rev	Help Desk Coordinator	10	35,301	39,541	40,177		
ERI	Omaha, NE/All Industries/\$70.5M Rev	IT Help Desk Representative	N/A	43,046	46,893	48,048	1,155	
TW Prof (Tech & Ops)	North Central/All Industries	Technical Customer Support Generalist/Multidiscipline Entry	5	42,958	50,897	52,419	6,525	
TW Prof (Tech & Ops)	Central Plains/All Industries	IT Help Desk Support Entry	7	48,069	50,897	51,440	5,873	
Average				41,520	47,264	55,521	4,518	47,801
Land and Water Programs Coordinator								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Water Resource Specialists - Environmental Resource Specialist	N/A	83,061	110,370	142,638		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Environmental Planner II	N/A	55,256	64,482	67,762		
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Environmental Planner II	N/A	56,998	66,430	69,915		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Program Manager	N/A	98,414	114,304	122,198		
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Program Manager	N/A	102,002	118,405	126,606		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Project Manager I	N/A	56,486	64,482	66,840		
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Project Manager I	N/A	56,793	64,790	67,250		
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Project Manager I	22	76,432	81,838	84,595	8,845	
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Program Manager II (Senior)	6	76,008	79,824	79,824		
ERI	Omaha, NE/All Industries/\$70.5M Rev	Strategic Planning Analyst	N/A	70,364	77,020	79,345	2,325	
ERI	Omaha, NE/All Industries/\$70.5M Rev	Program Manager	N/A	78,454	85,177	89,465	4,288	
ERI	Omaha, NE/All Industries/\$70.5M Rev	Project Manager	N/A	99,243	110,190	129,032	18,842	
HARAM	Omaha, NE/All Industries	Project Manager	5	75,169	80,672	100,759	7,763	
TW Prof (Admin & Sales)	Central Plains/All Industries	Project/Program Management Intermediate	25	57,531	69,711	70,798	5,981	
Average				74,444	84,835	97,323	8,007	86,799



Position Detail

Survey Name	Scope	Survey Job Title	Sample Size	25th Percentile Base	50th Percentile Base	75th Percentile Base	Annual Bonus	Total Compensation
Land Steward								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Landscaping and Groundskeeper Worker	N/A	22,560	27,070	32,570		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Groundskeeper	N/A	28,602	33,317	39,571		33,625
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Groundskeeper	N/A	28,499	33,215	39,468		33,522
Compdata	Nebraska/All Industries	Groundskeeper	23	25,866	29,576	33,075	1,608	29,576
ERI	Omaha, NE/All Industries/\$70.5M Rev	Groundskeeper - Level 3	N/A	29,295	31,784	34,995	423	32,207
HRAM	Omaha, NE/All Industries	Groundskeeper	13	27,783	35,059	44,034		38,366
Mercer	North Central Region/All Industries	Groundskeeper - Experienced	50	35,348	42,417	46,532	1,583	42,417
TW Tech Support & Production	Central Plains/All Industries	Maintenance Senior	6	32,409	41,218	50,679		41,218
Average				28,795	34,207	40,115	1,205	35,847
Medium Equipment Operator								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Excavating and Loading Machine and Dragline Operator	N/A	31,501	36,847	49,209		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Heavy Equipment Operator	N/A	49,617	58,536	68,788		60,689
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Heavy Equipment Operator	N/A	49,822	58,844	69,095		60,996
Compdata	Midwest Region/All Industries	Equipment Operator - Level 1	18	31,378	34,453	45,478		34,453
ERI	Omaha, NE/All Industries/\$70.5M Rev	Heavy Equipment Operator - Level 1	N/A	39,305	43,184	48,244	795	43,978
HRAM	Omaha, NE/All Industries	Equipment Operator	6	32,382	33,193	39,551		33,193
Average				39,001	44,176	53,394	795	46,662
Natural Resources Planner								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Water Resource Specialists - Environmental Resource Specialist	N/A	83,061	110,370	142,638		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Environmental Planner II	N/A	55,256	64,482	74,016		67,762
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Environmental Planner II	N/A	56,998	66,430	76,271		69,915
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Program Manager	N/A	98,414	114,304	131,219		122,198
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Program Manager	N/A	102,002	118,405	135,935		126,606
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Project Manager I	N/A	56,486	64,482	75,144		66,840
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Project Manager I	N/A	56,793	64,790	75,554		67,250
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Project Manager I	22	76,432	81,838	86,503	8,845	84,595
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Program Manager II (Senior)	6	76,008	79,824	83,004		79,824
ERI	Omaha, NE/All Industries/\$70.5M Rev	Strategic Planning Analyst	N/A	70,364	77,020	85,695	2,325	79,345
ERI	Omaha, NE/All Industries/\$70.5M Rev	Program Manager	N/A	78,454	85,177	93,837	4,288	89,465
ERI	Omaha, NE/All Industries/\$70.5M Rev	Project Manager	N/A	99,243	110,190	124,160	18,842	129,032
HRAM	Omaha, NE/All Industries	Project Manager	5	75,169	80,672	89,803	7,763	100,759
TW Prof (Admin & Sales)	Central Plains/All Industries	Project/Program Management Intermediate	25	57,531	69,711	88,743	5,981	70,798
Average				74,444	84,835	97,323	8,007	88,799
NRC Building Manager								
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev/<100 Ees	Custodian I	5	26,502	27,668	35,831	2,607	27,986
Compdata	Nebraska/All Industries/\$20.0M-\$74.9M Rev	Maintenance Worker I	22	33,287	38,057	42,509	2,634	38,799
ERI	Omaha, NE/All Industries/\$70.5M Rev	Building Maintenance Worker	N/A	42,400	45,342	49,127	588	45,930
ERI	Omaha, NE/All Industries/\$70.5M Rev	Custodian	N/A	26,510	28,305	30,826	234	28,539
HRAM	Omaha, NE/All Industries/1-249 Ees	Building Maintenance Worker	6	30,015	36,316	40,797		
HRAM	Omaha, NE/All Industries	Custodian	18	23,611	26,107	29,083		
TW Tech Support & Production	Central Plains/All Industries	Maintenance Intermediate	15	27,406	32,300	37,302	1,414	32,300
Average				29,962	33,442	37,925	1,495	34,711
Operation and Maintenance/Park Superintendent								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	General and Operations Manager	N/A	67,657	100,001	152,273		
ERI	Omaha, NE/All Industries/\$70.5M Rev	Building & Facilities Manager	N/A	78,426	85,688	95,043	5,070	90,758
ERI	Omaha, NE/All Industries/\$70.5M Rev	Maintenance Superintendent	N/A	100,656	109,095	119,873	6,244	115,339
HRAM	Omaha, NE/All Industries	Building/Facilities Manager	27	58,767	69,977	80,799	4,351	73,491
TW Supervisory & Mid Mgmt	North Central/All Industries	Maintenance Manager	12	75,475	80,151	116,475	11,963	90,918
Average				76,196	88,982	112,893	6,907	92,627



Position Detail

Survey Name	Scope	Survey Job Title	Sample Size	25th Percentile Base	50th Percentile Base	75th Percentile Base	Annual Bonus	Total Compensation
Project Manager								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Water Resource Specialists (Water Resource Project Manager)	N/A	83,062	110,371	142,639		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Project Manager I	N/A	56,486	64,482	75,144		66,737
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Project Manager I	N/A	56,793	64,790	75,554		67,147
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Project Manager I	22	76,432	81,838	86,503	8,845	84,595
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Program Manager II (Senior)	6	76,008	79,824	83,004		79,824
ERI	Omaha, NE/All Industries/\$70.5M Rev	Program Manager	N/A	78,454	85,177	93,837	4,288	89,465
ERI	Omaha, NE/All Industries/\$70.5M Rev	Project Manager	N/A	99,243	110,190	124,160	18,842	129,032
HRAM	Omaha, NE/All Industries	Project Manager	5	75,169	80,672	89,803	7,763	100,759
TW Prof (Admin & Sales)	Omaha-Council Bluffs, NE-IA/All Industries	Project/Program Management Career	6	66,122	78,629	91,244	6,743	78,629
Average				74,197	83,997	95,765	9,296	87,023
Public Relations/Education Coordinator								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Public Relations Manager	N/A	73,576	96,491	128,700		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Public Relations Manager	N/A	85,498	97,799	111,741		103,438
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Public Relations Manager	N/A	82,525	94,314	107,846		99,747
Compdata	Midwest Region/All Industries	Public Relations Manager	39	82,792	90,001	100,602	7,622	90,637
ERI	Omaha, NE/All Industries/\$70.5M Rev	Public Relations Manager	N/A	87,347	95,970	107,012	5,956	101,926
HRAM	Omaha, NE/All Industries/1-249 Ees	Manager of Public Relations	3	54,064	54,184	90,118	10,134	74,206
TW Supervisory & Mid Mgmt	North Central/All Industries	Public Relations Manager	24	93,528	101,576	109,406	9,679	104,621
Average				79,904	90,048	107,918	8,348	95,762
Purchasing Agent/Files Administrator								
BLR	Nebraska/All Industries/<100 Ees	Procurement Clerk	N/A	29,124	36,427	45,129		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Purchasing Clerk Sr	N/A	37,521	41,211	47,054		42,031
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Purchasing Clerk Sr	N/A	38,956	42,851	48,900		43,774
Compdata	Nebraska/All Industries/\$20.0M-\$74.9M Rev	Buyer I	7	41,131	48,764	52,898		48,764
ERI	Omaha, NE/All Industries/\$70.5M Rev	Purchasing Agent	N/A	61,099	66,390	73,268	1,732	68,122
HRAM	Omaha, NE/All Industries/1-249 Ees	Purchasing Agent/Buyer	22	46,414	59,534	72,478		60,583
Mercer	North Central Region/All Industries	Purchasing/Procurement Agent	98	42,945	52,758	61,410	3,588	53,285
TW Office & Business	Central Plains/All Industries	Purchasing Generalist/Multidiscipline Intermediate	6	36,650	42,958	52,202	2,610	43,936
Average				41,730	48,862	56,667	2,643	51,499
Stormwater Management Engineer								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Water Resource Specialists – (Hydrotechnical Specialist)	N/A	83,061	110,370	142,638		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Environmental Engineer II	N/A	64,277	71,043	79,347		72,786
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Environmental Engineer II	N/A	66,327	73,401	82,012		75,246
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Project Manager I	22	76,432	81,838	86,503	8,845	84,595
ERI	Omaha, NE/All Industries/\$70.5M Rev	Hydraulic Engineer	N/A	77,898	85,539	95,421	2,583	88,122
ERI	Omaha, NE/All Industries/\$70.5M Rev	Project Manager	N/A	99,243	110,190	124,160	18,842	129,032
HRAM	Omaha, NE/All Industries	Project Manager	5	75,169	80,672	89,803	7,763	100,759
HRAM	Omaha, NE/All Industries	Staff Engineer	13	78,370	89,070	100,960		89,257
Mercer	North Central Region/All Industries	Civil/Construction/Structural Engineering Engineer - Senior	22	81,458	94,647	106,992	10,129	100,134
Mercer	North Central Region/All Industries	Environmental Engineer - Experienced	71	68,374	75,654	83,884	8,019	78,609
TW Prof (Tech & Ops)	Central Plains/All Industries	Environmental Engineering Intermediate	6	60,467	85,263	91,027	10,549	88,090
TW Prof (Tech & Ops)	Central Plains/All Industries	Civil Engineering Intermediate	6	58,509	61,554	74,170	1,849	62,207
Average				74,132	84,937	96,410	8,572	88,076
Survey Coordinator								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Land Surveyors Manager	N/A	85,805	88,368	90,931		88,368
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Land Surveyors Manager	N/A	86,933	89,496	92,161		89,496
Compdata	Midwest Region/All Industries	Survey Chief	5	42,827	43,993	72,298		43,993
ERI	Omaha, NE/All Industries/\$70.5M Rev	Surveyor Lead	N/A	60,656	66,231	73,617	1,224	72,343
Average				69,055	72,037	82,252	1,224	72,343
Surveyor/GIS/AutoCAD Technician								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Surveyor	N/A	46,980	60,159	77,453		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Land Surveyor I	N/A	34,958	43,364	51,565		43,671
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Land Surveyor I	N/A	35,265	43,774	52,078		44,081
Compdata	Midwest Region/All Industries	Surveyor	9	43,463	46,750	50,990		46,750
ERI	Omaha, NE/All Industries/\$70.5M Rev	Land Surveyor	N/A	52,214	56,736	62,614	980	57,716
TW Eng Design & Tech Specialty	North Central/All Industries	CAD/CAE Drafting Technical Specialty Entry	11	41,326	44,045	48,069	3,371	44,698
Average				42,368	49,138	57,128	2,176	47,383



Position Detail

Survey Name	Scope	Survey Job Title	Sample Size	25th Percentile Base	50th Percentile Base	75th Percentile Base	Annual Bonus	Total Compensation
Water Resources Engineer								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Hydrotechnical Specialist	N/A	83,061	110,370	142,638		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Environmental Engineer II	N/A	64,277	71,043	79,347		72,786
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Environmental Engineer II	N/A	66,327	73,401	82,012		75,246
Compdata	Midwest Region/All Industries/\$20.0M-\$74.9M Rev	Project Manager I	22	76,432	81,838	86,503	8,845	84,595
ERI	Omaha, NE/All Industries/\$70.5M Rev	Hydraulic Engineer	N/A	77,898	85,539	95,421	2,583	88,122
ERI	Omaha, NE/All Industries/\$70.5M Rev	Project Manager	N/A	99,243	110,190	124,160	18,842	129,032
HARAM	Omaha, NE/All Industries	Project Manager	5	75,169	80,672	89,803	7,763	100,759
HARAM	Omaha, NE/All Industries	Staff Engineer	13	78,370	89,070	100,960		89,257
Mercer	North Central Region/All Industries	Civil/Construction/Structural Engineering Engineer - Senior	22	81,458	94,647	106,992	10,129	100,134
Mercer	North Central Region/All Industries	Environmental Engineer - Experienced	71	68,374	75,654	83,884	8,019	78,609
TW Prof (Tech & Ops)	Central Plains/All Industries	Environmental Engineering Intermediate	6	60,467	85,263	91,027	10,549	88,090
TW Prof (Tech & Ops)	Central Plains/All Industries	Civil Engineering Intermediate	6	58,509	61,554	74,170	1,849	62,207
Average				74,132	84,937	96,410	8,572	88,076
Water Supply Bookkeeper								
BLR	Omaha-Council Bluffs, NE-IA/All Industries/<100 Ees	Billing Clerk	N/A	30,613	36,811	43,686		
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Bookkeeper	N/A	33,010	37,418	41,826		37,623
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Bookkeeper	N/A	33,727	38,238	42,749		38,443
Compdata	Midwest Region/All Industries	Accounts Payable/Receivable Clerk	17	36,891	39,223	43,463	2,054	41,449
ERI	Omaha, NE/All Industries/\$70.5M Rev	Billing Clerk	N/A	36,632	39,556	43,066	525	40,081
HARAM	Omaha, NE/All Industries	Billing Clerk	13	34,928	37,617	41,388	1,134	37,617
TW Prof (Admin & Sales)	North Central/All Industries	Accounts Payable/Receivable Intermediate	6	44,589	49,157	58,074	1,414	49,483
Average				35,770	39,717	44,893	1,282	40,783
Water Supply & District Structure Maintenance Superintendent								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Waste Water Treatment Plant Manager	N/A	56,486	71,863	95,544		71,863
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Waste Water Treatment Plant Manager	N/A	57,511	73,093	97,082		73,093
ERI	Omaha, NE/All Industries/\$70.5M Rev	Water Superintendent	N/A	91,730	100,743	112,245	7,312	108,055
Average				68,576	81,900	101,624	7,312	84,337
Water Supply Operator/District Maintenance Technician								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Waste Water Treatment Technician I	N/A	30,857	36,290	44,081		36,393
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Waste Water Treatment Technician I	N/A	30,344	35,675	43,261		35,778
ERI	Omaha, NE/All Industries/\$70.5M Rev	Water Treatment Operator	N/A	48,923	53,512	59,516	936	54,448
TW Tech Support & Production	Central Plains/All Industries	Maintenance Senior	6	32,409	41,218	50,679		41,218
Average				35,633	41,674	49,384	936	41,959
Water Supply Operator								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Waste Water Treatment Technician I	N/A	30,857	36,290	44,081		36,393
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Waste Water Treatment Technician I	N/A	30,344	35,675	43,261		35,778
ERI	Omaha, NE/All Industries/\$70.5M Rev	Water Treatment Operator	N/A	48,923	53,512	59,516	936	54,448
Average				36,708	41,826	48,953	936	42,206
Water Supply Operator (II)								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Waste Water Treatment Technician I	N/A	30,857	36,290	44,081		36,393
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Waste Water Treatment Technician I	N/A	30,344	35,675	43,261		35,778
ERI	Omaha, NE/All Industries/\$70.5M Rev	Water Treatment Operator	N/A	48,923	53,512	59,516	936	54,448
Average				36,708	41,826	48,953	936	42,206
Water Supply Superintendent								
CompAnalyst	Omaha, NE/All Industries/50-100 Ees	Waste Water Treatment Plant Manager	N/A	56,486	71,863	95,544		71,863
CompAnalyst	Omaha, NE/All Industries/\$50M-\$200M Rev	Waste Water Treatment Plant Manager	N/A	57,511	73,093	97,082		73,093
ERI	Omaha, NE/All Industries/\$70.5M Rev	Water Superintendent	N/A	91,730	100,743	112,245	7,312	108,055
Average				68,576	81,900	101,624	7,312	84,337

Survey Scope Summary

Survey Name	Survey Abbreviation	Survey Scope	States Used For Regional Data	Publish Date
Business and Legal Resources' Salary Center	BLR	Local		7/1/2016
Salary.com's CompAnalyst Market Data	CompAnalyst	Local		3/1/2017
Compdata Surveys BenchmarkPro Midwest	Compdata	Local/Regional	IA, IL, IN, MI, MN, MO, ND, NE, OH, SD, WI	1/1/2016
Economic Research Institute	ERI	Local		1/1/2017
2016 Human Resource Association of the Midlands' Wage/Salary Survey	HRAM	Local		1/1/2016
2016 US Mercer Benchmark Database - North Central Metropolitan Areas Survey Report	Mercer	Local/Regional	IA, IL, IN, KS, MI, MN, MO, MT, ND, NE, OH, SD, WI, WY	3/1/2016
Towers Watson Marketing and Communications Compensation Survey	TW Marketing & Communications	Local/Regional	IA, ID, IL, IN, KS, MI, MN, MO, MT, ND, NE, OH, SD, WI, WY	2/1/2015
Towers Watson Office and Business Support Compensation Survey	TW Office & Business	Local/Regional	IA, ID, IL, IN, KS, MI, MN, MO, MT, ND, NE, OH, SD, WI, WY	2/1/2015
Towers Watson Professional (Administrative and Sales) Compensation Survey	TW Prof (Admin & Sales)	Local/Regional	IA, ID, IL, IN, KS, MI, MN, MO, MT, ND, NE, OH, SD, WI, WY	2/1/2015
Towers Watson Professional (Technical and Operations) Compensation Survey	TW Prof (Tech & Ops)	Local/Regional	IA, ID, IL, IN, KS, MI, MN, MO, MT, ND, NE, OH, SD, WI, WY	2/1/2015
Towers Watson Supervisory and Middle Management Compensation Survey	TW Supervisory & Mid Mgmt	Local/Regional	IA, ID, IL, IN, KS, MI, MN, MO, MT, ND, NE, OH, SD, WI, WY	2/1/2015
Towers Watson Top Management Compensation Survey	TW Top Mgmt	Local/Regional	IA, ID, IL, IN, KS, MI, MN, MO, MT, ND, NE, OH, SD, WI, WY	3/1/2015