

COUNCIL WORK SESSION
Tuesday, February 11, 2014, 4:30 p.m.
Casper City Hall
Council Meeting Room

AGENDA

1. Executive Session: Potential Litigation Items
2. Casper Community Greenhouse Project & NCSD Student Partnership – Nourishing Our Kids
3. Condrey Compensation Presentation
4. Designate a WAM Voting Delegate

Move to Consent Agenda

Move to Regular Session

Going Green
**A greenhouse
partnership**

Star Lane Center
&
Woods Learning Center

In the beginning . . .

The Casper Community Greenhouse
Committee proposed the idea of working
toward school based greenhouses

Scene 1

Star Lane students (Woods graduates) meet with Woods staff

Determined needs and desires of Woods staff

- ~ get 'buy in' from Woods population
- ~ share knowledge with Woods multi-grade circle groups
- ~ Come up with 3 proposals for final presentation

Circle Groups

Star Lane students met 3 different times leading groups of Woods students

- ~ shared learning about the value of processed vs. fresh foods
- ~ shared information about nutritional value of several plants that could be grown in a greenhouse
- ~ shared possible growing methods and how plants obtain nutrition

Scene 2

Star Lane students make a formal presentation to Woods student body and staff

~ Star Lane students research greenhouse design as well as relevant regulations - school district and city

~ Students draw concept plans and make recommendations for location, shape and size

Next steps

Woods students and staff can decide if they want to proceed with any of the optional plans

If Woods School wants to proceed with a greenhouse then we will need adult help and involvement.

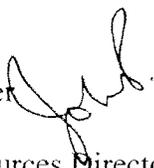
Ideas:

We will need the support of the school district facilities and maintenance department to help us finalize our design plans

We will need the support of the City Council - perhaps with funding support or with getting things like access to water

We will need support from adults to help write grants

February 4, 2014

MEMO TO: John Patterson, City Manager 
FROM: Tracey Belser, Human Resources Director 
SUBJECT: Fall 2013 Compensation Study results

Summary:

In November 2013, Council approved Condrey & Associates, Inc. to conduct a specialized compensation study for the City of Casper. Stephen Condrey, Ph.D., IPMA-CP, and President of Condrey & Associates, Inc. will be joining us to present the results of the completed Study. The survey had an overall response rate of 64% with both private and public sector organizations participating. The response rate, when private sector organizations are excluded, is 78%. Forty-two benchmark positions were selected by the City of Casper for inclusion in the survey.

The overall survey results suggest that the City of Casper has a competitive salary scale.

A SALARY SURVEY
FOR THE CITY OF
CASPER, WYOMING

February 2014

Condrey and Associates, Inc.
PO Box 7907
Athens, Georgia 30604-7907
www.condrey-consulting.com

At the request of the City of Casper, Condrey and Associates, Inc. entered into a contract with the City to conduct a salary survey. The survey was conducted in conjunction with the Florida Survey Research Center (FSRC) at the University of Florida. FSRC utilizes an online system that allows responding organizations to review a description of each position before reporting a match. Respondents were asked to only report a match if the position in their organization substantially matched the corresponding position in the City of Casper. The survey had an overall response rate of 64%. The response rate, when private sector organizations are excluded, is 78%. The salary survey respondents are listed in Table I. The summary results of the survey are presented in Appendix A.

Forty-two benchmark positions were selected by the City of Casper for inclusion in the survey. Useable data was received for forty-one of these positions, with no organization reporting a match for Lead Case Coordinator. Additionally, four positions (Food and Beverage Superintendent, Baler Operator, Construction Maintenance Worker I and Security Lead) received less than three matches. Therefore, caution should be utilized in interpreting the survey results for these specific positions.

The overall survey results suggest that the City of Casper has a competitive salary scale. The results show that for the 41 positions reporting at least one match, the City of Casper's minimum annual rate is at or above the 75th percentile of the survey data for thirty-three of the positions surveyed. The position showing the greatest deviation below the 75th percentile was that of Laborer (33.9% below the survey's 75th percentile).

When actual average salaries from the City of Casper are compared to the survey data, 27 positions (66% of those surveyed) show salaries at or above the third quartile of the market.

When the City of Casper's maximum annual rate is compared to the 75th percentile, 19 positions (46%) show salaries at or above the 75th percentile.

According to the City of Casper's Human Resources Department, in utilizing past surveys the City sought to place its salary structure at the median (50th percentile) of the labor market. The deviation between the results of this survey and the results of prior surveys is most likely due to the fact that the prior surveys utilized data derived primarily from Colorado municipalities, which tend to have higher salaries than municipalities in Wyoming.

We believe that survey information contained in this report will be helpful to the City as it assesses its position in the labor market and further refines its compensation philosophy.

Table I

Salary Survey Respondents
City of Casper Personnel Project

City of Cody
City of Evanston
City of Gillette
City of Greeley, CO
City of Jackson
City of Laramie
City of North Platte, NE
City of Rawlins
City of Riverton
City of Rock Springs
City of Sheridan
Casper College
Natrona County School District
State of Montana
State of Utah
Wyoming Medical Center
Private Organization #1
Private Organization #2

Appendix A
Salary Survey Summary
City of Casper Salary Survey

Position Title	*	Minimum Annual Rate Mean	Minimum Annual Rate Median	Minimum Annual Rate 75th Percentile	Casper Minimum	Average Annual Mean	Average Annual Median	Average Annual Rate 75th Percentile	Casper Average	Maximum Annual Rate Median	Maximum Annual Rate Mean	Maximum Annual Rate 75th Percentile	Casper Maximum
Benefits Technician	10	\$41,459	\$39,794	\$46,999	\$44,033	\$48,182	\$51,679	\$59,532	\$48,547	\$58,747	\$60,401	\$73,961	\$53,539
Administrative Assistant II	13	\$32,459	\$32,778	\$35,194	\$37,897	\$38,016	\$37,772	\$39,115	\$41,849	\$46,592	\$48,282	\$51,504	\$46,176
Administrative Assistant I	17	\$28,761	\$29,328	\$31,798	\$32,739	\$33,559	\$33,254	\$39,016	\$36,046	\$42,350	\$40,423	\$45,302	\$39,790
Customer Service Supervisor	4	\$46,049	\$48,467	\$52,372	\$51,018	\$52,022	\$53,076	\$60,129	\$56,284	\$63,709	\$57,931	\$71,973	\$62,062
Administrative Services Technician	6	\$35,114	\$34,965	\$40,072	\$41,912	\$40,211	\$41,567	\$47,505	\$46,196	\$47,883	\$49,329	\$59,218	\$50,939
Associate Planner	7	\$48,943	\$49,518	\$51,810	\$59,205	\$55,071	\$52,610	\$59,428	\$65,303	\$66,596	\$66,851	\$72,494	\$71,976
Deputy City Attorney	4	\$81,208	\$84,997	\$85,167	\$81,612	\$113,260	\$115,179	\$116,815	\$89,970	\$120,000	\$118,051	\$124,002	\$99,201
Lead Case Coordinator ¹	0	NA	NA	NA	\$42,910	NA	NA	NA	\$47,361	NA	NA	NA	\$52,208
Victim Services Advocate	4	\$34,825	\$35,544	\$38,168	\$36,150	\$37,401	\$37,533	\$41,519	\$39,852	\$50,677	\$49,710	\$55,845	\$43,929
Food & Beverage Superintendent ²	2	\$48,093	\$48,093	\$59,062	\$65,367	\$58,891	\$58,891	\$72,989	\$72,061	\$65,057	\$65,057	\$80,108	\$79,438
Marketing Promotions Specialist	3	\$40,273	\$42,640	\$42,750	\$48,609	\$49,995	\$46,350	\$52,607	\$53,577	\$64,054	\$61,279	\$64,167	\$59,077
Museum Supervisor II	4	\$43,492	\$43,334	\$46,602	\$62,211	\$51,100	\$52,003	\$55,096	\$68,586	\$56,317	\$56,640	\$60,003	\$75,622
Police Captain	9	\$67,667	\$61,219	\$72,076	\$77,812	\$79,042	\$81,776	\$83,438	\$85,788	\$82,661	\$88,648	\$96,590	\$94,573
Police Lieutenant	11	\$59,939	\$56,687	\$65,032	\$71,263	\$70,112	\$67,842	\$75,989	\$78,568	\$74,378	\$79,355	\$83,502	\$86,606
Police Officer	13	\$41,386	\$40,400	\$45,085	\$51,064	\$49,368	\$50,000	\$52,700	\$56,284	\$58,534	\$58,020	\$62,265	\$62,108
Battalion Chief	4	\$69,025	\$66,434	\$74,807	\$71,673	\$76,219	\$78,178	\$84,819	\$79,014	\$82,251	\$84,180	\$89,172	\$87,105
Community Risk Reduction Officer	5	\$49,439	\$50,937	\$52,853	\$56,763	\$56,412	\$50,370	\$59,847	\$62,545	\$68,284	\$65,362	\$76,710	\$68,993
Firefighter	6	\$42,438	\$43,321	\$46,442	\$51,507	\$47,439	\$48,474	\$52,817	\$56,781	\$58,630	\$57,001	\$62,382	\$62,594
Recreation Manager	5	\$56,983	\$61,219	\$64,526	\$75,771	\$62,771	\$62,529	\$72,114	\$83,553	\$82,661	\$77,965	\$87,122	\$92,123

Position Title	*	Minimum Annual Rate Mean	Minimum Annual Rate Median	Minimum Annual Rate 75th Percentile	Casper Minimum	Average Annual Mean	Average Annual Median	Average Annual Rate 75th Percentile	Casper Average	Maximum Annual Rate Median	Maximum Annual Rate Mean	Maximum Annual Rate 75th Percentile	Casper Maximum
Solid Waste Manager	8	\$54,829	\$51,820	\$55,349	\$79,608	\$61,912	\$57,644	\$65,106	\$87,753	\$72,035	\$74,482	\$75,602	\$96,814
Solid Waste Collection Operator I	7	\$30,843	\$30,451	\$31,671	\$41,912	\$35,816	\$36,164	\$37,840	\$46,196	\$42,037	\$42,504	\$42,137	\$50,939
Baler Operator ³	1	\$31,218	\$31,218	\$31,218	\$39,894	\$36,139	\$36,139	\$36,139	\$43,950	\$41,836	\$41,836	\$41,836	\$48,484
Industrial Pretreatment Analyst	3	\$45,241	\$43,985	\$46,413	\$59,205	\$58,448	\$53,745	\$62,171	\$65,303	\$61,622	\$64,196	\$67,441	\$71,976
Engineering Technician II	7	\$42,479	\$42,152	\$45,578	\$51,022	\$47,274	\$48,430	\$53,631	\$56,284	\$58,178	\$60,278	\$69,080	\$62,067
Building Inspector II	12	\$44,625	\$44,763	\$47,169	\$53,622	\$53,095	\$50,236	\$62,666	\$59,113	\$62,651	\$61,234	\$65,306	\$65,249
Street Supervisor II	10	\$48,716	\$48,049	\$51,926	\$62,211	\$55,145	\$54,451	\$58,439	\$68,586	\$64,237	\$65,721	\$71,973	\$75,622
Equipment Operator II	11	\$34,391	\$32,778	\$34,910	\$46,259	\$41,093	\$37,129	\$42,482	\$50,980	\$46,525	\$50,413	\$51,481	\$56,243
Equipment Operator I	10	\$30,422	\$30,008	\$31,711	\$37,897	\$35,225	\$34,613	\$37,129	\$41,849	\$42,137	\$42,499	\$43,191	\$46,176
Cemetery Supervisor II	4	\$45,228	\$41,694	\$49,918	\$62,211	\$52,709	\$45,848	\$54,385	\$68,586	\$54,719	\$57,725	\$67,156	\$75,622
Municipal Worker II	5	\$30,373	\$30,742	\$31,218	\$36,150	\$35,655	\$36,139	\$37,678	\$39,852	\$40,331	\$42,119	\$41,836	\$43,929
Mechanic III	12	\$39,178	\$36,597	\$42,943	\$51,022	\$47,344	\$44,847	\$55,519	\$56,284	\$55,014	\$54,234	\$58,242	\$62,067
Mechanic I	7	\$33,737	\$32,890	\$34,779	\$39,894	\$39,561	\$40,000	\$40,928	\$43,950	\$45,060	\$45,470	\$48,380	\$48,484
Custodial Maintenance Worker II	7	\$28,309	\$29,721	\$32,870	\$30,430	\$32,108	\$33,742	\$35,641	\$33,508	\$43,767	\$39,583	\$44,606	\$36,961
Custodial Maintenance Worker I	10	\$24,791	\$24,300	\$28,759	\$27,560	\$28,451	\$28,726	\$32,733	\$30,368	\$35,049	\$35,028	\$39,225	\$33,488
Construction Maintenance Worker II	6	\$37,315	\$38,626	\$40,093	\$49,795	\$48,621	\$51,928	\$55,936	\$54,932	\$58,787	\$54,758	\$61,710	\$60,590
Construction Maintenance Worker I ²	2	\$31,190	\$31,190	\$32,193	\$46,259	\$38,814	\$38,814	\$41,299	\$50,980	\$42,089	\$42,089	\$42,937	\$56,243
Laborer	4	\$25,187	\$25,911	\$28,187	\$18,636	\$28,450	\$28,184	\$32,494	\$20,592	\$36,690	\$36,419	\$39,286	\$22,692
Kennel Worker	3	\$24,761	\$24,336	\$25,197	\$27,560	\$26,505	\$26,289	\$27,590	\$30,368	\$34,614	\$34,348	\$34,830	\$33,488
Security Lead ³	1	\$21,098	\$21,098	\$21,098	\$34,361	\$24,519	\$24,519	\$24,519	\$37,856	\$27,706	\$27,706	\$27,706	\$41,808
Utilities Supervisor II	8	\$51,940	\$54,518	\$56,517	\$62,211	\$58,269	\$56,978	\$65,088	\$68,586	\$71,097	\$70,617	\$75,303	\$75,622
Utility Worker II	7	\$35,838	\$37,086	\$38,548	\$46,259	\$41,487	\$40,228	\$44,939	\$50,980	\$48,881	\$49,847	\$52,530	\$56,243

Position Title		Minimum Annual Rate Mean	Minimum Annual Rate Median	Minimum Annual Rate 75th Percentile	Casper Minimum		Average Annual Mean	Average Annual Median	Average Annual Rate 75th Percentile	Casper Average		Maximum Annual Rate Median	Maximum Annual Rate Mean	Maximum Annual Rate 75th Percentile	Casper Maximum
Utility Worker I	8	\$32,807	\$33,545	\$33,991	\$36,150		\$38,192	\$39,465	\$40,000	\$39,852		\$44,894	\$44,939	\$46,256	\$43,929

* Number of respondents

¹ No respondent reports a match for this position.

² Only two respondents report a match for this position.

³ Only one respondent reports a match for this position.

Benefits Technician

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	\$59,176	\$88,649	\$59,176	1
Natrona County School District	\$61,524	\$83,156	\$72,985	1
Private Organization #1	\$42,860	\$64,280	\$55,973	1
Casper College	\$34,163	\$52,539	\$35,938	1
Private Organization #2	\$45,896	\$76,494	\$61,195	1
City of Sheridan	NA	NA	NA	NA
City of Gillette	\$47,367	\$66,360	\$59,650	1
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	\$36,727	\$53,214	\$47,384	1
State of Montana	\$26,433	\$27,398	\$26,732	8
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$34,278	\$50,419	\$34,278	1
State of Utah	\$26,166	\$41,496	\$28,512	18
Mean				
	\$41,459	\$60,401	\$48,182	3
Median				
	\$39,794	\$58,747	\$51,679	1
3rd Quartile				
	\$46,999	\$73,961	\$59,532	1
City of Casper				
	\$44,033	\$53,539	\$48,547	1

Administrative Assistant II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	\$29,827	\$44,720	\$37,772	6
Natrona County School District	\$35,194	\$46,592	\$41,692	34
Private Organization #1	NA	NA	NA	NA
Casper College	\$33,490	\$51,504	\$36,857	4
Private Organization #2	\$45,896	\$76,494	\$61,195	1
City of Sheridan	\$32,104	\$48,850	\$39,115	3
City of Gillette	\$37,003	\$51,840	\$45,650	7
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	\$27,025	\$35,459	\$29,830	1
Cody	\$32,778	\$43,926	\$38,352	3
City of Riverton	NA	NA	NA	NA
Jackson	\$36,727	\$53,214	\$38,527	1
State of Montana	\$20,653	\$41,834	\$27,163	297
City of Greeley, CO	\$25,188	\$36,943	\$31,243	20
City of North Platte, NE	\$32,760	\$45,760	\$32,760	1
State of Utah	\$33,322	\$50,525	\$34,058	10
<i>Mean</i>	\$32,459	\$48,282	\$38,016	30
<i>Median</i>	\$32,778	\$46,592	\$37,772	4
<i>3rd Quartile</i>	\$35,194	\$51,504	\$39,115	10
City of Casper	\$37,897	\$46,176	\$41,849	10

Administrative Assistant I

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	\$26,790	\$40,060	\$34,382	11
Natrona County School District	\$19,208	\$25,060	\$23,357	66
Private Organization #1	\$28,230	\$42,350	\$33,228	6
Casper College	\$31,549	\$48,519	\$32,358	3
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$29,084	\$44,255	\$35,436	4
City of Gillette	\$33,523	\$46,965	\$38,820	4
City of Laramie	\$33,357	\$44,861	\$39,605	9
Rock Springs	\$37,629	\$46,993	\$43,133	5
Rawlins	\$32,160	\$43,740	\$40,000	1
Evanston	\$24,483	\$32,124	NA	0
Cody	\$28,315	\$37,946	\$33,131	2
City of Riverton	\$31,387	\$40,498	\$40,000	1
Jackson	\$31,798	\$46,071	\$33,280	1
State of Montana	\$18,824	\$28,236	\$21,846	55
City of Greeley, CO	\$23,375	\$32,140	\$26,853	2
City of North Platte, NE	\$29,328	\$42,078	\$29,328	1
State of Utah	\$29,890	\$45,302	\$32,191	6
Mean				
	\$28,761	\$40,423	\$33,559	10
Median				
	\$29,328	\$42,350	\$33,254	4
3rd Quartile				
	\$31,798	\$45,302	\$39,016	6
City of Casper				
	\$32,739	\$39,790	\$36,046	8

Customer Service Supervisor

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	\$51,009	\$71,462	\$71,136	1
City of Laramie	\$45,925	\$55,956	\$49,691	1
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$30,801	\$30,801	\$30,801	1
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$56,460	\$73,504	\$56,460	1
State of Utah	NA	NA	NA	NA
Mean				
	\$46,049	\$57,931	\$52,022	1
Median				
	\$48,467	\$63,709	\$53,076	1
3rd Quartile				
	\$52,372	\$71,973	\$60,129	1
City of Casper				
	\$51,018	\$62,062	\$56,284	1

Administrative Services Technician

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$41,095	\$62,532	\$50,071	1
City of Gillette	\$37,003	\$51,840	\$48,412	2
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	\$32,927	\$43,203	\$33,201	3
Cody	\$32,778	\$43,926	\$38,352	2
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$22,100	\$32,797	\$26,448	48
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$44,782	\$61,677	\$44,782	1
State of Utah	NA	NA	NA	NA
Mean				
	\$35,114	\$49,329	\$40,211	10
Median				
	\$34,965	\$47,883	\$41,567	2
3rd Quartile				
	\$40,072	\$59,218	\$47,505	3
City of Casper				
	\$41,912	\$50,939	\$46,196	3

Associate Planner

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	\$51,009	\$71,462	\$64,977	1
City of Laramie	\$49,518	\$66,596	\$49,518	1
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	\$41,122	\$53,955	\$53,955	1
Cody	\$56,063	\$75,130	\$64,900	1
City of Riverton	NA	NA	NA	NA
Jackson	\$44,440	\$64,388	\$47,637	1
State of Montana	\$47,842	\$62,899	\$51,901	7
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$52,610	\$73,525	\$52,610	1
State of Utah	NA	NA	NA	NA
Mean				
	\$48,943	\$66,851	\$55,071	2
Median				
	\$49,518	\$66,596	\$52,610	1
3rd Quartile				
	\$51,810	\$72,494	\$59,428	1
City of Casper				
	\$59,205	\$71,976	\$65,303	1

Deputy City Attorney

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	\$84,997	\$106,150	\$106,150	1
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	\$73,290	\$120,000	\$118,450	1
City of Greeley, CO	\$85,336	\$128,004	\$115,179	1
City of North Platte, NE	NA	NA	NA	NA
State of Utah	NA	NA	NA	NA
State of Montana*	\$40,000	\$85,280	\$61,642	195
<i>Mean</i>	\$81,208	\$118,051	\$113,260	1
<i>Median</i>	\$84,997	\$120,000	\$115,179	1
<i>3rd Quartile</i>	\$85,167	\$124,002	\$116,815	1
City of Casper	\$81,612	\$99,201	\$89,970	1
*State of Montana response for this position not included in statistical analysis.				

Lead Case Coordinator

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	NA	NA	NA	NA
State of Utah	NA	NA	NA	NA
Mean				
	NA	NA	NA	NA
Median				
	NA	NA	NA	NA
3rd Quartile				
	NA	NA	NA	NA
City of Casper	\$42,910	\$52,208	\$47,361	1

Victim Services Advocate

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	\$34,361	\$48,139	\$34,361	1
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	\$25,723	\$33,750	\$30,576	1
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	\$36,727	\$53,214	\$40,705	2
State of Montana	NA	NA	NA	NA
City of Greeley, CO	\$42,490	\$63,736	\$43,961	2
City of North Platte, NE	NA	NA	NA	NA
State of Utah	NA	NA	NA	NA
Mean				
	\$34,825	\$49,710	\$37,401	2
Median				
	\$35,544	\$50,677	\$37,533	2
3rd Quartile				
	\$38,168	\$55,845	\$41,519	2
City of Casper				
	\$36,150	\$43,929	\$39,852	1

Food and Beverage Superintendent

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$70,031	\$95,158	\$87,087	1
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$26,154	\$34,956	\$30,694	20
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	NA	NA	NA	NA
State of Utah	NA	NA	NA	NA
Mean				
	\$48,093	\$65,057	\$58,891	11
Median				
	\$48,093	\$65,057	\$58,891	11
3rd Quartile				
	\$59,062	\$80,108	\$72,989	15
City of Casper				
	\$65,367	\$79,438	\$72,061	1

Marketing Promotions Specialist

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	\$42,860	\$64,280	\$46,350	1
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	\$35,320	\$55,504	\$44,772	2
City of North Platte, NE	NA	NA	NA	NA
State of Utah	\$42,640	\$64,054	\$58,864	1
<i>Mean</i>	\$40,273	\$61,279	\$49,995	1
<i>Median</i>	\$42,640	\$64,054	\$46,350	1
<i>3rd Quartile</i>	\$42,750	\$64,167	\$52,607	2
City of Casper	\$48,609	\$59,077	\$53,577	1

Museum Supervisor II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$44,177	\$58,758	\$58,758	1
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$53,875	\$53,875	\$53,875	1
City of Greeley, CO	\$42,490	\$63,736	\$50,130	3
City of North Platte, NE	NA	NA	NA	NA
State of Utah	\$33,426	\$50,190	\$41,635	10
Mean				
	\$43,492	\$56,640	\$51,100	4
Median				
	\$43,334	\$56,317	\$52,003	2
3rd Quartile				
	\$46,602	\$60,003	\$55,096	5
City of Casper				
	\$62,211	\$75,622	\$68,586	1

Police Captain

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$52,606	\$80,046	\$64,095	1
City of Gillette	NA	NA	NA	NA
City of Laramie	\$61,219	\$82,661	\$82,661	2
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	\$72,076	\$96,590	\$83,438	1
City of Riverton	\$57,325	\$72,197	\$60,000	1
Jackson	\$73,290	\$106,187	\$91,927	1
State of Montana	\$67,600	\$77,357	\$74,105	3
City of Greeley, CO	\$109,734	\$115,697	\$115,697	3
City of North Platte, NE	\$57,682	\$80,754	\$57,682	1
State of Utah	\$57,470	\$86,341	\$81,776	9
<i>Mean</i>	\$67,667	\$88,648	\$79,042	2
<i>Median</i>	\$61,219	\$82,661	\$81,776	1
<i>3rd Quartile</i>	\$72,076	\$96,590	\$83,438	3
City of Casper	\$77,812	\$94,573	\$85,788	1

Police Lieutenant

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$47,658	\$72,518	\$58,067	1
City of Gillette	\$70,317	\$98,511	\$95,126	2
City of Laramie	\$64,891	\$79,064	\$79,064	3
Rock Springs	NA	NA	NA	NA
Rawlins	\$55,776	\$77,864	\$60,000	1
Evanston	\$56,687	\$74,378	\$58,587	3
Cody	\$51,225	\$68,647	\$59,300	4
City of Riverton	NA	NA	NA	NA
Jackson	\$60,696	\$87,939	\$72,914	1
State of Montana	\$65,172	\$72,577	\$67,842	10
City of Greeley, CO	\$96,742	\$103,523	\$102,166	5
City of North Platte, NE	\$48,672	\$68,390	\$48,672	1
State of Utah	\$41,496	\$69,493	\$69,493	30
<i>Mean</i>	\$59,939	\$79,355	\$70,112	6
<i>Median</i>	\$56,687	\$74,378	\$67,842	3
<i>3rd Quartile</i>	\$65,032	\$83,502	\$75,989	5
City of Casper	\$71,263	\$86,606	\$78,568	4

Police Officer

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$35,436	\$53,921	\$43,176	18
City of Gillette	\$45,085	\$63,162	\$56,750	38
City of Laramie	\$45,982	\$61,841	\$50,880	37
Rock Springs	\$50,606	\$63,200	\$56,387	39
Rawlins	\$44,064	\$59,928	\$50,000	1
Evanston	\$37,254	\$48,881	\$37,998	5
Cody	\$43,135	\$62,265	\$52,700	12
City of Riverton	\$39,478	\$50,981	\$50,000	1
Jackson	\$40,400	\$58,534	\$41,430	20
State of Montana	\$35,327	\$54,537	\$48,575	174
City of Greeley, CO	\$53,402	\$73,717	\$69,929	115
City of North Platte, NE	\$36,192	\$50,315	\$36,192	1
State of Utah	\$31,658	\$52,978	\$47,763	356
<i>Mean</i>	\$41,386	\$58,020	\$49,368	63
<i>Median</i>	\$40,400	\$58,534	\$50,000	20
<i>3rd Quartile</i>	\$45,085	\$62,265	\$52,700	39
City of Casper	\$51,064	\$62,108	\$56,284	80

Battalion Chief

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$63,107	\$76,894	\$75,007	3
Rock Springs	\$69,761	\$87,122	\$81,348	3
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	\$89,943	\$95,323	\$95,232	3
City of North Platte, NE	\$53,290	\$77,380	\$53,290	1
State of Utah	NA	NA	NA	NA
<i>Mean</i>	\$69,025	\$84,180	\$76,219	3
<i>Median</i>	\$66,434	\$82,251	\$78,178	3
<i>3rd Quartile</i>	\$74,807	\$89,172	\$84,819	3
City of Casper	\$71,673	\$87,105	\$79,104	3

Community Risk Reduction Officer

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$50,937	\$68,284	NA	0
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$62,597	\$84,520	\$80,829	1
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	\$36,727	\$53,214	\$47,886	5
State of Montana	\$44,081	\$44,081	\$44,081	5
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$52,853	\$76,710	\$52,853	1
State of Utah	NA	NA	NA	NA
Mean				
	\$49,439	\$65,362	\$56,412	2
Median				
	\$50,937	\$68,284	\$50,370	1
3rd Quartile				
	\$52,853	\$76,710	\$59,847	5
City of Casper				
	\$56,763	\$68,993	\$62,545	1

Firefighter

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$42,578	\$57,332	\$46,947	23
Rock Springs	\$50,606	\$63,200	\$53,756	21
Rawlins	\$44,064	\$59,928	\$50,000	1
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$33,613	\$43,742	\$37,784	11
City of Greeley, CO	\$47,235	\$66,117	\$59,620	24
City of North Platte, NE	\$36,529	\$51,684	\$36,529	1
State of Utah	NA	NA	NA	NA
Mean				
	\$42,438	\$57,001	\$47,439	14
Median				
	\$43,321	\$58,630	\$48,474	16
3rd Quartile				
	\$46,442	\$62,382	\$52,817	23
City of Casper				
	\$51,507	\$62,594	\$56,781	22

Recreation Manager

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$61,219	\$82,661	\$62,529	1
Rock Springs	\$69,761	\$87,122	\$82,530	2
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	\$46,123	\$61,811	\$53,394	1
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	\$64,526	\$96,789	\$72,114	1
City of North Platte, NE	\$43,286	\$61,442	\$43,286	1
State of Utah	NA	NA	NA	NA
<i>Mean</i>	\$56,983	\$77,965	\$62,771	1
<i>Median</i>	\$61,219	\$82,661	\$62,529	1
<i>3rd Quartile</i>	\$64,526	\$87,122	\$72,114	1
City of Casper	\$75,771	\$92,123	\$83,553	1

Solid Waste Manager

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$47,658	\$72,518	\$58,067	1
City of Gillette	\$52,285	\$73,249	\$57,220	1
City of Laramie	\$61,219	\$82,661	\$75,000	1
Rock Springs	\$75,125	\$93,821	\$93,816	1
Rawlins	\$49,572	\$67,428	\$50,000	1
Evanston	\$51,355	\$67,382	\$51,355	1
Cody	\$53,392	\$71,551	\$61,808	1
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$48,027	\$67,246	\$48,027	1
State of Utah	NA	NA	NA	NA
Mean				
	\$54,829	\$74,482	\$61,912	1
Median				
	\$51,820	\$72,035	\$57,644	1
3rd Quartile				
	\$55,349	\$75,602	\$65,106	1
City of Casper	\$79,608	\$96,814	\$87,753	1

Solid Waste Collection Operator I

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$27,683	\$42,123	\$33,729	5
City of Gillette	\$34,361	\$48,139	\$36,188	7
City of Laramie	\$30,349	\$40,828	\$38,390	3
Rock Springs	NA	NA	NA	NA
Rawlins	\$29,712	\$40,416	\$40,000	1
Evanston	\$32,124	\$42,150	NA	0
Cody	\$31,218	\$41,836	\$36,139	7
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$30,451	\$42,037	\$30,451	1
State of Utah	NA	NA	NA	NA
Mean				
	\$30,843	\$42,504	\$35,816	3
Median				
	\$30,451	\$42,037	\$36,164	3
3rd Quartile				
	\$31,671	\$42,137	\$37,840	6
City of Casper				
	\$41,912	\$50,939	\$46,196	1

Baler Operator

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	\$31,218	\$41,836	\$36,139	2
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	NA	NA	NA	NA
State of Utah	NA	NA	NA	NA
<i>Mean</i>	\$31,218	\$41,836	\$36,139	2
<i>Median</i>	\$31,218	\$41,836	\$36,139	2
<i>3rd Quartile</i>	\$31,218	\$41,836	\$36,139	2
City of Casper	\$39,894	\$48,484	\$43,950	4

Industrial Pretreatment Analyst

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	\$43,985	\$61,622	\$53,745	5
City of Laramie	\$42,897	\$57,706	\$51,002	1
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	\$48,840	\$73,260	\$70,596	1
City of North Platte, NE	NA	NA	NA	NA
State of Utah	NA	NA	NA	NA
Mean				
	\$45,241	\$64,196	\$58,448	2
Median				
	\$43,985	\$61,622	\$53,745	1
3rd Quartile				
	\$46,413	\$67,441	\$62,171	3
City of Casper				
	\$59,205	\$71,976	\$65,303	1

Engineering Technician II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$47,658	\$72,518	\$58,067	0
City of Gillette	\$51,009	\$71,462	\$56,419	3
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	\$41,835	\$56,063	\$48,430	1
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$42,152	\$46,836	\$44,461	78
City of Greeley, CO	\$43,498	\$66,697	\$50,842	3
City of North Platte, NE	\$41,205	\$58,178	\$41,205	1
State of Utah	\$29,994	\$50,190	\$31,491	5
<i>Mean</i>	\$42,479	\$60,278	\$47,274	13
<i>Median</i>	\$42,152	\$58,178	\$48,430	3
<i>3rd Quartile</i>	\$45,578	\$69,080	\$53,631	4
City of Casper	\$51,022	\$62,067	\$56,284	2

Building Inspector II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$39,115	\$59,519	\$47,658	2
City of Gillette	\$45,085	\$63,162	\$59,186	2
City of Laramie	\$46,205	\$62,139	\$50,472	2
Rock Springs	\$54,497	\$68,060	\$62,658	2
Rawlins	NA	NA	NA	NA
Evanston	\$39,140	\$51,355	\$47,688	1
Cody	\$37,945	\$50,851	\$43,927	1
City of Riverton	\$42,543	\$54,850	\$50,000	1
Jackson	\$44,440	\$64,388	\$62,688	1
State of Montana	\$37,315	\$40,863	\$39,853	34
City of Greeley, CO	\$50,023	\$76,702	\$63,201	2
City of North Platte, NE	\$46,218	\$63,315	\$46,218	1
State of Utah	\$52,978	\$79,602	\$63,586	1
<i>Mean</i>	\$44,625	\$61,234	\$53,095	4
<i>Median</i>	\$44,763	\$62,651	\$50,236	2
<i>3rd Quartile</i>	\$47,169	\$65,306	\$62,666	2
City of Casper	\$53,622	\$65,249	\$59,113	6

Street Supervisor II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$37,230	\$56,651	\$45,362	1
City of Gillette	\$52,285	\$73,249	\$57,158	1
City of Laramie	\$45,035	\$54,841	\$52,216	1
Rock Springs	\$69,761	\$87,122	\$79,500	1
Rawlins	\$49,572	\$67,428	\$50,000	1
Evanston	\$46,525	\$61,045	\$56,686	1
Cody	\$50,850	\$68,144	\$58,866	1
City of Riverton	\$41,246	\$53,290	\$50,000	1
Jackson	\$55,178	\$79,945	\$62,180	1
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$39,478	\$55,494	\$39,478	1
State of Utah	NA	NA	NA	NA
<i>Mean</i>	\$48,716	\$65,721	\$55,145	1
<i>Median</i>	\$48,049	\$64,237	\$54,451	1
<i>3rd Quartile</i>	\$51,926	\$71,973	\$58,439	1
City of Casper	\$62,211	\$75,622	\$68,586	3

Equipment Operator II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	\$42,016	\$63,190	\$56,704	5
Casper College	NA	NA	NA	NA
Private Organization #2	\$45,896	\$76,494	\$61,195	1
City of Sheridan	\$29,084	\$44,255	\$35,436	5
City of Gillette	\$34,361	\$48,139	\$37,129	14
City of Laramie	\$31,892	\$41,884	\$41,190	4
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	\$35,459	\$46,525	\$35,459	2
Cody	\$32,778	\$43,926	\$37,945	2
City of Riverton	NA	NA	NA	NA
Jackson	\$33,388	\$53,214	\$36,727	2
State of Montana	NA	NA	NA	NA
City of Greeley, CO	\$32,444	\$49,748	\$43,774	19
City of North Platte, NE	\$31,803	\$45,677	\$31,803	1
State of Utah	\$29,182	\$41,496	\$34,666	11
Mean				
	\$34,391	\$50,413	\$41,093	6
Median				
	\$32,778	\$46,525	\$37,129	4
3rd Quartile				
	\$34,910	\$51,481	\$42,482	8
City of Casper				
	\$46,259	\$56,243	\$50,980	19

Equipment Operator I

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$27,683	\$42,123	\$33,729	2
City of Gillette	\$34,361	\$48,139	\$37,129	9
City of Laramie	\$28,884	\$38,869	\$32,531	4
Rock Springs	NA	NA	NA	NA
Rawlins	\$29,712	\$40,416	\$40,000	1
Evanston	\$32,124	\$42,150	NA	0
Cody	\$29,731	\$39,843	\$34,418	4
City of Riverton	\$30,472	\$39,291	\$35,000	1
Jackson	\$33,388	\$48,376	\$39,317	2
State of Montana	NA	NA	NA	NA
City of Greeley, CO	\$27,578	\$42,286	\$34,613	12
City of North Platte, NE	\$30,285	\$43,493	\$30,285	1
State of Utah	NA	NA	NA	NA
<i>Mean</i>	\$30,422	\$42,499	\$35,225	4
<i>Median</i>	\$30,008	\$42,137	\$34,613	2
<i>3rd Quartile</i>	\$31,711	\$43,191	\$37,129	4
City of Casper	\$37,897	\$46,176	\$41,849	12

Cemetery Supervisor II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$34,322	\$46,205	\$46,205	1
Rock Springs	\$63,200	\$78,928	\$78,924	1
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$37,898	\$42,536	\$40,217	2
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$45,490	\$63,232	\$45,490	1
State of Utah	NA	NA	NA	NA
Mean				
	\$45,228	\$57,725	\$52,709	1
Median				
	\$41,694	\$54,719	\$45,848	1
3rd Quartile				
	\$49,918	\$67,156	\$54,385	1
City of Casper				
	\$62,211	\$75,622	\$68,586	1

Municipal Worker II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$30,742	\$40,331	\$37,678	9
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$28,884	\$38,869	\$32,889	5
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	\$31,218	\$41,836	\$36,139	1
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	\$32,444	\$49,748	\$42,991	15
City of North Platte, NE	\$28,579	\$39,811	\$28,579	1
State of Utah	NA	NA	NA	NA
Mean				
	\$30,373	\$42,119	\$35,655	6
Median				
	\$30,742	\$40,331	\$36,139	5
3rd Quartile				
	\$31,218	\$41,836	\$37,678	9
City of Casper				
	\$36,150	\$43,929	\$39,852	12

Mechanic III

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$43,035	\$57,616	\$54,475	5
Private Organization #1	\$45,115	\$68,432	\$63,358	95
Casper College	\$35,199	\$54,131	\$39,949	1
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	\$42,912	\$60,119	\$58,650	4
City of Laramie	NA	NA	NA	NA
Rock Springs	\$50,606	\$63,200	\$63,200	4
Rawlins	NA	NA	NA	NA
Evanston	\$35,459	\$46,525	\$45,404	2
Cody	\$41,835	\$56,063	\$48,430	1
City of Riverton	NA	NA	NA	NA
Jackson	\$36,727	\$53,214	\$44,290	2
State of Montana	\$35,345	\$39,270	\$36,741	5
City of Greeley, CO	\$36,467	\$55,896	\$40,203	6
City of North Platte, NE	\$35,776	\$50,086	\$35,776	1
State of Utah	\$31,658	\$46,259	\$37,649	53
Mean				
	\$39,178	\$54,234	\$47,344	15
Median				
	\$36,597	\$55,014	\$44,847	4
3rd Quartile				
	\$42,943	\$58,242	\$55,519	5
City of Casper				
	\$51,022	\$62,067	\$56,284	2

Mechanic I

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees	
Wyoming Medical Center	NA	NA	NA	NA	
Natrona County School District	NA	NA	NA	NA	
Private Organization #1	NA	NA	NA	NA	
Casper College	NA	NA	NA	NA	
Private Organization #2	NA	NA	NA	NA	
City of Sheridan	NA	NA	NA	NA	
City of Gillette	\$35,220	\$49,342	\$44,553	4	
City of Laramie	\$31,892	\$42,897	\$40,928	3	
Rock Springs	NA	NA	NA	NA	
Rawlins	\$33,456	\$45,504	\$40,000	1	
Evanston	\$31,341	\$41,122	NA	0	
Cody	NA	NA	NA	NA	
City of Riverton	\$38,189	\$49,338	\$40,000	1	
Jackson	NA	NA	NA	NA	
State of Montana	NA	NA	NA	NA	
City of Greeley, CO	NA	NA	NA	NA	
City of North Platte, NE	\$32,323	\$44,616	\$32,323	1	
State of Utah*	\$21,070	\$31,658	\$27,040	1	
Mean					
		\$33,737	\$45,470	\$39,561	2
Median					
		\$32,890	\$45,060	\$40,000	1
3rd Quartile					
		\$34,779	\$48,380	\$40,928	2.5
City of Casper					
		\$39,894	\$48,484	\$43,950	2
*State of Utah response for this position not included in statistical analysis.					

Custodial Maintenance Worker II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$33,197	\$43,784	\$39,191	32
Private Organization #1	NA	NA	NA	NA
Casper College	\$29,721	\$45,707	\$33,742	2
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$32,543	\$43,767	\$35,797	3
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$24,369	\$33,270	\$29,212	13
City of Greeley, CO	\$23,441	\$35,943	\$27,903	4
City of North Platte, NE	\$35,485	\$45,427	\$35,485	1
State of Utah	\$19,406	\$29,182	\$23,426	12
Mean				
	\$28,309	\$39,583	\$32,108	10
Median				
	\$29,721	\$43,767	\$33,742	4
3rd Quartile				
	\$32,870	\$44,606	\$35,641	13
City of Casper				
	\$30,430	\$36,961	\$33,508	4

Custodial Maintenance Worker I

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$31,346	\$41,163	\$34,716	76
Private Organization #1	NA	NA	NA	NA
Casper College	\$24,116	\$37,088	\$30,008	24
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	\$28,907	\$40,497	\$37,190	7
City of Laramie	\$29,482	\$39,651	\$32,594	2
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	\$24,483	\$32,124	\$27,443	3
Cody	\$28,315	\$37,946	\$32,779	4
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	\$17,680	\$32,079	\$21,072	42
City of Greeley, CO	\$22,581	\$30,552	\$26,043	15
City of North Platte, NE	\$23,587	\$33,010	\$23,587	1
State of Utah	\$17,410	\$26,166	\$19,075	34
<i>Mean</i>	\$24,791	\$35,028	\$28,451	21
<i>Median</i>	\$24,300	\$35,049	\$28,726	11
<i>3rd Quartile</i>	\$28,759	\$39,225	\$32,733	32
City of Casper	\$27,560	\$33,488	\$30,368	36

Construction Maintenance Worker II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$44,845	\$60,174	\$60,174	1
Private Organization #1	\$38,260	\$57,400	\$57,252	2
Casper College	\$40,460	\$62,222	\$51,866	2
Private Organization #2	\$38,992	\$64,987	\$51,989	4
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	\$31,341	\$41,122	\$31,341	1
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	NA	NA	NA	NA
State of Utah	\$29,994	\$42,640	\$39,106	18
Mean				
	\$37,315	\$54,758	\$48,621	5
Median				
	\$38,626	\$58,787	\$51,928	2
3rd Quartile				
	\$40,093	\$61,710	\$55,936	4
City of Casper				
	\$49,795	\$60,590	\$54,932	2

Construction Maintenance Worker I

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$33,197	\$43,784	\$43,784	1
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	NA	NA	NA	NA
State of Utah	\$29,182	\$40,394	\$33,844	90
<i>Mean</i>	\$31,190	\$42,089	\$38,814	46
<i>Median</i>	\$31,190	\$42,089	\$38,814	46
<i>3rd Quartile</i>	\$32,193	\$42,937	\$41,299	68
City of Casper	\$46,259	\$56,243	\$50,980	5

Laborer

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	\$23,760	\$35,640	NA	0
Casper College	\$28,561	\$43,924	\$36,803	6
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$28,062	\$37,740	\$28,184	1
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$20,363	\$28,371	\$20,363	1
State of Utah	NA	NA	NA	NA
Mean				
	\$25,187	\$36,419	\$28,450	2
Median				
	\$25,911	\$36,690	\$28,184	1
3rd Quartile				
	\$28,187	\$39,286	\$32,494	2
City of Casper				
	\$18,636	\$22,692	\$20,592	2

Kennel Worker

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	\$26,058	\$35,045	\$28,891	1
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	\$23,890	\$34,614	\$26,289	2
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$24,336	\$33,384	\$24,336	1
State of Utah	NA	NA	NA	NA
Mean				
	\$24,761	\$34,348	\$26,505	1
Median				
	\$24,336	\$34,614	\$26,289	1
3rd Quartile				
	\$25,197	\$34,830	\$27,590	2
City of Casper				
	\$27,560	\$33,488	\$30,368	3

Security Lead

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	\$21,098	\$27,706	\$24,519	12
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	NA	NA	NA	NA
City of Gillette	NA	NA	NA	NA
City of Laramie	NA	NA	NA	NA
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	NA	NA	NA	NA
Cody	NA	NA	NA	NA
City of Riverton	NA	NA	NA	NA
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	NA	NA	NA	NA
State of Utah	NA	NA	NA	NA
Mean				
	\$21,098	\$27,706	\$24,519	12
Median				
	\$21,098	\$27,706	\$24,519	12
3rd Quartile				
	\$21,098	\$27,706	\$24,519	12
City of Casper				
	\$34,361	\$41,808	\$37,856	10

Utilities Supervisor II

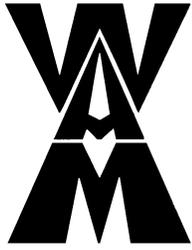
Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$35,436	\$53,921	\$43,176	2
City of Gillette	\$63,704	\$89,247	\$83,825	1
City of Laramie	\$60,534	\$73,755	\$63,606	1
Rock Springs	NA	NA	NA	NA
Rawlins	\$49,572	\$67,428	\$50,000	1
Evanston	\$53,955	\$70,794	\$53,955	1
Cody	NA	NA	NA	NA
City of Riverton	\$55,080	\$71,400	\$60,000	1
Jackson	\$55,178	\$79,945	\$69,532	1
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$42,058	\$58,448	\$42,058	1
State of Utah	NA	NA	NA	NA
<i>Mean</i>	\$51,940	\$70,617	\$58,269	1
<i>Median</i>	\$54,518	\$71,097	\$56,978	1
<i>3rd Quartile</i>	\$56,517	\$75,303	\$65,088	1
City of Casper	\$62,211	\$75,622	\$68,586	1

Utility Worker II

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$30,557	\$46,496	\$37,230	0
City of Gillette	\$40,845	\$57,222	\$46,900	8
City of Laramie	\$31,892	\$42,897	\$39,087	3
Rock Springs	NA	NA	NA	NA
Rawlins	NA	NA	NA	NA
Evanston	\$37,254	\$48,881	\$40,228	2
Cody	\$39,842	\$53,393	\$46,123	0
City of Riverton	NA	NA	NA	NA
Jackson	\$33,388	\$48,376	\$43,754	2
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$37,086	\$51,667	\$37,086	1
State of Utah	NA	NA	NA	NA
<i>Mean</i>	\$35,838	\$49,847	\$41,487	2
<i>Median</i>	\$37,086	\$48,881	\$40,228	2
<i>3rd Quartile</i>	\$38,548	\$52,530	\$44,939	3
City of Casper	\$46,259	\$56,243	\$50,980	9

Utility Worker I

Respondent	Minimum Annual Rate	Maximum Annual Rate	Average Annual Rate	Number of Employees
Wyoming Medical Center	NA	NA	NA	NA
Natrona County School District	NA	NA	NA	NA
Private Organization #1	NA	NA	NA	NA
Casper College	NA	NA	NA	NA
Private Organization #2	NA	NA	NA	NA
City of Sheridan	\$29,084	\$44,255	\$35,436	3
City of Gillette	\$36,101	\$50,576	\$43,783	4
City of Laramie	\$30,349	\$41,657	\$39,087	9
Rock Springs	NA	NA	NA	NA
Rawlins	\$33,456	\$45,504	\$40,000	1
Evanston	\$33,750	\$44,283	\$33,750	1
Cody	\$34,714	\$46,123	\$39,843	1
City of Riverton	\$31,366	\$40,456	\$40,000	1
Jackson	NA	NA	NA	NA
State of Montana	NA	NA	NA	NA
City of Greeley, CO	NA	NA	NA	NA
City of North Platte, NE	\$33,634	\$46,654	\$33,634	1
State of Utah	NA	NA	NA	NA
Mean				
	\$32,807	\$44,939	\$38,192	3
Median				
	\$33,545	\$44,894	\$39,465	1
3rd Quartile				
	\$33,991	\$46,256	\$40,000	3
City of Casper				
	\$36,150	\$43,929	\$39,852	2



WYOMING
ASSOCIATION
OF MUNICIPALITIES

315 West 27th Street
Cheyenne, WY 82001
Phone (307) 632-0398
FAX (307) 632-1942
email: wam@wyomuni.org

MEMORANDUM

TO: **Municipal Clerks (*Please pass to Mayors and Council Members*)**

FROM: Ginger Newman, Director of Communications and Training

SUBJECT: **Voting Delegates for the 2014 WAM Winter Workshop (February 26-28, 2014)**

DATE: October 16, 2013

WAM will hold a business meeting at the Winter Workshop in Cheyenne on Wednesday, February 26, 2014 at 4:00pm at Little America following the legislative review. **Any** individual member of WAM is entitled to speak during the business meeting. However whenever a vote is taken **only the official voting delegate, or the alternate**, is allowed to vote for the city or town. Any elected or appointed official/staff may be designated by the city/town as its official voting delegate.

Please complete the attached form and mail/fax it to WAM by Friday, February 7, 2014. We appreciate your cooperation on this matter to ensure each municipality is represented by a person who has been duly authorized by your governing body to vote at the business meeting.

If you find your official delegate is not able to attend the Winter Workshop at the last moment, you may re-appoint someone else. In order for this change to be accepted we do need the change **in writing**. You may send/fax it to the WAM office by Friday, February 21, 2014 or your voting delegate may bring the written change/authorization to Winter Workshop and submit it to the WAM registration desk **by Wednesday, February 26, 2014 before 12:00n.** After that time, changes will not be accepted.

Please contact us with any questions.

Ensure YOUR community has a VOICE and a VOTE at the winter business meeting!

**WYOMING ASSOCIATION OF MUNICIPALITIES
2014 WAM WINTER WORKSHOP
OFFICIAL VOTING DELEGATE FORM**

The following person has been selected as the *Official Voting Delegate* for the 2014 WAM Winter Workshop Business Meeting in Cheyenne, Wednesday, February 26, 2014.

City/Town: _____

Name: _____

Title: _____

Alternate Delegate will be: _____

Title: _____

Date Approved by the City/Town Council: _____

Attest: _____ (City/Town Clerk)

PLEASE MAIL/FAX TO WAM NO LATER THAN February 7, 2014

315 West 27 Street, Cheyenne, WY 82001

Phone (307) 632-0398, Fax (307) 632-1942 or

Email to Earla Checchi at: checchi@wyomuni.org