

## Payfactors Market Pay Analysis

Job Title	Published	Job Code	Info	Currency
<a href="#">Add Data</a>				
<input checked="" type="checkbox"/> <b>Equipment Oper/Maint Worker</b> Data Cuts (1) Employees (0) History (0) Structures (1) Notes (0)		323		USD
<a href="#">Add Data</a>				
Wtg.	Adj. %	Job		
<input type="text" value="1.00"/>	<input type="text" value="0.00"/>	Heavy Equipment Operator Notes (0) HR Market Analysis - Western		5971 USD
Suggest Data				
<input checked="" type="checkbox"/> <b>Equipment Oper/Maint Worker</b> Data Cuts (1) Employees (0) History (0) Structures (1) Notes (0)		Government		323 USD
<a href="#">Add Data</a>				
Wtg.	Adj. %	Job		
<input type="text" value="1.00"/>	<input type="text" value="0.00"/>	Heavy Equipment Operator Notes (0) HR Market Analysis - Government		5971 USD

Payfactor 60<sup>th</sup> percentile average = \$27.6550 per hour. FY24 Grade 163, step 5 = \$25.8981

City of Billings FY25 pay rate

Title	FY25 New Pay Grade	FY25 Step 7	FY24 Pay Grade	FY24 Step 7
Equipment Operator Maintenance Worker	170	\$31.9130	163	28.5450

FY25	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
170	Equipment Op/Maintenance Worker	23.8158	24.9961	26.2662	27.6056	28.8894	30.3597	31.9130

<input type="checkbox"/>	Job Title	Published	Job Code	Info Currency	Base 50th	60th
<input type="checkbox"/>	<b>▶ Street/Traffic Superintendent</b> Data Cuts (2) Employees (0) History (0) Structures (1) Notes (0)		194	USD	53.07	56.90
		<a href="#">Add Data</a>				
Wtg.	Adj. %	Job				
<input type="text" value="1.00"/>	<input type="text" value="7.50"/>	Construction Superintendent - Single Discipline <i>Notes (0)</i> HR Market Analysis - Western		1555	USD	63.38 66.66
<input type="text" value="1.00"/>	<input type="text" value="7.50"/>	Superintendent of Public Works <i>Notes (0)</i> Employee Reported - 03/25/2024		ERD	USD	42.76 47.14

Suggest Data

<input type="checkbox"/>	Job Title	Published	Job Code	Info Currency	Base 50th	60th
<input type="checkbox"/>	<b>▶ Street/Traffic Superintendent</b> Data Cuts (2) Employees (0) History (0) Structures (1) Notes (0)	Government	194	USD	48.63	52.24
		<a href="#">Add Data</a>				
Wtg.	Adj. %	Job				
<input type="text" value="1.00"/>	<input type="text" value="7.50"/>	Construction Superintendent - Single Discipline <i>Notes (0)</i> HR Market Analysis - Government		1555	USD	54.50 57.33
<input type="text" value="1.00"/>	<input type="text" value="7.50"/>	Superintendent of Public Works <i>Notes (0)</i> Employee Reported - 03/25/2024		ERD	USD	42.76 47.14

Payfactor 60<sup>th</sup> percentile average = \$ 54.57 per hour. (-0.11%)

Title	FY25 New Pay Grade	FY25 Step 7	FY24 Pay Grade	FY24 Step 7
Street/Traffic Superintendent	N35	\$60.0889	N35	\$58.0569

Pay Grade	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
N35	Street/Traffic Superintendent	44.8580	47.0696	49.4342	51.8823	54.5113	57.2374	60.0889

Job Title			Published	Job Code	Info Currency	Base 50th 60th	
<input checked="" type="checkbox"/>	<b>Engineer II</b> Data Cuts (3) Employees (0) History (0) Structures (1) Notes (1)		Add Data	910	USD	44.78	47.76
Wtg.	Adj. %	Job					
1.00	10.00	Civil Engineer Notes (0) Employee Reported - 03/20/2024		ERD	USD	43.12	46.16
1.00	12.00	Engineer - Generic II Notes (0) HR Market Analysis - Western		7685	USD	51.54	53.64
1.00	10.00	Utility Engineer Notes (0) Employee Reported - 03/20/2024		ERD	USD	39.69	43.48
<input type="checkbox"/>	<b>Engineer II</b> Data Cuts (3) Employees (0) History (0) Structures (1) Notes (1)		Government Add Data	910	USD	42.38	45.25
Wtg.	Adj. %	Job					
1.00	10.00	Civil Engineer Notes (0) Employee Reported - 03/20/2024		ERD	USD	43.12	46.16
1.00	12.00	Engineer - Generic II Notes (0) HR Market Analysis - Government		7685	USD	44.32	46.12
1.00	10.00	Utility Engineer Notes (0) Employee Reported - 03/20/2024		ERD	USD	39.69	43.48

Payfactor 60<sup>th</sup> percentile average = \$ 46.51 per hour. (0.97%)

Title	FY25 New Pay Grade	FY25 Step 7	FY24 Pay Grade	FY24 Step 7
Engineer II	N20	\$51.7572	N20	\$50.0070

Pay Grade	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
N20	Engineer II	38.6405	40.5461	42.5908	44.7189	46.9584	49.2952	51.7572