

Grade	Average Minimum Salary from Comps	Marco Island Minimum Salary	Percent Difference	Average Maximum Salary from Comps	Marco Island Maximum Salary	Percent Difference
Grade 2	\$37,114	\$37,307	0.52%	\$59,961	\$57,826	-3.56%
Grade 3	\$44,425	\$41,696	-6.14%	\$70,442	\$68,829	-2.29%
Grade 4	\$47,431	\$48,279	1.79%	\$74,197	\$74,833	0.86%
Grade 5	\$58,422	\$53,675	-8.13%	\$91,582	\$83,336	-9.00%
Grade 6	\$60,918	\$58,154	-4.54%	\$96,990	\$90,139	-7.06%
Grade 7	\$64,324	\$66,932	4.05%	\$101,717	\$103,745	1.99%
Grade 8	\$79,915	\$80,099	0.23%	\$123,682	\$124,154	0.38%
Grade 9	\$100,248	\$96,558	-3.68%	\$159,507	\$149,665	-6.17%
Grade 10	\$117,645	\$105,336	-10.46%	\$193,487	\$163,271	-15.62%
Grade 11	\$120,065	\$111,920	-6.78%	\$197,670	\$173,476	-12.24%
Grade 12	\$127,341	\$123,989	-2.63%	\$207,176	\$192,184	-7.24%
City Manager	No Range					
			-3.25%			-5.45%
Key Takeaway						
On average, Marco Island's minimum salaries are 3.25% lower than the comparables						
Marco Island's maximum salaries are 5.45% lower than the comparables						