

ORDINANCE NO. 6788-11

AN ORDINANCE PROVIDING FOR THE ADOPTION OF A CLASSIFICATION AND PAY PLAN FOR THE EMPLOYEES OF THE CITY OF NEWPORT NEWS FOR FISCAL YEAR 2012.

BE IT ORDAINED by the Council of the City of Newport News pursuant to Section 4.02(D) of the Charter of the City of Newport News:

1. That the Classification and Pay Plan effective July 1, 2010, is hereby amended to be effective July 1, 2011, for the Fiscal Year 2012, which said provisions, as amended, are attached hereto and made a part hereof.

2. All employees of the City of Newport News shall be included in the classification plan with the exception of the following:

(a) Officials elected by the people and persons appointed to fill vacancies in elective offices, and employees of Constitutional Officers unless inclusion of employees of Constitutional Officers in the Classification and Pay Plan is specifically approved by the City Manager;

(b) Members of boards and commissions, the City Manager, the City Attorney, the City Clerk, and other positions appointed by City Council, the City Registrar, and persons appointed by the Judges of the Circuit Court;

(c) The Assistant City Managers, Executive staff and attorneys employed in the City Attorney's Office;

(d) Employees of the school board;

(e) Licensed physicians employed by the City in their professional capacities;

(f) Persons temporarily employed in a professional or scientific capacity, or to conduct a special inquiry, investigation or examination if the Council or the City Manager certifies that such employment is temporary and that the work shall not be performed by employees in the classified service; and

(g) Persons employed in temporary or regular part-time jobs which are not equivalent to jobs included in the classification plan.

3. Employees of agencies for which the City acts as fiscal agent are not employees of the City of Newport News.

4. The City Manager and the Director of Human Resources are authorized to promulgate and administer provisions which govern salary adjustments for employees and to implement the changes made necessary by the adoption of this amended Fiscal Year 2012 Classification and Pay Plan.

5. (a) Supplemental pay may be authorized by Council for employees who have responsibilities in addition to their regular job assignments which involve specialized work and which require additional training or qualifications.

(b) The City Manager shall promulgate rules, regulations and procedures for supplemental pay which procedure may result in a recommendation to City Council for supplemental pay.

(c) Supplemental pay is hereby authorized for the following assignments for eligible employees as determined by the respective department head:

(1) One hundred twenty-five dollars (\$125.00) per month for eligible Firefighter/Medics, Firefighter/Medic Technicians and Fire and Emergency Medical Services Officers who actively serve on the Fire Department's hazardous materials (HAZ/MAT) team, the technical rescue team, the dive team, the hazardous device team, or the marine incident response team.

(2) Three hundred thirty-three dollars (\$333.00) per month for Firefighter/Medics, Firefighter/Medic Technicians and Fire and Emergency Medical Services Officers who are certified by the Commonwealth of Virginia and actively serve as Paramedics.

(3) One hundred twenty-five dollars (\$125.00) per month for Police Officers who serve as a field training officer or a tactical team member.

(4) Up to four hundred dollars (\$400.00) per year for regular full-time employees who actively serve on the Emergency Operation Center Administrative Management Support Team and who meet all team requirements. Team members who have successfully served in this capacity for three (3) full years and who meet all criteria established by the City Manager shall be granted up to six hundred dollars (\$600.00) per year. Regular full-time employees who serve as team leaders shall be granted a supplement of up to one thousand dollars (\$1,000.00) per year in lieu of the above payments. The City Manager is authorized to promulgate and administer provisions which govern this supplemental pay.

6. (a) Allowances may be authorized by City Council for employees who hold certain certifications or educational attainments.

(b) The City Manager shall promulgate rules, regulations and procedures for allowances which procedure may result in a recommendation to City Council for allowances.

(c) Allowances are hereby authorized for the following assignments for eligible employees as determined by the respective department head:

(1) An allowance of one thousand dollars (\$1,000.00) annually is authorized for those members of the appraisal staff who gain the professional designation of Certified Assessment Evaluator (CAE) as certified by the International Association of Assessing Officers, or equivalent. An allowance of two thousand five hundred dollars (\$2,500.00) annually is authorized for those members of the appraisal staff who gain the professional designation of Member of Appraisal Institute (MAI) as certified by the American Institute of Real Estate Appraisers, or equivalent.

(2) An allowance is authorized in the following amounts for those skilled trades employees who have successfully completed a state registered apprenticeship program in the trade in which they are actively employed, as recognized by the City:

(aa) Forty cents (\$.40) per hour for successful completion of a two-year apprenticeship program.

(bb) Fifty cents (\$.50) per hour for successful completion of a three-year apprenticeship program.

(cc) Sixty-two cents (\$.62) per hour for successful completion of a four-year apprenticeship program.

(dd) Seventy-five cents (\$.75) per hour for successful completion of a five-year apprenticeship program.

(3) Employees who are in jobs which require the incumbent to possess a full set of automotive mechanic hand tools and a locking tool box may be granted a tool allowance of up to seven hundred fifty dollars (\$750.00) annually. Employees who serve as full-time SCBA (Self-Contained Breathing Apparatus) Technicians and who are required to possess a full set of mechanical hand tools with a locking tool box may be granted a tool allowance of up to two hundred fifty dollars (\$250.00) annually. The City Manager is authorized to promulgate and administer provisions which govern the tool allowance.

7. The City Manager is responsible for the overall administration of the City's Classification and Pay Plan and for promulgating policies and procedures for the equitable administration of the plan.

8. The City Manager is hereby authorized to create and establish new job classifications and jobs and to reclassify existing jobs and make changes in employee classifications to provide for proper administration of the Classification and Pay Plan.

9. The City Manager is hereby authorized to establish policies governing the award of any additional compensation to employees in positions exempt from the provisions of the Fair Labor Standards Act and the circumstances under which such compensation may be made.

10. The City Manager shall cause to have conducted an annual review of wages and salaries and present to Council each year a recommended revision to the Classification and Pay Plan which will take into consideration movement of wages and salaries within the appropriate labor market and which will maintain equitable and competitive salary ranges.

11. Notwithstanding any other provision of this ordinance, the City Attorney, the Commonwealth Attorney and the City Clerk, with the prior approval of the City Council, shall have sole discretion and control over aspects of the administration of the Classification and Pay Plan as it relates to their respective deputies and assistants.

12. For Fiscal Year 2012, each current regular full-time employee who was also a regular full-time employee on January 31, 2011, shall receive on July 1, 2011, a general wage increase of two percent (2%); the two percent (2%) increase hereby granted shall not be applicable to employees whose positions are established in the Part-time and Temporary Schedule, but shall be applicable to part-time employees whose positions are established in the General & Hourly Schedule

13. This ordinance shall be in effect on and after July 1, 2011.

PASSED BY THE COUNCIL OF THE CITY OF NEWPORT NEWS ON MAY 10, 2011

Mabel Washington Jenkins, MMC
City Clerk

McKinley L. Price, DDS
Mayor

A true copy, teste:

City Clerk

**MANAGEMENT & EXECUTIVE STAFF (E-XX)
EXEMPT**

Assistant City Manager
Assistant to the City Manager
Executive Office Administrator

**DEPARTMENT HEAD (M-XX)
EXEMPT**

Administrator of Self Insurance Program
Chief of Police*
City Assessor
Director of Adult Corrections
Director of Budget & Evaluation
Director of Codes Compliance
Director of Development
Director of Engineering
Director of Finance
Director of Human Resources
Director of Human Services
Director of Information Technology
Director of Internal Audit
Director of Juvenile Services
Director of Libraries & Information Services
Director of Parks, Recreation & Tourism
Director of Planning
Director of Public Utilities
Director of Public Works
Director of Purchasing
Director of Vehicle & Equipment Services
Fire Chief*

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Accountant I	G-13	E	\$37,660	\$63,383
Accountant II	G-16	E	\$45,150	\$75,980
Accountant, Senior	G-17	E	\$47,985	\$80,769
Accounting Assistant I	G-04	N	\$21,835	\$35,639
Accounting Assistant II	G-06	N	\$24,630	\$40,194
Accounting Assistant, Senior	G-07	N	\$26,160	\$42,677
Accounting Coordinator	G-14	E	\$40,015	\$67,336
Accounting Manager	G-18	E	\$51,055	\$85,920
Accounting Specialist	G-11	N	\$33,345	\$56,121
Accounting Technician	G-08	N	\$27,785	\$45,319
Accounts Payable Supervisor	G-11	N	\$33,345	\$56,121
Accounts Payable Technician I	G-06	N	\$24,630	\$40,194
Accounts Payable Technician II	G-08	N	\$27,785	\$45,319
Accounts Payable Technician, Senior	G-10	N	\$31,370	\$51,204
Accreditation Manager I	G-12	E	\$35,425	\$59,609
Accreditation Manager II	G-13	E	\$37,660	\$63,383
Activities Coordinator	G-11	E	\$33,345	\$56,121
Administration Manager	G-19	E	\$54,215	\$91,239
Administrative Assistant I	G-04	N	\$21,835	\$35,639
Administrative Assistant II	G-06	N	\$24,630	\$40,194
Administrative Assistant, Senior	G-08	N	\$27,785	\$45,319
Administrative Coordinator	G-10	N	\$31,370	\$51,204
Administrative Coordinator, Senior	G-12	N	\$35,425	\$59,609
Administrative Deputy Treasurer	G-17	E	\$47,985	\$80,769
Administrative Services Coordinator	G-16	E	\$45,150	\$75,980
Administrative Support Bureau Supervisor	G-15	E	\$42,525	\$71,564
Administrator of Building Services	G-23	E	\$69,135	\$116,367
Administrator of Community Recreation	G-21	E	\$61,215	\$103,031
Administrator of Development Projects	G-18	E	\$51,055	\$85,920
Administrator of Financial Management	G-18	E	\$51,055	\$85,920
Administrator of Fiscal Services	G-19	E	\$54,215	\$91,239
Administrator of Parks	G-23	E	\$69,135	\$116,367
Administrator of Recreation Programs	G-21	E	\$61,215	\$103,031
Administrator of Solid Waste	G-23	E	\$69,135	\$116,367
Administrator of Stormwater Operations	G-23	E	\$69,135	\$116,367
Administrator of Street Maintenance	G-23	E	\$69,135	\$116,367
Administrator of Tourism	G-21	E	\$61,215	\$103,031
Administrator of Wastewater	G-23	E	\$69,135	\$116,367
Animal Control Officer I	G-08	N	\$27,785	\$45,319
Animal Control Officer II	G-10	N	\$31,370	\$51,204
Animal Control Officer, Senior	G-11	N	\$33,345	\$56,121
Animal Services Technician I	G-04	N	\$21,835	\$35,639
Animal Services Technician II	G-06	N	\$24,630	\$40,194
Appraiser I	G-12	E	\$35,425	\$59,609
Appraiser II	G-14	E	\$40,015	\$67,336
Appraiser III	G-15	E	\$42,525	\$71,564
Appraiser Supervisor	G-20	E	\$57,605	\$96,951
Appraiser, Senior	G-17	E	\$47,985	\$80,769
Aquatics Operations Coordinator	G-13	E	\$37,660	\$63,383

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Aquatics Program Coordinator	G-13	E	\$37,660	\$63,383
Aquatics Supervisor	G-14	E	\$40,015	\$67,336
Archeologist	G-10	N	\$31,370	\$51,204
Archeologist, Senior	G-13	E	\$37,660	\$63,383
Architect I	G-15	E	\$42,525	\$71,564
Architect II	G-17	E	\$47,985	\$80,769
Architect III	G-18	E	\$51,055	\$85,920
Architectural Inspector I	G-10	N	\$31,370	\$51,204
Architectural Inspector II	G-12	N	\$35,425	\$59,609
Architectural Inspector, Senior	G-14	N	\$40,015	\$67,336
Asbestos Technician	G-12	N	\$35,425	\$59,609
Asbestos Technician, Senior	G-15	N	\$42,525	\$71,564
Asphalt Finisher	H-08	N	\$12.86	\$19.87
Asphalt Finisher, Senior	H-09	N	\$13.66	\$21.14
Asset Management Administrator	G-19	E	\$54,215	\$91,239
Assistant Administrator of Solid Waste	G-18	E	\$51,055	\$85,920
Assistant Administrator of Stormwater	G-18	E	\$51,055	\$85,920
Assistant Administrator of Street Maintenance	G-18	E	\$51,055	\$85,920
Assistant Administrator of Wastewater	G-18	E	\$51,055	\$85,920
Assistant Automotive Superintendent	H-16	N	\$20.86	\$31.24
Assistant Buyer	G-10	N	\$31,370	\$51,204
Assistant Chief of Civil Design Engineering	G-21	E	\$61,215	\$103,031
Assistant Chief of Transportation Engineering	G-21	E	\$61,215	\$103,031
Assistant Director of Administration	G-23	E	\$69,135	\$116,367
Assistant Director of Administrative Support Services	G-19	E	\$54,215	\$91,239
Assistant Director of Codes Compliance	G-21	E	\$61,215	\$103,031
Assistant Director of Development	G-23	E	\$69,135	\$116,367
Assistant Director of Engineering	G-25	E	\$78,045	\$131,366
Assistant Director of Finance	G-21	E	\$61,215	\$103,031
Assistant Director of Human Resources	G-22	E	\$65,040	\$109,462
Assistant Director of Information Technology	G-25	E	\$78,045	\$131,366
Assistant Director of Parks, Recreation & Tourism	G-24	E	\$73,455	\$123,635
Assistant Director of Public Utilities	G-25	E	\$78,045	\$131,366
Assistant Director of Public Works Administration	G-22	E	\$65,040	\$109,462
Assistant Director of Public Works Operations	G-24	E	\$73,455	\$123,635
Assistant Engineer of Video Services	G-14	N	\$40,015	\$67,336
Assistant Fire Chief*	G-22	E	\$65,040	\$109,462
Assistant Golf Course Superintendent	G-11	E	\$33,345	\$56,121
Assistant Golf Professional	G-06	N	\$24,630	\$40,194
Assistant Police Chief*	G-25	E	\$78,045	\$131,366
Assistant Recreation Center Supervisor	G-05	N	\$23,190	\$37,827
Assistant Recreation Program Coordinator	G-08	N	\$27,785	\$45,319
Assistant Recycling Coordinator	G-13	E	\$37,660	\$63,383
Assistant Registrar	G-05	N	\$23,190	\$37,827
Assistant Registrar, Senior	G-06	N	\$24,630	\$40,194
Assistant Therapeutic Program Supervisor	G-04	N	\$21,835	\$35,639
Athletic Assistant	G-03	N	\$20,560	\$33,543
Athletic Field & Turf Supervisor	G-14	E	\$40,015	\$67,336
Automotive Parts Superintendent	G-17	E	\$47,985	\$80,769

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Automotive Technician I	H-10	N	\$14.51	\$14.51
Automotive Technician II	H-13	N	\$17.40	\$27.16
Automotive Technician, Master	H-15	N	\$19.63	\$29.91
Automotive Welder	H-13	N	\$17.40	\$27.16
Benefits Coordinator	G-10	N	\$31,370	\$51,204
Benefits Coordinator, Senior	G-11	N	\$33,345	\$56,121
Budget Analyst I	G-12	E	\$35,425	\$59,609
Budget Analyst II	G-14	E	\$40,015	\$67,336
Budget Analyst, Senior	G-17	E	\$47,985	\$80,769
Budget Manager	G-19	E	\$54,215	\$91,239
Building Codes Inspector	G-12	N	\$35,425	\$59,609
Building Codes Inspector, Senior	G-14	N	\$40,015	\$67,336
Building Supervisor	G-12	N	\$35,425	\$59,609
Business Analyst A	G-14	E	\$40,015	\$67,336
Business Analyst B	G-16	E	\$45,150	\$75,980
Business Analyst C	G-17	E	\$47,985	\$80,769
Business Auditor I	G-13	E	\$37,660	\$63,383
Business Auditor II	G-16	E	\$45,150	\$75,980
Business Development Specialist	G-14	E	\$40,015	\$67,336
Business Process Analyst	G-12	E	\$35,425	\$59,609
Business Project Manager A	G-18	E	\$51,055	\$85,920
Business Project Manager B	G-19	E	\$54,215	\$91,239
Business Retention Coordinator	G-16	E	\$45,150	\$75,980
Buyer I	G-11	E	\$33,345	\$56,121
Buyer II	G-14	E	\$40,015	\$67,336
Buyer Support Coordinator	G-11	N	\$33,345	\$56,121
Buyer, Senior	G-16	E	\$45,150	\$75,980
Call Taker	G-07	N	\$26,160	\$42,677
Career Development Coordinator	G-11	N	\$33,345	\$56,121
Carpenter I	H-08	N	\$12.86	\$19.87
Carpenter II	H-12	N	\$16.38	\$25.62
Carpenter Specialist	H-13	N	\$17.40	\$27.16
Chief Deputy City Clerk	G-14	E	\$40,015	\$67,336
Chief Deputy Commissioner of the Revenue	G-22	E	\$65,040	\$109,462
Chief Engineer of Public Utilities	G-23	E	\$69,135	\$116,367
Chief Engineer of Video Services	G-15	E	\$42,525	\$71,564
Chief of Civil Design Engineering	G-23	E	\$69,135	\$116,367
Chief of Distribution Engineering	G-23	E	\$69,135	\$116,367
Chief of Eligibility	G-20	E	\$57,605	\$96,951
Chief of Facilities Engineering	G-23	E	\$69,135	\$116,367
Chief of Fiscal Operations	G-18	E	\$51,055	\$85,920
Chief of Forest Resources	G-18	E	\$51,055	\$85,920
Chief of Land Resources	G-17	E	\$47,985	\$80,769
Chief of Social Work Services	G-20	E	\$57,605	\$96,951
Chief of Transportation Engineering	G-23	E	\$69,135	\$116,367
Chief Ranger	G-17	E	\$47,985	\$80,769
Codes Compliance Inspector I	G-09	N	\$29,520	\$48,175
Codes Compliance Inspector II	G-11	N	\$33,345	\$56,121
Codes Compliance Inspector III	G-12	N	\$35,425	\$59,609

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Codes Compliance Inspector, Senior	G-14	N	\$40,015	\$67,336
Codes Enforcement Administrator	G-21	E	\$61,215	\$103,031
Codes Management Analyst	G-12	E	\$35,425	\$59,609
Combination Building Codes Inspector	G-13	N	\$37,660	\$63,383
Commissioner of the Revenue Field Representative I	G-08	N	\$27,785	\$45,319
Commissioner of the Revenue Field Representative II	G-10	N	\$31,370	\$51,204
Commonwealth Attorney Technician I	G-07	N	\$26,160	\$42,677
Commonwealth Attorney Technician II	G-09	N	\$29,520	\$48,175
Communications & Promotions Coordinator	G-14	E	\$40,015	\$67,336
Communications & Public Information Coordinator	G-14	E	\$40,015	\$67,336
Communications Manager, 911	G-19	E	\$54,215	\$91,239
Communications Project Coordinator	G-14	N	\$40,015	\$67,336
Communications Systems Manager	G-19	E	\$54,215	\$91,239
Communications Systems Specialist	G-16	E	\$45,150	\$75,980
Community Programs Administrator	G-17	E	\$47,985	\$80,769
Community Relations & Communications Specialist	G-12	E	\$35,425	\$59,609
Community Relations & Program Coordinator	G-14	E	\$40,015	\$67,336
Community Resource Coordinator	G-15	E	\$42,525	\$71,564
Community Services Coordinator	G-10	N	\$31,370	\$51,204
Comprehensive Services Act Coordinator	G-18	E	\$51,055	\$85,920
Comptroller	G-19	E	\$54,215	\$91,239
Computer Aided Design Support Coordinator	G-15	N	\$42,525	\$71,564
Computer Lab Specialist	G-11	E	\$33,345	\$56,121
Computer Operator I	G-07	N	\$26,160	\$42,677
Computer Operator II	G-09	N	\$29,520	\$48,175
Concrete Specialist	H-10	N	\$14.51	\$22.35
Concrete Worker	H-08	N	\$12.86	\$19.87
Concrete Worker, Senior	H-09	N	\$13.66	\$21.14
Construction & Maintenance Worker I	H-04	N	\$10.09	\$13.96
Construction & Maintenance Worker II	H-05	N	\$10.72	\$14.86
Construction & Maintenance Worker, Senior	H-07	N	\$12.10	\$18.91
Construction Contracts Coordinator	G-11	N	\$33,345	\$56,121
Construction Inspection Supervisor	G-16	N	\$45,150	\$75,980
Construction Inspector I	G-10	N	\$31,370	\$51,204
Construction Inspector II	G-12	N	\$35,425	\$59,609
Construction Inspector, Senior	G-14	N	\$40,015	\$67,336
Construction Specialist	H-14	N	\$18.48	\$28.50
Cook	G-04	N	\$21,835	\$35,639
Cook, Senior	G-05	N	\$23,190	\$37,827
Coordinator of Emergency Management	G-20	E	\$57,605	\$96,951
Coordinator of Public Information & Media Relations	G-17	E	\$47,985	\$80,769
Corrections Captain	G-16	E	\$45,150	\$75,980
Corrections Lieutenant	G-14	E	\$40,015	\$67,336
Corrections Officer	G-10	N	\$31,370	\$51,204
Corrections Officer, Senior	G-11	N	\$33,345	\$56,121
Corrections Sergeant	G-13	N	\$37,660	\$63,383
Crew Leader	H-08	N	\$12.86	\$19.87
Crew Supervisor A	H-09	N	\$13.66	\$21.14
Crew Supervisor B	H-12	N	\$16.38	\$25.62

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Crew Supervisor C	H-14	N	\$18.48	\$28.50
Crime Analyst	G-14	E	\$40,015	\$67,336
Crime Analyst Supervisor	G-16	E	\$45,150	\$75,980
Custodial Supervisor	H-12	N	\$16.38	\$25.62
Custodian I	H-02	N	\$8.94	\$12.11
Custodian II	H-03	N	\$9.49	\$13.12
Custodian, Lead	H-05	N	\$10.72	\$14.86
Custodian, Senior	H-04	N	\$10.09	\$13.96
Customer Service Assistant I	G-04	N	\$21,835	\$35,639
Customer Service Assistant II	G-06	N	\$24,630	\$40,194
Customer Service Assistant, Senior	G-07	N	\$26,160	\$42,677
Customer Services Manager	G-19	E	\$54,215	\$91,239
Data Center Supervisor	G-13	N	\$37,660	\$63,383
Deputy Assessor	G-22	E	\$65,040	\$109,462
Deputy City Clerk I	G-06	N	\$24,630	\$40,194
Deputy City Clerk II	G-10	N	\$31,370	\$51,204
Deputy Commissioner of the Revenue	G-11	N	\$33,345	\$56,121
Deputy Director of Human Services	G-23	E	\$69,135	\$116,367
Deputy Director of Juvenile Services	G-23	E	\$69,135	\$116,367
Deputy Director of Purchasing	G-21	E	\$61,215	\$103,031
Deputy Fire Chief*	G-25	E	\$78,045	\$131,366
Deputy Registrar	G-08	N	\$27,785	\$45,319
Deputy Treasurer	G-11	N	\$33,345	\$56,121
Desktop Support Technician	G-05	N	\$23,190	\$37,827
Digital Services Manager	G-18	N	\$51,055	\$85,920
Dispatch Coordinator, 911	G-16	E	\$45,150	\$75,980
Dispatch Supervisor, 911	G-15	N	\$42,525	\$71,564
Dispatch Supervisor, 911, Assistant	G-14	N	\$40,015	\$67,336
Dispatcher I, 911	G-08	N	\$27,785	\$45,319
Dispatcher II, 911	G-11	N	\$33,345	\$56,121
Dispatcher, Senior, 911	G-13	N	\$37,660	\$63,383
Distribution Manager	G-24	E	\$73,455	\$123,635
Dock Master	G-11	N	\$33,345	\$56,121
Dock Master, Assistant	G-10	N	\$31,370	\$51,204
Economic Analyst I	G-11	E	\$33,345	\$56,121
Economic Analyst II	G-14	E	\$40,015	\$67,336
Economic Analyst, Senior	G-17	E	\$47,985	\$80,769
Education Specialist	G-11	E	\$33,345	\$56,121
Electrical Instrumentation & Control Superintendent	G-18	E	\$51,055	\$85,920
Electrical Specialist	H-15	N	\$19.63	\$29.91
Electrical Specialist, Senior	H-17	N	\$22.18	\$32.78
Electrician I	H-09	N	\$13.66	\$21.14
Electrician II	H-12	N	\$16.38	\$25.62
Electronic Benefits Transfer Coordinator	G-13	E	\$37,660	\$63,383
Electronics Specialist	H-16	N	\$20.86	\$31.24
Electronics Technician	H-13	N	\$17.40	\$27.16
Eligibility Supervisor	G-15	E	\$42,525	\$71,564
Eligibility Supervisor, Senior	G-17	E	\$47,985	\$80,769
Eligibility Worker I	G-10	N	\$31,370	\$51,204

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Eligibility Worker II	G-11	N	\$33,345	\$56,121
Eligibility Worker, Senior	G-12	N	\$35,425	\$59,609
Emergency Medical Services Chief*	G-23	E	\$69,135	\$116,367
Emergency Operations Planner I	G-12	E	\$35,425	\$59,609
Emergency Operations Planner II	G-13	E	\$37,660	\$63,383
Emergency Operations Technician	G-11	N	\$33,345	\$56,121
Emergency Planner	G-11	E	\$33,345	\$56,121
Employee and Retirement Benefits Manager	G-18	E	\$51,055	\$85,920
Employment Aide-Court Services	G-08	N	\$27,785	\$45,319
Employment Services Supervisor	G-17	E	\$47,985	\$80,769
Employment Services Supervisor, Senior	G-18	E	\$51,055	\$85,920
Employment Services Worker I	G-12	E	\$35,425	\$59,609
Employment Services Worker II	G-14	E	\$40,015	\$67,336
Employment Services Worker, Senior	G-15	E	\$42,525	\$71,564
Energy Efficiency Project Coordinator	G-18	E	\$51,055	\$85,920
Engineer I	G-16	E	\$45,150	\$75,980
Engineer II	G-18	E	\$51,055	\$85,920
Engineer III	G-20	E	\$57,605	\$96,951
Engineer, Senior	G-23	E	\$69,135	\$116,367
Engineering Specialist I	G-16	E	\$45,150	\$75,980
Engineering Specialist II	G-18	E	\$51,055	\$85,920
Engineering Specialist, Senior	G-20	E	\$57,605	\$96,951
Engineering Technician I	G-09	N	\$29,520	\$48,175
Engineering Technician II	G-11	N	\$33,345	\$56,121
Engineering Technician III	G-12	N	\$35,425	\$59,609
Engineering Technician, Senior	G-14	N	\$40,015	\$67,336
Enterprise Manager	G-23	E	\$69,135	\$116,367
Environmental Management Systems Manager	G-17	E	\$47,985	\$80,769
Environmental Specialist	G-14	E	\$40,015	\$67,336
Equipment Operator A	H-07	N	\$12.10	\$18.91
Equipment Operator B	H-08	N	\$12.86	\$19.87
Equipment Operator Specialist	H-12	N	\$16.38	\$25.62
Equipment Operator, Master	H-11	N	\$15.41	\$23.64
Equipment Operator, Senior	H-09	N	\$13.66	\$21.14
Executive Assistant	G-10	N	\$31,370	\$51,204
Executive Assistant to the City Manager	G-13	N	\$37,660	\$63,383
Facilities Environmental Manager	G-18	E	\$51,055	\$85,920
Facilities Manager	G-24	E	\$73,455	\$123,635
Family Assessment & Planning Team Coordinator	G-14	E	\$40,015	\$67,336
Family Support Worker I	G-05	N	\$23,190	\$37,827
Family Support Worker II	G-08	N	\$27,785	\$45,319
Field Engineer	G-23	E	\$69,135	\$116,367
Financial Analyst	G-11	E	\$33,345	\$56,121
Financial Management Analyst	G-14	E	\$40,015	\$67,336
Financial Services Administrator	G-17	E	\$47,985	\$80,769
Financial Services Analyst	G-16	E	\$45,150	\$75,980
Financial Services Assistant	G-05	N	\$23,190	\$37,827
Fingerprint Technician	G-08	N	\$27,785	\$45,319
Fire Battalion Chief*	G-21	E	\$61,215	\$103,031

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Fire Equipment Specialist	H-15	N	\$19.63	\$28.50
Fire Marshal*	G-22	E	\$65,040	\$109,462
Fire Prevention Inspector I	G-09	N	\$29,520	\$48,175
Fire Prevention Inspector II	G-11	N	\$33,345	\$56,121
Fire Public Education Coordinator	G-16	E	\$45,150	\$75,980
Fire Public Educator	G-11	E	\$33,345	\$56,121
Fire Public Relations & Information Officer	G-15	E	\$42,525	\$71,564
Fleet Maintenance Supervisor	G-14	N	\$40,015	\$67,336
Fleet Operations Superintendent	G-17	E	\$47,985	\$80,769
Fleet Support Manager	G-17	E	\$47,985	\$80,769
Fleet Support Specialist	G-15	E	\$42,525	\$71,564
Food Services Supervisor	G-13	N	\$37,660	\$63,383
Forensic Services Unit Supervisor	G-17	E	\$47,985	\$80,769
Forensic Technician	G-10	N	\$31,370	\$51,204
Forensic Technician, Senior	G-13	N	\$37,660	\$63,383
Forest Technician I	G-05	N	\$23,190	\$37,827
Forest Technician II	G-08	N	\$27,785	\$45,319
Forester	G-14	E	\$40,015	\$67,336
Fraud Investigator	G-14	N	\$40,015	\$67,336
General Services Manager	G-23	E	\$69,135	\$116,367
Generator Mechanic I	H-08	N	\$12.86	\$19.87
Generator Mechanic II	H-12	N	\$16.38	\$25.62
Generator Specialist	H-15	N	\$19.63	\$29.91
Geographic Information System Cartographic Specialist	G-13	N	\$37,660	\$63,383
Geographic Information System Cartographic Technician	G-10	N	\$31,370	\$51,204
Geographic Information System Manager	G-18	E	\$51,055	\$85,920
Geographic Information System Programmer/Analyst I	G-16	E	\$45,150	\$75,980
Geographic Information System Programmer/Analyst II	G-17	E	\$47,985	\$80,769
Golf Course Superintendent	G-17	E	\$47,985	\$80,769
Golf Course Technician I	H-05	N	\$10.72	\$14.86
Golf Course Technician II	H-07	N	\$12.10	\$18.91
Golf Course Technician, Senior	H-08	N	\$12.86	\$19.87
Golf Professional	G-14	E	\$40,015	\$67,336
Grants Accountant	G-16	E	\$45,150	\$75,980
Graphics Coordinator	G-15	E	\$42,525	\$71,564
Graphics Designer I	G-07	N	\$26,160	\$42,677
Graphics Designer II	G-10	N	\$31,370	\$51,204
Groundskeeper Assistant	H-01	N	\$8.41	\$11.41
Groundskeeper I	H-03	N	\$9.49	\$13.12
Groundskeeper II	H-04	N	\$10.09	\$13.96
Groundskeeper, Senior	H-05	N	\$10.72	\$14.86
Group Sales Coordinator	G-14	E	\$40,015	\$67,336
Healthy Families/Prevention Services Senior Supervisor	G-18	E	\$51,055	\$85,920
Healthy Families Supervisor	G-17	E	\$47,985	\$80,769
Help Desk Coordinator	G-12	N	\$35,425	\$59,609
Help Desk Engineer	G-14	N	\$40,015	\$67,336
Help Desk Engineer Manager	G-20	E	\$57,605	\$96,951
Help Desk Engineer Supervisor	G-17	E	\$47,985	\$80,769
Historic Services Marketing Coordinator	G-12	E	\$35,425	\$59,609

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Historic Site Assistant	G-05	N	\$23,190	\$37,827
Historic Site Coordinator	G-15	E	\$42,525	\$71,564
Historic Site Curator	G-13	E	\$37,660	\$63,383
Horticulture Programs Coordinator	G-11	E	\$33,345	\$56,121
Housing Coordinator	G-12	N	\$35,425	\$59,609
Housing Specialist	G-14	E	\$40,015	\$67,336
Human Resources Assistant	G-08	N	\$27,785	\$45,319
Human Resources Generalist	G-15	E	\$42,525	\$71,564
Human Resources Generalist, Senior	G-16	E	\$45,150	\$75,980
Human Resources Manager	G-19	E	\$54,215	\$91,239
Human Resources Specialist	G-13	E	\$37,660	\$63,383
Human Resources Training Technician	G-10	N	\$31,370	\$51,204
Hydrant Repair Specialist	H-10	N	\$14.51	\$22.35
Hype Mentor Program Coordinator	G-13	E	\$37,660	\$63,383
Inflow Infiltration Technician	H-10	N	\$14.51	\$22.35
Information Coordinator	G-10	N	\$31,370	\$51,204
Information Services Specialist I	G-10	N	\$31,370	\$51,204
Information Services Specialist II	G-11	N	\$33,345	\$56,121
Information Services Specialist, Senior	G-12	E	\$35,425	\$59,609
Information Technology Administrator	G-17	E	\$47,985	\$80,769
Information Technology Analyst A	G-14	E	\$40,015	\$67,336
Information Technology Analyst B	G-16	E	\$45,150	\$75,980
Information Technology Analyst C	G-17	E	\$47,985	\$80,769
Information Technology Auditor	G-19	E	\$54,215	\$91,239
Information Technology Manager	G-23	E	\$69,135	\$116,367
Information Technology Project Manager A	G-18	E	\$51,055	\$85,920
Information Technology Project Manager B	G-19	E	\$54,215	\$91,239
Information Technology Project Manager C	G-22	E	\$65,040	\$109,462
Information Technology Technical Services Manager	G-23	E	\$69,135	\$116,367
Information Technology Technician	G-10	N	\$31,370	\$51,204
Instrumentation & Control Specialist	H-16	N	\$20.86	\$31.24
Instrumentation & Control Specialist, Senior	H-17	N	\$22.18	\$32.78
Intake Officer	G-13	N	\$37,660	\$63,383
Intelligence Analyst	G-14	E	\$40,015	\$67,336
Intelligence Analyst, Senior	G-15	E	\$42,525	\$71,564
Intergovernmental Relations Coordinator	G-17	E	\$47,985	\$80,769
Internal Audit Manager	G-18	E	\$51,055	\$85,920
Internal Auditor	G-14	E	\$40,015	\$67,336
Internal Auditor, Senior	G-16	E	\$45,150	\$75,980
Internet Intranet Architect	G-21	E	\$61,215	\$103,031
Irrigation Specialist	H-13	N	\$17.40	\$27.16
Irrigation Technician	H-07	N	\$12.10	\$18.91
Jail Administrator	G-18	E	\$51,055	\$85,920
Juvenile Drug Court Treatment Administrator	G-16	E	\$45,150	\$75,980
Juvenile Drug Court Treatment Coordinator	G-13	E	\$37,660	\$63,383
Juvenile Services Administrator	G-16	E	\$45,150	\$75,980
Juvenile Services Counselor	G-11	N	\$33,345	\$56,121
Juvenile Services Counselor, Senior	G-12	N	\$35,425	\$59,609
Juvenile Services Supervisor	G-14	E	\$40,015	\$67,336

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Laboratory Analyst I	G-12	E	\$35,425	\$59,609
Laboratory Analyst II	G-14	E	\$40,015	\$67,336
Laboratory Analyst III	G-15	E	\$42,525	\$71,564
Laboratory Technician	G-08	N	\$27,785	\$45,319
Landfill Technician	H-11	N	\$15.41	\$23.64
Landscape Planner I	G-12	E	\$35,425	\$59,609
Landscape Planner II	G-14	E	\$40,015	\$67,336
Landscape Specialist	G-11	N	\$33,345	\$56,121
Landscape Technician	H-05	N	\$10.72	\$14.86
Landscape Technician, Senior	H-06	N	\$11.39	\$17.38
Laundry Worker	H-02	N	\$8.94	\$12.11
Law Clerk	G-14	E	\$40,015	\$67,336
Law Office Administrator	G-14	E	\$40,015	\$67,336
Legal Administrative Assistant	G-11	N	\$33,345	\$56,121
Legal Administrative Assistant, Senior	G-12	N	\$35,425	\$59,609
Legal Coordinator	G-11	N	\$33,345	\$56,121
Legal Investigator	G-14	N	\$40,015	\$67,336
Legal Secretary I	G-08	N	\$27,785	\$45,319
Legal Secretary II	G-09	N	\$29,520	\$48,175
Librarian I	G-13	E	\$37,660	\$63,383
Librarian II	G-14	E	\$40,015	\$67,336
Librarian, Senior	G-16	E	\$45,150	\$75,980
Library Associate	G-12	E	\$35,425	\$59,609
Library Grant Specialist	G-14	E	\$40,015	\$67,336
Library Technician I	G-04	N	\$21,835	\$35,639
Library Technician II	G-05	N	\$23,190	\$37,827
Library Technician, Senior	G-06	N	\$24,630	\$40,194
Licensed Architect	G-20	E	\$57,605	\$96,951
Licensed Practical Nurse	G-10	N	\$31,370	\$51,204
Literacy Project Coordinator	G-14	E	\$40,015	\$67,336
Logistics Manager	G-17	E	\$47,985	\$80,769
Mail Clerk	G-05	N	\$23,190	\$37,827
Mailroom Coordinator	G-06	N	\$24,630	\$40,194
Maintenance Assistant	H-05	N	\$10.72	\$14.86
Maintenance Assistant, Senior	H-07	N	\$12.10	\$18.91
Maintenance Mechanic I	H-08	N	\$12.86	\$19.87
Maintenance Mechanic II	H-12	N	\$16.38	\$25.62
Maintenance Mechanic III	H-13	N	\$17.40	\$27.16
Maintenance Specialist	H-15	N	\$19.63	\$29.91
Management & Legislative Program Analyst	G-17	E	\$47,985	\$80,769
Manager of Comprehensive Planning	G-20	E	\$57,605	\$96,951
Manager of Current Planning	G-20	E	\$57,605	\$96,951
Manager of Development	G-20	E	\$57,605	\$96,951
Manager of Development Plan Review	G-18	E	\$51,055	\$85,920
Manager of Special Development Projects	G-20	E	\$57,605	\$96,951
Manager of Technical Support	G-20	E	\$57,605	\$96,951
Marketing & Development Coordinator	G-11	E	\$33,345	\$56,121
Marketing Coordinator	G-13	E	\$37,660	\$63,383
Marketing Specialist	G-11	E	\$33,345	\$56,121

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Mature Adult Center Supervisor	G-03	N	\$20,560	\$33,543
Media & Graphics Specialist	G-11	E	\$33,345	\$56,121
Meter Maintenance Supervisor	G-14	E	\$40,015	\$67,336
Meter Reader I	G-04	N	\$21,835	\$35,639
Meter Reader II	G-05	N	\$23,190	\$37,827
Meter Reader III	G-06	N	\$24,630	\$40,194
Meter Reader, Senior	G-09	N	\$29,520	\$48,175
Meter Reading Route Supervisor	G-11	N	\$33,345	\$56,121
Meter Repairer I	H-06	N	\$11.39	\$17.38
Meter Repairer II	H-08	N	\$12.86	\$19.87
Meter Specialist	H-13	N	\$17.40	\$27.16
Motor Pool Coordinator	G-07	N	\$26,160	\$42,677
Museum Curator	G-15	E	\$42,525	\$71,564
Museum Educational Coordinator	G-12	E	\$35,425	\$59,609
Museum Exhibit Coordinator	G-12	E	\$35,425	\$59,609
Museum Registrar	G-12	E	\$35,425	\$59,609
Natural Resources Manager	G-23	E	\$69,135	\$116,367
Network & Systems Manager	G-18	E	\$51,055	\$85,920
Network Engineer	G-18	E	\$51,055	\$85,920
Network Engineer, Lead	G-20	E	\$57,605	\$96,951
Occupational Health Services Coordinator	G-15	E	\$42,525	\$71,564
Office Assistant I	G-02	N	\$19,355	\$31,641
Office Assistant II	G-03	N	\$20,560	\$33,543
Office Manager	G-13	N	\$37,660	\$63,383
Operations Dispatcher	G-06	N	\$24,630	\$40,194
Operations Manager	G-19	E	\$54,215	\$91,239
Operations Superintendent	G-17	E	\$47,985	\$80,769
Operations Supervisor	G-15	E	\$42,525	\$71,564
Painter	H-09	N	\$13.66	\$21.14
Paralegal	G-10	N	\$31,370	\$51,204
Paralegal, Senior	G-12	N	\$35,425	\$59,609
Parent Educator	G-11	N	\$33,345	\$56,121
Parenting Program Educator	G-10	E	\$31,370	\$51,204
Park Events Coordinator	G-11	E	\$33,345	\$56,121
Park Ranger I	G-11	N	\$33,345	\$56,121
Park Ranger II	G-12	N	\$35,425	\$59,609
Park Ranger, Senior	G-14	N	\$40,015	\$67,336
Parking Enforcement Officer	G-05	N	\$23,190	\$37,827
Parking Lot Attendant	G-03	N	\$20,560	\$33,543
Parks Construction Project Coordinator	G-12	N	\$35,425	\$59,609
Parks Facility Coordinator	G-13	E	\$37,660	\$63,383
Parks Landscape & Irrigation Specialist	G-13	E	\$37,660	\$63,383
Parks Maintenance Specialist	H-10	N	\$14.51	\$22.35
Parks Operations Superintendent	G-18	E	\$51,055	\$85,920
Payroll Assistant	G-06	N	\$24,630	\$40,194
Payroll Coordinator	G-10	N	\$31,370	\$51,204
Payroll Coordinator, Senior	G-11	N	\$33,345	\$56,121
Payroll Technician	G-08	N	\$27,785	\$45,319
Personnel Assistant	G-06	N	\$24,630	\$40,194

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Personnel Coordinator	G-10	E	\$31,370	\$51,204
Personnel Coordinator, Senior	G-12	E	\$35,425	\$59,609
Pipelayer	H-08	N	\$12.86	\$19.87
Pipelayer Specialist	H-10	N	\$14.51	\$22.35
Pipelayer, Senior	H-09	N	\$13.66	\$21.14
Planner	G-11	E	\$33,345	\$56,121
Planner II	G-14	E	\$40,015	\$67,336
Planner, Senior	G-17	E	\$47,985	\$80,769
Planning Technician	G-10	N	\$31,370	\$51,204
Plans Examiner I	G-15	E	\$42,525	\$71,564
Plans Examiner II	G-17	E	\$47,985	\$80,769
Plumber I	H-08	N	\$12.86	\$19.87
Plumber II	H-12	N	\$16.38	\$25.62
Plumber Specialist	H-13	N	\$17.40	\$27.16
Police Aide	G-08	N	\$27,785	\$45,319
Police Captain*	G-22	E	\$65,040	\$109,462
Police Community Programs Coordinator	G-13	E	\$37,660	\$63,383
Police Fleet Coordinator	G-09	N	\$29,520	\$48,175
Police Fleet Coordinator, Senior	G-10	N	\$31,370	\$51,204
Police Information Officer	G-15	E	\$42,525	\$71,564
Police Investigative Technician	G-11	N	\$33,345	\$56,121
Police Planning Administrator	G-20	E	\$57,605	\$96,951
Police Planning Coordinator	G-16	E	\$45,150	\$75,980
Police Procurement Technician	G-08	N	\$27,785	\$45,319
Police Procurement Technician, Senior	G-09	N	\$29,520	\$48,175
Police Support Coordinator	G-11	N	\$33,345	\$56,121
Police Technician	G-11	N	\$33,345	\$56,121
Port Development Administrator	G-17	E	\$47,985	\$80,769
Printer	G-08	N	\$27,785	\$45,319
Printer, Senior	G-09	N	\$29,520	\$48,175
Process Control Systems Manager	G-18	E	\$51,055	\$85,920
Process Control Systems Specialist	G-16	N	\$45,150	\$75,980
Procurement Coordinator	G-14	E	\$40,015	\$67,336
Procurement Technician	G-08	N	\$27,785	\$45,319
Procurement Technician, Senior	G-09	N	\$29,520	\$48,175
Professional Land Surveyor	G-16	E	\$45,150	\$75,980
Program Evaluation Analyst	G-13	E	\$37,660	\$63,383
Program Manager, Senior	G-14	E	\$40,015	\$67,336
Programmer Analyst I	G-11	N	\$33,345	\$56,121
Programmer Analyst II	G-14	E	\$40,015	\$67,336
Programmer Analyst, Senior	G-16	E	\$45,150	\$75,980
Programming Specialist I	G-17	E	\$47,985	\$80,769
Programming Specialist II	G-18	E	\$51,055	\$85,920
Programs Coordinator	G-18	E	\$51,055	\$85,920
Project Coordinator	G-18	E	\$51,055	\$85,920
Project Development Coordinator I	G-11	E	\$33,345	\$56,121
Project Development Coordinator II	G-14	E	\$40,015	\$67,336
Project Development Coordinator, Senior	G-17	E	\$47,985	\$80,769
Property & Evidence Technician	G-10	N	\$31,370	\$51,204

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Property Manager	G-17	E	\$47,985	\$80,769
Public Education Coordinator	G-10	N	\$31,370	\$51,204
Public Works Field Representative	G-10	N	\$31,370	\$51,204
Public Works Management Analyst	G-14	E	\$40,015	\$67,336
Ranger Technician I	G-05	N	\$23,190	\$37,827
Ranger Technician II	G-08	N	\$27,785	\$45,319
Real Estate Coordinator	G-17	E	\$47,985	\$80,769
Records Management Specialist	G-14	E	\$40,015	\$67,336
Records Technician	G-08	N	\$27,785	\$45,319
Recreation & Operations Coordinator	G-13	E	\$37,660	\$63,383
Recreation Center Supervisor	G-10	N	\$31,370	\$51,204
Recreation Center Supervisor-School Age Program	G-10	N	\$31,370	\$51,204
Recreation Facility Rental Coordinator	G-10	N	\$31,370	\$51,204
Recreation Facility Supervisor	G-08	N	\$27,785	\$45,319
Recreation Operations Supervisor	G-14	E	\$40,015	\$67,336
Recreation Program Coordinator	G-11	E	\$33,345	\$56,121
Recreation Program Coordinator, Senior	G-13	E	\$37,660	\$63,383
Recreation Program Supervisor	G-14	E	\$40,015	\$67,336
Recreation Program Supervisor, Senior	G-15	E	\$42,525	\$71,564
Recreation Programs Superintendent	G-18	E	\$51,055	\$85,920
Recreation Promotions Specialist	G-13	E	\$37,660	\$63,383
Recreation Specialist	G-06	N	\$24,630	\$40,194
Recycling & Maintenance Assistant	H-05	N	\$10.72	\$14.86
Recycling Coordinator	G-14	E	\$40,015	\$67,336
Registered Nurse	G-14	E	\$40,015	\$67,336
Research Planner	G-14	E	\$40,015	\$67,336
Research Planner, Senior	G-16	E	\$45,150	\$75,980
Residuals Facilities Operator	G-11	N	\$33,345	\$56,121
Residuals Operations Supervisor	G-16	E	\$45,150	\$75,980
Resource Coordinator	G-14	E	\$40,015	\$67,336
Safety Manager	G-17	E	\$47,985	\$80,769
Safety Officer I	G-12	E	\$35,425	\$59,609
Safety Officer II	G-14	E	\$40,015	\$67,336
Safety Officer, Senior	G-16	E	\$45,150	\$75,980
Security & Environmental Manager	G-19	E	\$54,215	\$91,239
Security Administrator	G-18	E	\$51,055	\$85,920
Security Officer I	G-03	N	\$20,560	\$33,543
Security Officer II	G-04	N	\$21,835	\$35,639
Security Officer, Senior	G-08	N	\$27,785	\$45,319
Self Contained Breathing Apparatus Technician I	H-10	N	\$14.51	\$22.35
Self Contained Breathing Apparatus Technician II	H-13	N	\$17.40	\$27.16
Senior Citizen Advocate	G-16	E	\$45,150	\$75,980
Service Advisor	G-09	N	\$29,520	\$48,175
Site & Subdivision Specialist	G-13	E	\$37,660	\$63,383
Site & Subdivision Specialist, Senior	G-14	E	\$40,015	\$67,336
Site & Subdivision Technician I	G-08	N	\$27,785	\$45,319
Site & Subdivision Technician II	G-10	N	\$31,370	\$51,204
Social Work Aide	G-05	N	\$23,190	\$37,827
Social Work Supervisor	G-17	E	\$47,985	\$80,769

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Social Work Supervisor, Senior	G-18	E	\$51,055	\$85,920
Social Worker I	G-12	E	\$35,425	\$59,609
Social Worker II	G-14	E	\$40,015	\$67,336
Social Worker, Senior	G-15	E	\$42,525	\$71,564
Source Water Monitoring Supervisor	G-11	N	\$33,345	\$56,121
Source Water Monitoring Technician I	G-08	N	\$27,785	\$45,319
Source Water Monitoring Technician II	G-10	N	\$31,370	\$51,204
Source Water Pump Stations Supervisor	G-11	N	\$33,345	\$56,121
Source Water Pump Stations Technician I	G-08	N	\$27,785	\$45,319
Source Water Pump Stations Technician II	G-10	N	\$31,370	\$51,204
Spray Technician	H-09	N	\$13.66	\$21.14
Staff Supervisor	G-11	N	\$33,345	\$56,121
Staff Technician	G-08	N	\$27,785	\$45,319
Staff Technician, Senior	G-10	N	\$31,370	\$51,204
Storekeeper	G-08	N	\$27,785	\$45,319
Storekeeper, Senior	G-10	N	\$31,370	\$51,204
Structural Family Counselor	G-15	E	\$42,525	\$71,564
Superintendent of Animal Services	G-16	E	\$45,150	\$75,980
Superintendent of Construction	G-17	E	\$47,985	\$80,769
Superintendent of Park Maintenance & Landscaping	G-18	E	\$51,055	\$85,920
Superintendent of Secure Detention	G-18	E	\$51,055	\$85,920
Supervising Librarian A	G-17	E	\$47,985	\$80,769
Supervising Librarian B	G-18	E	\$51,055	\$85,920
Supply Assistant I	G-04	N	\$21,835	\$35,639
Supply Assistant II	G-05	N	\$23,190	\$37,827
Supply Assistant, Senior	G-07	N	\$26,160	\$42,677
Supply Coordinator	G-09	N	\$29,520	\$48,175
Supply Specialist	G-08	N	\$27,785	\$45,319
Support Services Manager	G-18	E	\$51,055	\$85,920
Support Services Supervisor	G-11	N	\$33,345	\$56,121
Surveying Technician	G-11	N	\$33,345	\$56,121
Systems Administrator I	G-13	E	\$37,660	\$63,383
Systems Administrator II	G-17	E	\$47,985	\$80,769
Systems Administrator III	G-18	E	\$51,055	\$85,920
Systems Administrator, Lead	G-20	E	\$57,605	\$96,951
Systems Database Administrator I	G-13	E	\$37,660	\$63,383
Systems Database Administrator II	G-17	E	\$47,985	\$80,769
Systems Database Administrator III	G-18	E	\$51,055	\$85,920
Systems Database Administrator, Lead	G-20	E	\$57,605	\$96,951
Targeted Outreach Program Coordinator	G-15	E	\$42,525	\$71,564
Tax Management Specialist	G-17	E	\$47,985	\$80,769
Taxicab Permits Examiner	G-10	N	\$31,370	\$51,204
Tennis Professional	G-11	E	\$33,345	\$56,121
Therapeutic Licensed Practical Nurse	G-10	N	\$31,370	\$51,204
Therapeutic Program Supervisor	G-06	N	\$24,630	\$40,194
Tourism Marketing Coordinator	G-14	E	\$40,015	\$67,336
Trades Assistant	H-06	N	\$11.39	\$17.38
Traffic Sign Fabricator I	H-06	N	\$11.39	\$17.38
Traffic Sign Fabricator II	H-07	N	\$12.10	\$18.91

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Traffic Sign Fabricator, Senior	H-09	N	\$13.66	\$21.14
Traffic Signal Technician	H-11	N	\$15.41	\$23.64
Traffic Signs & Markings Mechanic	H-08	N	\$12.86	\$19.87
Traffic Signs & Markings Mechanic, Senior	H-09	N	\$13.66	\$21.14
Traffic Technician	G-05	N	\$23,190	\$37,827
Training Coordinator	G-13	E	\$37,660	\$63,383
Training Specialist	G-12	E	\$35,425	\$59,609
Tree Maintenance Assistant	H-07	N	\$12.10	\$18.91
Tree Maintenance Specialist	H-10	N	\$14.51	\$22.35
Utilities Locator	G-08	N	\$27,785	\$45,319
Utility Crew Supervisor	H-12	N	\$16.38	\$25.62
Utility Pipeline Inspector I	G-10	N	\$31,370	\$51,204
Utility Pipeline Inspector II	G-11	N	\$33,345	\$56,121
Utility Pipeline Inspector Supervisor	G-14	N	\$40,015	\$67,336
Utility Pipeline Inspector, Senior	G-13	N	\$37,660	\$63,383
Valve Inspector	H-10	N	\$14.51	\$22.35
Valve Maintenance Specialist	H-13	N	\$17.40	\$27.16
Vector Control Superintendent	G-17	E	\$47,985	\$80,769
Vector Control Technician	H-09	N	\$13.66	\$21.14
Victim/Witness Program Coordinator	G-11	E	\$33,345	\$56,121
Victim/Witness Program Coordinator, Senior	G-14	E	\$40,015	\$67,336
Video Production Assistant	G-08	N	\$27,785	\$45,319
Video Production Specialist I	G-11	N	\$33,345	\$56,121
Video Production Specialist II	G-12	N	\$35,425	\$59,609
Video Production Specialist, Senior	G-14	N	\$40,015	\$67,336
Video Technician	G-11	N	\$33,345	\$56,121
Volunteer Services Coordinator	G-15	E	\$42,525	\$71,564
Warehouse Manager	G-14	E	\$40,015	\$67,336
Wastewater Inspector	G-12	N	\$35,425	\$59,609
Wastewater Pump Station Maintenance Supervisor	G-14	E	\$40,015	\$67,336
Water Distribution Operations Coordinator	G-16	E	\$45,150	\$75,980
Water Distribution Superintendent	G-18	E	\$51,055	\$85,920
Water Quality Manager	G-19	E	\$54,215	\$91,239
Water Resources Planner	G-16	E	\$45,150	\$75,980
Water Service Inspector	G-10	N	\$31,370	\$51,204
Water Service Representative I	G-04	N	\$21,835	\$35,639
Water Service Representative II	G-06	N	\$24,630	\$40,194
Water Service Representative, Senior	G-07	N	\$26,160	\$42,677
Water Service Supervisor	G-11	N	\$33,345	\$56,121
Water Systems Inspection Coordinator	G-13	N	\$37,660	\$63,383
Water Systems Inspector I	G-08	N	\$27,785	\$45,319
Water Systems Inspector II	G-10	N	\$31,370	\$51,204
Water Treatment Plant Manager	G-21	E	\$61,215	\$103,031
Water Treatment Plant Operator 1st Class	G-13	N	\$37,660	\$63,383
Water Treatment Plant Operator 2nd Class	G-11	N	\$33,345	\$56,121
Water Treatment Plant Operator 3rd Class	G-10	N	\$31,370	\$51,204
Water Treatment Plant Operator 4th Class	G-08	N	\$27,785	\$45,319
Water Treatment Plant Operator Trainee	G-07	N	\$26,160	\$42,677
Water Treatment Plant Shift Supervisor	G-16	N	\$45,150	\$75,980

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Water Treatment Plant Superintendent	G-18	E	\$51,055	\$85,920
Watershed Inspector	G-11	N	\$33,345	\$56,121
Waterworks Emergency Response Inspector	G-10	N	\$31,370	\$51,204
Waterworks Mechanical & Structural Maintenance Superintendent	G-18	E	\$51,055	\$85,920
Waterworks Public Education & Information Specialist	G-14	E	\$40,015	\$67,336
Web Developer I	G-13	E	\$37,660	\$63,383
Web Developer II	G-16	E	\$45,150	\$75,980
Web Developer, Lead	G-19	E	\$54,215	\$91,239
Web Developer, Senior	G-18	E	\$51,055	\$85,920
Web Development Manager	G-21	E	\$61,215	\$103,031
Wireless Communications Manager	G-18	E	\$51,055	\$85,920
Wireless Communications Specialist	G-17	E	\$47,985	\$80,769
Wireless Communications Technician	G-14	N	\$40,015	\$67,336
Wireless Communications Technician, Senior	G-16	N	\$45,150	\$75,980
Workers' Compensation Program Coordinator	G-15	E	\$42,525	\$71,564
Young Juvenile Offender Program Director	G-16	E	\$45,150	\$75,980
Youth Programs Specialist	G-12	E	\$35,425	\$59,609
Zoning Administrator	G-17	E	\$47,985	\$80,769
Zoning Coordinator	G-12	N	\$35,425	\$59,609

FIRE & POLICE SCHEDULE

FP-01	Entry (A)	B	C	C1
Firefighter/Medic Recruit	(0-6 mos)	(6-12 mos)	(1-2 yrs)	(until certified)
Police Officer Recruit	\$36,000	\$37,000	\$38,000	\$38,760

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Assistant Fire Marshal I	FP-09	N	\$40,890	\$71,309
Assistant Fire Marshal II	FP-10	N	\$50,680	\$78,948
Deputy Fire Marshal	FP-12	E	\$62,100	\$89,199
Fire Captain	FP-11	N	\$59,140	\$84,757
Fire Lieutenant	FP-10	N	\$50,680	\$78,948
Firefighter/Medic	FP-02	N	\$38,000	\$43,146
Master Firefighter	FP-06	N	\$42,080	\$63,577
Master Firefighter Specialist	FP-07	N	\$42,645	\$63,577
Master Firefighter/Medic	FP-08	N	\$44,000	\$65,984
Master Firefighter/Medic Technician	FP-07	N	\$42,645	\$63,577
Master Police Officer	FP-08	N	\$44,000	\$65,984
Police Lieutenant	FP-12	E	\$62,100	\$89,199
Police Officer	FP-02	N	\$38,000	\$43,146
Police Sergeant	FP-10	N	\$50,680	\$78,948
Sr. Firefighter	FP-03	N	\$38,000	\$50,184
Sr. Firefighter Specialist	FP-04	N	\$39,500	\$51,709
Sr. Firefighter/Medic	FP-05	N	\$41,180	\$55,963
Sr. Firefighter/Medic Technician	FP-04	N	\$39,500	\$51,709
Sr. Police Officer	FP-05	N	\$41,180	\$55,963

**PART-TIME & TEMPORARY SCHEDULE (X-PT)
NON-EXEMPT**

POSITION TITLE	ENTRY	STEP 1	STEP 2
Assistant Summer Center Supervisor	\$7.55	\$7.85	\$8.15
Bus Driver	\$7.35	\$7.45	\$7.55
Bus Driver & Counselor	\$7.55	\$7.85	\$8.15
Child Care Assistant	\$7.55	N/A	N/A
Clerical Aide	\$7.25	\$7.30	\$7.35
Concessions Attendant	\$7.55	\$7.85	\$8.15
EOC Assistant	\$10.00	N/A	N/A
Facilitation Specialist	\$14.00 - \$20.00	N/A	N/A
Facility Attendant I	\$7.35	\$7.45	\$7.55
Facility Attendant II	\$7.55	\$7.85	\$8.15
Lead Concessions Attendant	\$8.15	\$8.45	\$8.75
Lead Facility Attendant	\$8.15	\$8.45	\$8.75
Lead Lifeguard I	\$11.20	\$11.50	N/A
Lead Lifeguard II	\$11.70	\$12.05	N/A
Library Page	\$7.25	\$7.30	\$7.35
Lifeguard I	\$8.90	N/A	N/A
Lifeguard II	\$9.20	\$9.55	N/A
Lifeguard, Senior	\$9.80	\$10.20	N/A
Maintenance & Groundskeeper Aide I	\$7.35	\$7.45	\$7.55
Maintenance & Groundskeeper Aide II	\$8.15	\$8.45	\$8.75
Marina Attendant I	\$7.55	\$7.85	\$8.15
Marina Attendant II	\$8.15	\$8.45	\$8.75
Marshal	\$7.25	\$7.30	\$7.35
Pool Attendant	\$7.25	\$7.30	\$7.35
Range & Cart Attendant	\$7.25	\$7.30	\$7.35
Ranger Aide I	\$7.55	\$7.85	\$8.15
Ranger Aide II	\$8.75	\$9.05	\$9.50
Recreation Aide	\$7.25	\$7.30	\$7.35
Recreation Leader	\$7.35	\$7.45	\$7.55
Recreation Program Leader I	\$8.15	\$8.45	\$8.75
Recreation Program Leader II	\$8.75	\$9.05	\$9.50
School Age Program Aide	\$7.25	\$7.30	\$7.35
School Age Program Facilitator	\$8.75	\$9.05	\$9.50
School Age Program Leader	\$7.35	\$7.45	\$7.55
Shallow Water Attendant	\$8.20	\$8.50	N/A
Starter	\$7.25	\$7.30	\$7.35
Summer Center Supervisor I	\$8.15	\$8.45	\$8.75
Summer Center Supervisor II	\$8.75	\$9.05	\$9.50

**PART-TIME & TEMPORARY SCHEDULE (X-PT)
NON-EXEMPT**

POSITION TITLE	ENTRY	STEP 1	STEP 2
Tennis Center Attendant I	\$7.35	\$7.45	\$7.55
Tennis Center Attendant II	\$7.55	\$7.85	\$8.15
Tennis Center Supervisor	\$8.75	\$9.05	\$9.50
Therapeutic Program Counselor I	\$8.15	\$8.45	\$8.75
Therapeutic Program Counselor II	\$8.75	\$9.05	\$9.50
Traffic Counter	\$7.55	\$7.85	\$8.15
Water Fitness Instructor I	\$16.00	\$17.00	\$18.00
Water Fitness Instructor II	\$19.00	\$20.00	\$22.00
Water Instructor Trainer	\$20.00	\$22.00	\$24.00
Water Safety Instructor Aide	\$7.50	\$7.90	\$8.30
Water Safety Instructor I	\$12.00	\$12.75	\$13.50
Water Safety Instructor II	\$14.00	\$14.75	\$15.50
Water Safety Instructor, Senior	\$16.00	\$17.00	\$18.00

SWORN EMPLOYEES OF THE SHERIFF

POSITION TITLE	GRADE	FLSA	ENTRY	STEP 1
Deputy I	DS-01	N	\$30,970	\$31,595

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Captain	DS-06	N	\$51,000	\$80,682
Colonel	DS-09	N	\$67,830	\$107,304
Corporal	DS-03	N	\$34,280	\$56,457
Deputy II	DS-02	N	\$32,210	\$51,291
Lieutenant	DS-05	N	\$44,370	\$73,349
Lieutenant - IT Analyst	DS-05	N	\$44,370	\$73,349
Lieutenant - Public Info Officer	DS-05	N	\$44,370	\$73,349
Lt. Colonel	DS-08	N	\$61,710	\$97,614
Major	DS-07	N	\$56,100	\$88,740
Master Deputy	DS-03	N	\$34,280	\$56,457
Master Sergeant	DS-04	N	\$39,270	\$64,923
Sergeant	DS-04	N	\$39,270	\$64,923

NON-SWORN EMPLOYEES OF THE SHERIFF

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Clerk Typist - State	CS-02	N	\$24,200	\$45,686
Licensed Practical Nurse	CS-04	N	\$30,970	\$51,204
Lids Technician I	CS-03	N	\$27,785	\$48,170
Lids Technician II	CS-05	N	\$41,060	\$70,768
Medical Director	CS-05	E	\$41,060	\$70,768
Registered Nurse	CS-05	N	\$41,060	\$70,768
Secretary I	CS-01	N	\$20,250	\$37,389
Secretary II	CS-02	N	\$24,200	\$45,686