

## STAFFING

### Mid-Year 2010-2011 Pay Plan(s)

As a normal process, the City conducts periodic market analysis for the purpose of determining what wages are generally prevailing in similar cities within the Denver metropolitan area. This analysis encompasses governmental organizations that meet the following criteria:

- Those that are contiguous with the City of Wheat Ridge (excepting Denver); or,
- Those that are similar in size to the City of Wheat Ridge (as determined by population served that is no more than double the size of Wheat Ridge population or no less than half the size of Wheat Ridge; and/or operating budget size that is no more than double the size of Wheat Ridge operating budget or no less than half the Wheat Ridge budget; or,
- Those special districts that represent a significant employer in the metropolitan area for a given discipline, (e.g., parks and recreation districts).

Thus far, the organizations that meet these criteria include:

Arvada	Englewood	Littleton
Brighton	Golden	Louisville
Broomfield	Greenwood Village	Northglenn
Castle Rock	Lafayette	Thornton
Commerce City	Lakewood	Westminster

(For Part-Time/Seasonal positions the review also included S. Suburban, Foothills, & N. Jeffco)

#### SUMMARY

- Review Process and Implementation Effective Date – Comparison data is collected from our “market” at the first of each year to ensure we have the most current and complete data possible. A thorough analysis is conducted on as many of the positions as possible; recommendations are made accordingly; and, implementation of all pay adjustments is effective mid-year in the year for which the survey is completed.
- Market Placement - The placement within the market is established at 55<sup>th</sup> percentile of the market for civilian positions and 70<sup>th</sup> percentile for sworn positions.

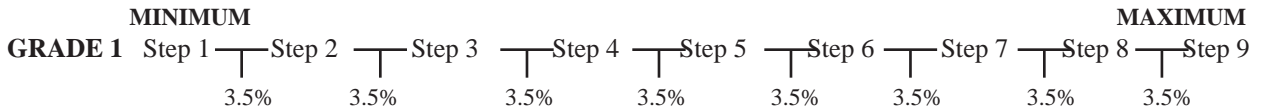
#### RECOMMENDATION

Survey Results - The market study for 2010 indicated that to maintain the percentiles the City has established and remain competitive our Compensation Plans require adjustments of a 2.66% average for civilian positions and 2.82% average for sworn positions. Due to severe budget constraints City Council consensus was to forgo 2010 mid-year market adjustments.

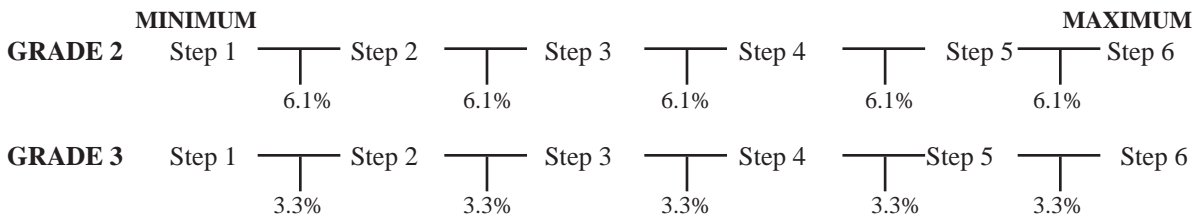
**PAY PLAN STRUCTURE**

- The City’s Pay Plan consists of eight (8) “Job Family” categories where positions are assigned, similar to the EEOC (Equal Opportunity Commission) placement:
  - Administrative/Management Support
  - Executive
  - Labor/Trade/Crafts
  - Law Enforcement
  - Management
  - Professional
  - Technical
  - Part-Time/Seasonal
  
- **Wage Minimums and Maximums** – The formation of pay ranges are market-based with the minimums and maximums established around a pre-determined percentile of the Market Range. As approved, the percentile placement in the market for Civilian positions is at 55<sup>th</sup> and 70<sup>th</sup> for Sworn.
  
- **Pay Range Design** - There are two (2) Step-Based Pay Range designs housed within a single Compensation Plan:

Intermittent Part-Time/Seasonal & “Regular” (Benefited) Civilian positions (excludes Executive class)  
 Each Pay Range consists of nine (9) Steps with a consistent 3.5% increase between each Pay Step, (“Executive” class is a Pay for Performance plan). As a result of this consistent percentage between Steps, there is no guarantee the minimums and maximums for every position are at the exact 55<sup>th</sup> percentile but the City makes every effort to meet this goal.



Police “Career-Path” Sworn positions, as maintained in the Law Enforcement category  
 The pay plan for this category is a six (6) Step design. As a result of the commitment to establish the pay range minimums and maximums at the established percentile (70<sup>th</sup>), the percentage rate between each step may vary from year to year, as well as from position to position.



**Administrative/Management Support**

Revised 09/09

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
AMS-1	Recreation Clerk II	NE	8810	Suprt	Annual	\$ 27,248	\$ 31,268	\$ 35,880
	Receptionist	NE	8810	Suprt	Month	\$ 2,271	\$ 2,606	\$ 2,990
	Administrative Clerk	NE	8810	Suprt	Hour	\$ 13.1000	\$15.0326	\$17.2502
AMS-2	Recreation Clerk III	NE	8810	Suprt	Annual	\$ 29,029	\$ 33,311	\$ 38,226
	Staff Assistant	NE	8810	Suprt	Month	\$ 2,419	\$ 2,776	\$ 3,185
					Hour	\$ 13.9563	\$16.0151	\$18.3777
AMS-3	Recreation Leader	NE	9102	Para	Annual	\$ 31,805	\$ 36,497	\$ 41,881
					Month	\$ 2,650	\$ 3,041	\$ 3,490
					Hour	\$ 15.2909	\$17.5466	\$20.1351
AMS-4	Deputy Court Clerk I	NE	8810	Suprt	Annual	\$ 33,672	\$ 38,639	\$ 44,339
	Facility Assistant	NE	9102	Suprt	Month	\$ 2,806	\$ 3,220	\$ 3,695
	Police Support Clerk	NE	8810	Suprt	Hour	\$ 16.1882	\$18.5764	\$21.3168
	Records Management Specialist	NE	8810	Suprt				
	Sr. Staff Assistant	NE	8810	Suprt				
AMS-5	Recreation Support Technician	NE	8810	Suprt	Annual	\$ 34,899	\$ 40,047	\$ 45,955
					Month	\$ 2,908	\$ 3,337	\$ 3,830
					Hour	\$ 16.7784	\$19.2536	\$22.0939
AMS-6	Accounting Technician	NE	8810	Suprt	Annual	\$ 36,896	\$ 42,339	\$ 48,585
	Payroll Technician	NE	8810	Suprt	Month	\$ 3,075	\$ 3,528	\$ 4,049
	Purchasing Technician	NE	8810	Suprt	Hour	\$ 17.7385	\$20.3553	\$23.3582
	Sales Tax Technician	NE	8810	Suprt				
AMS-7	Deputy Court Clerk II	NE	8810	Suprt	Annual	\$ 37,995	\$ 43,600	\$ 50,032
					Month	\$ 3,166	\$ 3,633	\$ 4,169
					Hour	\$ 18.2668	\$20.9616	\$24.0539
AMS-8	Administrative Assistant	NE	8810	Suprt	Annual	\$ 39,622	\$ 45,467	\$ 52,175
	Operations Support Technician-PW	NE	8810	Suprt	Month	\$ 3,302	\$ 3,789	\$ 4,348
	Police Support Technician	NE	8810	Suprt	Hour	\$ 19.0490	\$21.8592	\$25.0839
AMS-9	Recreation Coordinator	NE	9102	Para	Annual	\$ 41,095	\$ 47,157	\$ 54,114
	Marketing Coordinator	NE	9102	Suprt	Month	\$ 3,425	\$ 3,930	\$ 4,510
					Hour	\$ 19.7572	\$22.6719	\$26.0165
AMS-10	Administrative Assistant –Mayor/ Council	NE	8810	Suprt	Annual	\$ 42,123	\$ 48,337	\$ 55,468
	Deputy City Clerk	NE	8810	Suprt	Month	\$ 3,510	\$ 4,028	\$ 4,622
					Hour	\$ 20.2514	\$23.2390	\$26.6673
AMS-11	Human Resources Technician	NE	8810	Para	Annual	\$ 44,190	\$ 50,709	\$ 58,190
					Month	\$ 3,683	\$ 4,226	\$ 4,849
					Hour	\$ 21.2452	\$24.3793	\$27.9759
AMS-12	Executive Assistant	NE	8810	Suprt	Annual	\$ 45,645	\$ 52,379	\$ 60,106
					Month	\$ 3,804	\$ 4,365	\$ 5,009
					Hour	\$ 21.9447	\$25.1821	\$28.8970

**Administrative/Management Support**

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
AMS-1	Annual	\$ 27,248	\$ 28,202	\$ 29,189	\$ 30,210	\$ 31,268	\$ 32,362	\$ 33,495	\$ 34,667	\$ 35,880
	Month	\$ 2,271	\$ 2,350	\$ 2,432	\$ 2,518	\$ 2,606	\$ 2,697	\$ 2,791	\$ 2,889	\$ 2,990
	Hour	\$ 13.1000	\$ 13.5585	\$ 14.0330	\$ 14.5242	\$15.0326	\$ 15.5587	\$16.1032	\$16.6669	\$17.2502
AMS-2	Annual	\$ 29,029	\$ 30,045	\$ 31,097	\$ 32,185	\$ 33,311	\$ 34,477	\$ 35,684	\$ 36,933	\$ 38,226
	Month	\$ 2,419	\$ 2,504	\$ 2,591	\$ 2,682	\$ 2,776	\$ 2,873	\$ 2,974	\$ 3,078	\$ 3,185
	Hour	\$ 13.9563	\$ 14.4447	\$ 14.9503	\$ 15.4735	\$16.0151	\$ 16.5756	\$17.1558	\$17.7562	\$18.3777
AMS-3	Annual	\$ 31,805	\$ 32,918	\$ 34,070	\$ 35,263	\$ 36,497	\$ 37,774	\$ 39,096	\$ 40,465	\$ 41,881
	Month	\$ 2,650	\$ 2,743	\$ 2,839	\$ 2,939	\$ 3,041	\$ 3,148	\$ 3,258	\$ 3,372	\$ 3,490
	Hour	\$ 15.2909	\$ 15.8260	\$ 16.3800	\$ 16.9533	\$17.5466	\$ 18.1608	\$18.7964	\$19.4543	\$20.1351
AMS-4	Annual	\$ 33,672	\$ 34,850	\$ 36,070	\$ 37,332	\$ 38,639	\$ 39,991	\$ 41,391	\$ 42,840	\$ 44,339
	Month	\$ 2,806	\$ 2,904	\$ 3,006	\$ 3,111	\$ 3,220	\$ 3,333	\$ 3,449	\$ 3,570	\$ 3,695
	Hour	\$ 16.1882	\$ 16.7548	\$ 17.3412	\$ 17.9482	\$18.5764	\$ 19.2265	\$19.8995	\$20.5959	\$21.3168
AMS-5	Annual	\$ 34,899	\$ 36,120	\$ 37,385	\$ 38,693	\$ 40,047	\$ 41,449	\$ 42,900	\$ 44,401	\$ 45,955
	Month	\$ 2,908	\$ 3,010	\$ 3,115	\$ 3,224	\$ 3,337	\$ 3,454	\$ 3,575	\$ 3,700	\$ 3,830
	Hour	\$ 16.7784	\$ 17.3656	\$ 17.9734	\$ 18.6025	\$19.2536	\$ 19.9274	\$20.6249	\$21.3468	\$22.0939
AMS-6	Annual	\$ 36,896	\$ 38,187	\$ 39,524	\$ 40,907	\$ 42,339	\$ 43,821	\$ 45,355	\$ 46,942	\$ 48,585
	Month	\$ 3,075	\$ 3,182	\$ 3,294	\$ 3,409	\$ 3,528	\$ 3,652	\$ 3,780	\$ 3,912	\$ 4,049
	Hour	\$ 17.7385	\$ 18.3593	\$ 19.0019	\$ 19.6669	\$20.3553	\$ 21.0677	\$21.8051	\$22.5683	\$23.3582
AMS-7	Annual	\$ 37,995	\$ 39,325	\$ 40,701	\$ 42,126	\$ 43,600	\$ 45,126	\$ 46,706	\$ 48,340	\$ 50,032
	Month	\$ 3,166	\$ 3,277	\$ 3,392	\$ 3,510	\$ 3,633	\$ 3,761	\$ 3,892	\$ 4,028	\$ 4,169
	Hour	\$ 18.2668	\$ 18.9062	\$ 19.5679	\$ 20.2528	\$20.9616	\$ 21.6953	\$22.4546	\$23.2405	\$24.0539
AMS-8	Annual	\$ 39,622	\$ 41,009	\$ 42,444	\$ 43,930	\$ 45,467	\$ 47,059	\$ 48,706	\$ 50,410	\$ 52,175
	Month	\$ 3,302	\$ 3,417	\$ 3,537	\$ 3,661	\$ 3,789	\$ 3,922	\$ 4,059	\$ 4,201	\$ 4,348
	Hour	\$ 19.0490	\$ 19.7158	\$ 20.4058	\$ 21.1200	\$21.8592	\$ 22.6243	\$23.4161	\$24.2357	\$25.0839
AMS-9	Annual	\$ 41,095	\$ 42,533	\$ 44,022	\$ 45,563	\$ 47,157	\$ 48,808	\$ 50,516	\$ 52,284	\$ 54,114
	Month	\$ 3,425	\$ 3,544	\$ 3,668	\$ 3,797	\$ 3,930	\$ 4,067	\$ 4,210	\$ 4,357	\$ 4,510
	Hour	\$ 19.7572	\$ 20.4487	\$ 21.1644	\$ 21.9052	\$22.6719	\$ 23.4654	\$24.2867	\$25.1367	\$26.0165
AMS-10	Annual	\$ 42,123	\$ 43,597	\$ 45,123	\$ 46,703	\$ 48,337	\$ 50,029	\$ 51,780	\$ 53,592	\$ 55,468
	Month	\$ 3,510	\$ 3,633	\$ 3,760	\$ 3,892	\$ 4,028	\$ 4,169	\$ 4,315	\$ 4,466	\$ 4,622
	Hour	\$ 20.2514	\$ 20.9602	\$ 21.6939	\$ 22.4531	\$23.2390	\$ 24.0524	\$24.8942	\$25.7655	\$26.6673
AMS-11	Annual	\$ 44,190	\$ 45,737	\$ 47,337	\$ 48,994	\$ 50,709	\$ 52,484	\$ 54,321	\$ 56,222	\$ 58,190
	Month	\$ 3,683	\$ 3,811	\$ 3,945	\$ 4,083	\$ 4,226	\$ 4,374	\$ 4,527	\$ 4,685	\$ 4,849
	Hour	\$ 21.2452	\$ 21.9888	\$ 22.7584	\$ 23.5549	\$24.3793	\$ 25.2326	\$26.1158	\$27.0298	\$27.9759
AMS-12	Annual	\$ 45,645	\$ 47,243	\$ 48,896	\$ 50,607	\$ 52,379	\$ 54,212	\$ 56,109	\$ 58,073	\$ 60,106
	Month	\$ 3,804	\$ 3,937	\$ 4,075	\$ 4,217	\$ 4,365	\$ 4,518	\$ 4,676	\$ 4,839	\$ 5,009
	Hour	\$ 21.9447	\$ 22.7128	\$ 23.5077	\$ 24.3305	\$25.1821	\$ 26.0634	\$26.9757	\$27.9198	\$28.8970

**Executive**

Revised 09/09

**“Executive” positions are in a Pay for Performance system**

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MAXIMUM
E-1	Public Works Director	E	9410	Offi	Annual	\$ 95,398	\$132,696
	Community Development Director	E	9410	Offi	Month	\$ 7,950	\$ 11,058
	Parks & Recreation Director	E	9102	Offi	Hour	\$ 45.8644	\$63.7962
E-1	Chief of Police	E	7720	Offi	Annual	\$ 101,681	\$136,113
					Month	\$ 8,473	\$ 11,343
					Hour	\$ 48.8851	\$65.4389
E-2	Deputy City Manager	E	8810	Offi	Annual	\$ 113,422	\$142,212
					Month	\$ 9,452	\$ 11,851
					Hour	\$ 54.5298	\$68.3712

**Labor/Trades/Crafts**

Revised 09/09

PAY		FLSA	W.C.	EEO		RANGE	RANGE	RANGE
GRADE	POSITION TITLE	Status	Code	Code		MINIMUM	MIDPOINT	MAXIMUM
LTC-1	Custodian	NE	9015	Serv	Annual	\$ 26,714	\$ 30,655	\$ 35,177
					Month	\$ 2,226	\$ 2,555	\$ 2,931
					Hour	\$ 12.8433	\$14.7379	\$16.9121
LTC-2	Maintenance Worker I - Parks	NE	9102	Serv	Annual	\$ 29,029	\$ 33,311	\$ 38,226
	Maintenance Worker I - Public Wks	NE	5506	Serv	Month	\$ 2,419	\$ 2,776	\$ 3,185
	Horticulture Assistant	NE	9102	Serv	Hour	\$ 13.9563	\$16.0151	\$18.3777
LTC-3	Maintenance Worker II - Parks	NE	9102	Serv	Annual	\$ 33,949	\$ 38,957	\$ 44,704
	Maintenance Worker II-Public Works	NE	5506	Serv	Month	\$ 2,829	\$ 3,246	\$ 3,725
	Forestry Assistant	NE	9102	Serv	Hour	\$ 16.3216	\$18.7295	\$21.4925
LTC-4	Traffic Control Technician	NE	6325	Serv	Annual	\$ 37,037	\$ 42,501	\$ 48,771
	Equipment Operator I	NE	5506	Skill	Month	\$ 3,086	\$ 3,542	\$ 4,064
	Facilities Maintenance Technician	NE	9015	Skill	Hour	\$ 17.8063	\$20.4331	\$23.4474
LTC-5	Forestry Technician	NE	9102	Serv	Annual	\$ 38,800	\$ 44,524	\$ 51,092
					Month	\$ 3,233	\$ 3,710	\$ 4,258
					Hour	\$ 18.6538	\$21.4057	\$24.5636
LTC-6	Mechanic	NE	8380	Skill	Annual	\$ 40,281	\$ 46,223	\$ 53,042
					Month	\$ 3,357	\$ 3,852	\$ 4,420
					Hour	\$ 19.3659	\$22.2228	\$25.5011
LTC-7	Equipment Operator II/Crew Leader	NE	5506	Skill	Annual	\$ 42,123	\$ 48,337	\$ 55,468
	Crew Leader - Parks	NE	9102	Serv	Month	\$ 3,510	\$ 4,028	\$ 4,622
	Lead Mechanic	NE	8380	Skill	Hour	\$ 20.2514	\$23.2390	\$26.6673

**Labor/Trades/Crafts**

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
LTC-1	Annual	\$ 26,714	\$ 27,649	\$ 28,617	\$ 29,618	\$ 30,655	\$ 31,728	\$ 32,838	\$ 33,988	\$ 35,177
	Month	\$ 2,226	\$ 2,304	\$ 2,385	\$ 2,468	\$ 2,555	\$ 2,644	\$ 2,737	\$ 2,832	\$ 2,931
	Hour	\$ 12.8433	\$ 13.2928	\$ 13.7580	\$ 14.2396	\$14.7379	\$ 15.2538	\$15.7877	\$16.3402	\$16.9121
LTC-2	Annual	\$ 29,029	\$ 30,045	\$ 31,097	\$ 32,185	\$ 33,311	\$ 34,477	\$ 35,684	\$ 36,933	\$ 38,226
	Month	\$ 2,419	\$ 2,504	\$ 2,591	\$ 2,682	\$ 2,776	\$ 2,873	\$ 2,974	\$ 3,078	\$ 3,185
	Hour	\$ 13.9563	\$ 14.4447	\$ 14.9503	\$ 15.4735	\$16.0151	\$ 16.5756	\$17.1558	\$17.7562	\$18.3777
LTC-3	Annual	\$ 33,949	\$ 35,137	\$ 36,367	\$ 37,640	\$ 38,957	\$ 40,321	\$ 41,732	\$ 43,193	\$ 44,704
	Month	\$ 2,829	\$ 2,928	\$ 3,031	\$ 3,137	\$ 3,246	\$ 3,360	\$ 3,478	\$ 3,599	\$ 3,725
	Hour	\$ 16.3216	\$ 16.8929	\$ 17.4841	\$ 18.0961	\$18.7295	\$ 19.3850	\$20.0635	\$20.7657	\$21.4925
LTC-4	Annual	\$ 37,037	\$ 38,333	\$ 39,675	\$ 41,064	\$ 42,501	\$ 43,988	\$ 45,528	\$ 47,121	\$ 48,771
	Month	\$ 3,086	\$ 3,194	\$ 3,306	\$ 3,422	\$ 3,542	\$ 3,666	\$ 3,794	\$ 3,927	\$ 4,064
	Hour	\$ 17.8063	\$ 18.4295	\$ 19.0745	\$ 19.7421	\$20.4331	\$ 21.1482	\$21.8884	\$22.6545	\$23.4474
LTC-5	Annual	\$ 38,800	\$ 40,158	\$ 41,564	\$ 43,018	\$ 44,524	\$ 46,082	\$ 47,695	\$ 49,364	\$ 51,092
	Month	\$ 3,233	\$ 3,347	\$ 3,464	\$ 3,585	\$ 3,710	\$ 3,840	\$ 3,975	\$ 4,114	\$ 4,258
	Hour	\$ 18.6538	\$ 19.3067	\$ 19.9825	\$ 20.6819	\$21.4057	\$ 22.1549	\$22.9303	\$23.7329	\$24.5636
LTC-6	Annual	\$ 40,281	\$ 41,691	\$ 43,150	\$ 44,660	\$ 46,223	\$ 47,841	\$ 49,516	\$ 51,249	\$ 53,042
	Month	\$ 3,357	\$ 3,474	\$ 3,596	\$ 3,722	\$ 3,852	\$ 3,987	\$ 4,126	\$ 4,271	\$ 4,420
	Hour	\$ 19.3659	\$ 20.0437	\$ 20.7452	\$ 21.4713	\$22.2228	\$ 23.0006	\$23.8056	\$24.6388	\$25.5011
LTC-7	Annual	\$ 42,123	\$ 43,597	\$ 45,123	\$ 46,703	\$ 48,337	\$ 50,029	\$ 51,780	\$ 53,592	\$ 55,468
	Month	\$ 3,510	\$ 3,633	\$ 3,760	\$ 3,892	\$ 4,028	\$ 4,169	\$ 4,315	\$ 4,466	\$ 4,622
	Hour	\$ 20.2514	\$ 20.9602	\$ 21.6939	\$ 22.4531	\$23.2390	\$ 24.0524	\$24.8942	\$25.7655	\$26.6673

**Law Enforcement**

Revised 09/09

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MAXIMUM
P-1	Police Recruit	NE	7720	Prot	Annual	\$ 45,285	
					Month	\$ 3,774	
					Hour	\$ 21.7716	
P-2	Police Officer	NE	7720	Prot	Annual	\$ 49,667	\$ 69,930
					Month	\$ 4,139	\$ 5,827
					Hour	\$ 23.8784	\$33.6202
P-3	Police Sergeant	NE	7720	Tech	Annual	\$ 70,564	\$ 87,246
					Month	\$ 5,880	\$ 7,270
					Hour	\$ 33.9250	\$41.9452
P-4	Police Lieutenant	E	7720	Prof	Annual	\$ 87,372	\$101,206
					Month	\$ 7,281	\$ 8,434
					Hour	\$ 42.0058	\$48.6567
P-5	Police Commander	E	7720	Offi	Annual	\$ 98,433	\$111,283
					Month	\$ 8,203	\$ 9,274
					Hour	\$ 47.3236	\$53.5014



**Law Enforcement**

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	RANGE MINIMUM
P-1	Annual Month Hour	\$ 45,285 \$ 3,774 \$ 21.7716						
P-2	Annual Month Hour	\$ 49,667 \$ 4,139 \$ 23.8784	\$ 52,582 \$ 4,382 \$ 25.2796	\$ 55,667 \$ 4,639 \$ 26.7631	\$ 58,934 \$ 4,911 \$28.3336	\$ 62,392 \$ 5,199 \$ 29.9963	\$ 66,054 \$ 5,504 \$31.7566	\$ 69,930 \$ 5,827 \$33.6202
P-3	Annual Month Hour	\$ 70,564 \$ 5,880 \$ 33.9250	\$ 73,104 \$ 6,092 \$ 35.1463	\$ 75,736 \$ 6,311 \$ 36.4116	\$ 78,463 \$ 6,539 \$37.7225	\$ 81,287 \$ 6,774 \$ 39.0805	\$ 84,214 \$ 7,018 \$40.4874	\$ 87,246 \$ 7,270 \$41.9452
P-4	Annual Month Hour	\$ 87,372 \$ 7,281 \$ 42.0058	\$ 89,539 \$ 7,462 \$ 43.0475	\$ 91,759 \$ 7,647 \$ 44.1150	\$ 94,035 \$ 7,836 \$45.2090	\$ 96,367 \$ 8,031 \$ 46.3302	\$ 98,757 \$ 8,230 \$47.4791	\$101,206 \$ 8,434 \$48.6567
P-5	Annual Month Hour	\$ 98,433 \$ 8,203 \$ 47.3236	\$ 100,467 \$ 8,372 \$ 48.3013	\$ 102,542 \$ 8,545 \$ 49.2992	\$104,661 \$ 8,722 \$50.3177	\$ 106,823 \$ 8,902 \$ 51.3572	\$109,030 \$ 9,086 \$52.4183	\$111,283 \$ 9,274 \$53.5014

**Management**

Revised 09/09

PAY	FLSA	W.C.	EEO	RANGE	RANGE	RANGE		
GRADE	POSITION TITLE	Status	Code	Code	MINIMUM	MIDPOINT	MAXIMUM	
M-1	Records Supervisor	NE	8810	Suprt	Annual	\$ 47,977	\$ 55,055	\$ 63,177
	Community Services Unit Supervisor	NE	8810	Prof	Month	\$ 3,998	\$ 4,588	\$ 5,265
					Hour	\$ 23.0659	\$26.4686	\$30.3733
M-2	Building Maintenance Supervisor	NE	9015	Skill	Annual	\$ 49,659	\$ 56,985	\$ 65,391
					Month	\$ 4,138	\$ 4,749	\$ 5,449
					Hour	\$ 23.8745	\$27.3966	\$31.4382
M-3	Operations Supervisor - Parks	E	9102	Tech	Annual	\$ 53,385	\$ 61,261	\$ 70,298
	Operations Supervisor-Public Wrks	E	5506	Tech	Month	\$ 4,449	\$ 5,105	\$ 5,858
	Operations Supervisor - Facilities	E	9102	Prof	Hour	\$ 25.6659	\$29.4522	\$33.7970
	Recreation Supervisor	E	9102	Prof				
M-4	Accounting Supervisor	E	8810	Prof	Annual	\$ 57,090	\$ 65,512	\$ 75,177
	Communications Manager	E	8810	Offi	Month	\$ 4,758	\$ 5,459	\$ 6,265
					Hour	\$ 27.4471	\$31.4962	\$36.1426
M-5	Court Administrator	E	8810	Offi	Annual	\$ 66,282	\$ 76,060	\$ 87,281
					Month	\$ 5,524	\$ 6,338	\$ 7,273
					Hour	\$ 31.8663	\$36.5674	\$41.9619
M-6	Chief Building Official	E	9410	Offi	Annual	\$ 73,782	\$ 84,667	\$ 97,157
	Operations Manager	E	9410	Offi	Month	\$ 6,149	\$ 7,056	\$ 8,096
	Parks, Open Space, Forestry Manager	E	9102	Offi	Hour	\$ 35.4721	\$40.7051	\$46.7100
	Recreation Facilities Manager	E	9102	Offi				
M-7	IT Manager	E	9410	Offi	Annual	\$ 75,829	\$ 87,016	\$ 99,852
	Economic Development Manager	E	8810	Prof	Month	\$ 6,319	\$ 7,251	\$ 8,321
					Hour	\$ 36.4563	\$41.8344	\$48.0059
M-8	Engineering Manager	E	8810	Offi	Annual	\$ 79,729	\$ 91,491	\$104,988
	Human Resources Manager	E	8810	Offi	Month	\$ 6,644	\$ 7,624	\$ 8,749
					Hour	\$ 38.3313	\$43.9860	\$50.4749

**Management**

PAY		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
M-1	Annual	\$ 47,977	\$ 49,656	\$ 51,394	\$ 53,193	\$ 55,055	\$ 56,982	\$ 58,976	\$ 61,040	\$ 63,177
	Month	\$ 3,998	\$ 4,138	\$ 4,283	\$ 4,433	\$ 4,588	\$ 4,748	\$ 4,915	\$ 5,087	\$ 5,265
	Hour	\$ 23.0659	\$ 23.8732	\$ 24.7087	\$ 25.5735	\$26.4686	\$ 27.3950	\$28.3538	\$29.3462	\$30.3733
M-2	Annual	\$ 49,659	\$ 51,397	\$ 53,196	\$ 55,058	\$ 56,985	\$ 58,979	\$ 61,044	\$ 63,180	\$ 65,391
	Month	\$ 4,138	\$ 4,283	\$ 4,433	\$ 4,588	\$ 4,749	\$ 4,915	\$ 5,087	\$ 5,265	\$ 5,449
	Hour	\$ 23.8745	\$ 24.7101	\$ 25.5750	\$ 26.4701	\$27.3966	\$ 28.3554	\$29.3479	\$30.3751	\$31.4382
M-3	Annual	\$ 53,385	\$ 55,253	\$ 57,187	\$ 59,189	\$ 61,261	\$ 63,405	\$ 65,624	\$ 67,921	\$ 70,298
	Month	\$ 4,449	\$ 4,604	\$ 4,766	\$ 4,932	\$ 5,105	\$ 5,284	\$ 5,469	\$ 5,660	\$ 5,858
	Hour	\$ 25.6659	\$ 26.5642	\$ 27.4939	\$ 28.4562	\$29.4522	\$ 30.4830	\$31.5499	\$32.6541	\$33.7970
M-4	Annual	\$ 57,090	\$ 59,088	\$ 61,156	\$ 63,297	\$ 65,512	\$ 67,805	\$ 70,178	\$ 72,634	\$ 75,177
	Month	\$ 4,758	\$ 4,924	\$ 5,096	\$ 5,275	\$ 5,459	\$ 5,650	\$ 5,848	\$ 6,053	\$ 6,265
	Hour	\$ 27.4471	\$ 28.4078	\$ 29.4020	\$ 30.4311	\$31.4962	\$ 32.5986	\$33.7395	\$34.9204	\$36.1426
M-5	Annual	\$ 66,282	\$ 68,602	\$ 71,003	\$ 73,488	\$ 76,060	\$ 78,722	\$ 81,478	\$ 84,329	\$ 87,281
	Month	\$ 5,524	\$ 5,717	\$ 5,917	\$ 6,124	\$ 6,338	\$ 6,560	\$ 6,790	\$ 7,027	\$ 7,273
	Hour	\$ 31.8663	\$ 32.9817	\$ 34.1360	\$ 35.3308	\$36.5674	\$ 37.8472	\$39.1719	\$40.5429	\$41.9619
M-6	Annual	\$ 73,782	\$ 76,364	\$ 79,037	\$ 81,803	\$ 84,667	\$ 87,630	\$ 90,697	\$ 93,871	\$ 97,157
	Month	\$ 6,149	\$ 6,364	\$ 6,586	\$ 6,817	\$ 7,056	\$ 7,302	\$ 7,558	\$ 7,823	\$ 8,096
	Hour	\$ 35.4721	\$ 36.7136	\$ 37.9986	\$ 39.3286	\$40.7051	\$ 42.1297	\$43.6043	\$45.1304	\$46.7100
M-7	Annual	\$ 75,829	\$ 78,483	\$ 81,230	\$ 84,073	\$ 87,016	\$ 90,061	\$ 93,213	\$ 96,476	\$ 99,852
	Month	\$ 6,319	\$ 6,540	\$ 6,769	\$ 7,006	\$ 7,251	\$ 7,505	\$ 7,768	\$ 8,040	\$ 8,321
	Hour	\$ 36.4563	\$ 37.7322	\$ 39.0528	\$ 40.4197	\$41.8344	\$ 43.2986	\$44.8140	\$46.3825	\$48.0059
M-8	Annual	\$ 79,729	\$ 82,520	\$ 85,408	\$ 88,397	\$ 91,491	\$ 94,693	\$ 98,007	\$101,438	\$104,988
	Month	\$ 6,644	\$ 6,877	\$ 7,117	\$ 7,366	\$ 7,624	\$ 7,891	\$ 8,167	\$ 8,453	\$ 8,749
	Hour	\$ 38.3313	\$ 39.6728	\$ 41.0614	\$ 42.4985	\$43.9860	\$ 45.5255	\$47.1189	\$48.7681	\$50.4749

**Professional**

Revised 09/09

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
PR-1	Planner I	E	9410	Prof	Annual	\$ 45,858	\$ 52,623	\$ 60,386
					Month	\$ 3,822	\$ 4,385	\$ 5,032
					Hour	\$ 22.0471	\$25.2996	\$29.0318
PR-2	Human Resources Analyst Police Training/Public Relations Officer	E	8810	Para	Annual	\$ 47,977	\$ 55,055	\$ 63,177
					Month	\$ 3,998	\$ 4,588	\$ 5,265
		NE	8810	Para	Hour	\$ 23.0659	\$26.4686	\$30.3733
PR-3	Sales Tax Auditor	E	9410	Prof	Annual	\$ 48,775	\$ 55,970	\$ 64,227
					Month	\$ 4,065	\$ 4,664	\$ 5,352
					Hour	\$ 23.4495	\$26.9089	\$30.8785
PR-4	GIS Specialist	E	8810	Tech	Annual	\$ 49,920	\$ 57,284	\$ 65,735
					Month	\$ 4,160	\$ 4,774	\$ 5,478
					Hour	\$ 24.0000	\$27.5406	\$31.6034
PR-5	Forestry and Open Space Supervisor Parks Project Coordinator Planner II	E	9102	Serv	Annual	\$ 51,018	\$ 58,544	\$ 67,181
		E	9410	Tech	Month	\$ 4,252	\$ 4,879	\$ 5,598
		E	9410	Prof	Hour	\$ 24.5279	\$28.1463	\$32.2985
PR-6	Purchasing Agent	E	8810	Offi	Annual	\$ 53,385	\$ 61,261	\$ 70,298
					Month	\$ 4,449	\$ 5,105	\$ 5,858
					Hour	\$ 25.6659	\$29.4522	\$33.7970
PR-7	Civil Engineer I Sr. Human Resources Analyst Sales Tax Supervisor	E	8601	Prof	Annual	\$ 55,531	\$ 63,723	\$ 73,124
		E	8810	Prof	Month	\$ 4,628	\$ 5,310	\$ 6,094
		E	8810	Prof	Hour	\$ 26.6976	\$30.6361	\$35.1556
PR-8	Assistant to the City Manager/PIO	E	8810	Prof	Annual	\$ 57,090	\$ 65,512	\$ 75,177
					Month	\$ 4,758	\$ 5,459	\$ 6,265
					Hour	\$ 27.4471	\$31.4962	\$36.1426
PR-9	Network Administrator Sr. Planner	E	9410	Prof	Annual	\$ 59,815	\$ 68,639	\$ 78,765
		E	9410	Prof	Month	\$ 4,985	\$ 5,720	\$ 6,564
					Hour	\$ 28.7572	\$32.9996	\$37.8678
PR-10	Civil Engineer II	E	8601	Prof	Annual	\$ 67,155	\$ 77,062	\$ 88,430
					Month	\$ 5,596	\$ 6,422	\$ 7,369
					Hour	\$ 32.2861	\$37.0490	\$42.5146

**Professional**

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
PR-1	Annual	\$ 45,858	\$ 47,463	\$ 49,124	\$ 50,844	\$ 52,623	\$ 54,465	\$ 56,371	\$ 58,344	\$ 60,386
	Month	\$ 3,822	\$ 3,955	\$ 4,094	\$ 4,237	\$ 4,385	\$ 4,539	\$ 4,698	\$ 4,862	\$ 5,032
	Hour	\$ 22.0471	\$ 22.8188	\$ 23.6174	\$ 24.4440	\$25.2996	\$ 26.1851	\$27.1015	\$28.0501	\$29.0318
PR-2	Annual	\$ 47,977	\$ 49,656	\$ 51,394	\$ 53,193	\$ 55,055	\$ 56,982	\$ 58,976	\$ 61,040	\$ 63,177
	Month	\$ 3,998	\$ 4,138	\$ 4,283	\$ 4,433	\$ 4,588	\$ 4,748	\$ 4,915	\$ 5,087	\$ 5,265
	Hour	\$ 23.0659	\$ 23.8732	\$ 24.7087	\$ 25.5735	\$26.4686	\$ 27.3950	\$28.3538	\$29.3462	\$30.3733
PR-3	Annual	\$ 48,775	\$ 50,482	\$ 52,249	\$ 54,078	\$ 55,970	\$ 57,929	\$ 59,957	\$ 62,055	\$ 64,227
	Month	\$ 4,065	\$ 4,207	\$ 4,354	\$ 4,506	\$ 4,664	\$ 4,827	\$ 4,996	\$ 5,171	\$ 5,352
	Hour	\$ 23.4495	\$ 24.2703	\$ 25.1197	\$ 25.9989	\$26.9089	\$ 27.8507	\$28.8254	\$29.8343	\$30.8785
PR-4	Annual	\$ 49,920	\$ 51,667	\$ 53,476	\$ 55,347	\$ 57,284	\$ 59,289	\$ 61,364	\$ 63,512	\$ 65,735
	Month	\$ 4,160	\$ 4,306	\$ 4,456	\$ 4,612	\$ 4,774	\$ 4,941	\$ 5,114	\$ 5,293	\$ 5,478
	Hour	\$ 24.0000	\$ 24.8400	\$ 25.7094	\$ 26.6092	\$27.5406	\$ 28.5045	\$29.5021	\$30.5347	\$31.6034
PR-5	Annual	\$ 51,018	\$ 52,804	\$ 54,652	\$ 56,565	\$ 58,544	\$ 60,593	\$ 62,714	\$ 64,909	\$ 67,181
	Month	\$ 4,252	\$ 4,400	\$ 4,554	\$ 4,714	\$ 4,879	\$ 5,049	\$ 5,226	\$ 5,409	\$ 5,598
	Hour	\$ 24.5279	\$ 25.3864	\$ 26.2749	\$ 27.1945	\$28.1463	\$ 29.1314	\$30.1510	\$31.2063	\$32.2985
PR-6	Annual	\$ 53,385	\$ 55,253	\$ 57,187	\$ 59,189	\$ 61,261	\$ 63,405	\$ 65,624	\$ 67,921	\$ 70,298
	Month	\$ 4,449	\$ 4,604	\$ 4,766	\$ 4,932	\$ 5,105	\$ 5,284	\$ 5,469	\$ 5,660	\$ 5,858
	Hour	\$ 25.6659	\$ 26.5642	\$ 27.4939	\$ 28.4562	\$29.4522	\$ 30.4830	\$31.5499	\$32.6541	\$33.7970
PR-7	Annual	\$ 55,531	\$ 57,475	\$ 59,486	\$ 61,568	\$ 63,723	\$ 65,953	\$ 68,262	\$ 70,651	\$ 73,124
	Month	\$ 4,628	\$ 4,790	\$ 4,957	\$ 5,131	\$ 5,310	\$ 5,496	\$ 5,688	\$ 5,888	\$ 6,094
	Hour	\$ 26.6976	\$ 27.6320	\$ 28.5991	\$ 29.6001	\$30.6361	\$ 31.7084	\$32.8182	\$33.9668	\$35.1556
PR-8	Annual	\$ 57,090	\$ 59,088	\$ 61,156	\$ 63,297	\$ 65,512	\$ 67,805	\$ 70,178	\$ 72,634	\$ 75,177
	Month	\$ 4,758	\$ 4,924	\$ 5,096	\$ 5,275	\$ 5,459	\$ 5,650	\$ 5,848	\$ 6,053	\$ 6,265
	Hour	\$ 27.4471	\$ 28.4078	\$ 29.4020	\$ 30.4311	\$31.4962	\$ 32.5986	\$33.7395	\$34.9204	\$36.1426
PR-9	Annual	\$ 59,815	\$ 61,909	\$ 64,075	\$ 66,318	\$ 68,639	\$ 71,041	\$ 73,528	\$ 76,101	\$ 78,765
	Month	\$ 4,985	\$ 5,159	\$ 5,340	\$ 5,526	\$ 5,720	\$ 5,920	\$ 6,127	\$ 6,342	\$ 6,564
	Hour	\$ 28.7572	\$ 29.7637	\$ 30.8054	\$ 31.8836	\$32.9996	\$ 34.1545	\$35.3500	\$36.5872	\$37.8678
PR-10	Annual	\$ 67,155	\$ 69,505	\$ 71,938	\$ 74,456	\$ 77,062	\$ 79,759	\$ 82,551	\$ 85,440	\$ 88,430
	Month	\$ 5,596	\$ 5,792	\$ 5,995	\$ 6,205	\$ 6,422	\$ 6,647	\$ 6,879	\$ 7,120	\$ 7,369
	Hour	\$ 32.2861	\$ 33.4161	\$ 34.5856	\$ 35.7961	\$37.0490	\$ 38.3457	\$39.6878	\$41.0769	\$42.5146

**Technical**

Revised 09/09

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
T-1	Permit Technician	NE	8810	Suprt	Annual	\$ 34,899	\$ 40,047	\$ 45,955
	Pool Manager	NE	9102	Prot	Month	\$ 2,908	\$ 3,337	\$ 3,830
					Hour	\$ 16.7784	\$19.2536	\$22.0939
T-2	Engineering Assistant	NE	9410	Suprt	Annual	\$ 36,896	\$ 42,339	\$ 48,585
	Evidence Technician	NE	9410	Suprt	Month	\$ 3,075	\$ 3,528	\$ 4,049
					Hour	\$ 17.7385	\$20.3553	\$23.3582
T-3	Planning Technician	NE	8810	Suprt	Annual	\$ 38,800	\$ 44,524	\$ 51,092
					Month	\$ 3,233	\$ 3,710	\$ 4,258
					Hour	\$ 18.6538	\$21.4057	\$24.5636
T-4	Emergency Services Specialist	NE	9410	Suprt	Annual	\$ 39,622	\$ 45,467	\$ 52,175
	Help Desk Technician	NE	9410	Tech	Month	\$ 3,302	\$ 3,789	\$ 4,348
	Probation Officer	NE	8742	Prof	Hour	\$ 19.0490	\$21.8592	\$25.0839
T-5	Community Services Officer	NE	8831	Prot	Annual	\$ 41,095	\$ 47,157	\$ 54,114
	Sr. Evidence Technician	NE	9410	Para	Month	\$ 3,425	\$ 3,930	\$ 4,510
					Hour	\$ 19.7572	\$22.6719	\$26.0165
T-6	GIS Technician	NE	9410	Tech	Annual	\$ 42,123	\$ 48,337	\$ 55,468
	Web & Imaging Technician	NE	8810	Tech	Month	\$ 3,510	\$ 4,028	\$ 4,622
					Hour	\$ 20.2514	\$23.2390	\$26.6673
T-7	Engineering Technician	NE	8601	Skill	Annual	\$ 43,750	\$ 50,204	\$ 57,610
					Month	\$ 3,646	\$ 4,184	\$ 4,801
						\$ 21.0337	\$24.1366	\$27.6973
T-8	Court Marshal	NE	8810	Prot	Annual	\$ 44,190	\$ 50,709	\$ 58,190
	IT Support Technician	NE	9410	Tech	Month	\$ 3,683	\$ 4,226	\$ 4,849
	Property Inspector	NE	9410	Offi	Hour	\$ 21.2452	\$24.3793	\$27.9759
T-9	Lead Emergency Services Specialist	NE	9410	Suprt	Annual	\$ 47,977	\$ 55,055	\$ 63,177
					Month	\$ 3,998	\$ 4,588	\$ 5,265
					Hour	\$ 23.0659	\$26.4686	\$30.3733
T-10	Combination Inspector	NE	9410	Offi	Annual	\$ 48,775	\$ 55,970	\$ 64,227
	Plans Examiner/Inspector	NE	8810	Offi	Month	\$ 4,065	\$ 4,664	\$ 5,352
	Sr. IT Support Technician	NE	8810	Tech	Hour	\$ 23.4495	\$26.9089	\$30.8785

**Technical**

PAY		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
T-1	Annual	\$ 34,899	\$ 36,120	\$ 37,385	\$ 38,693	\$ 40,047	\$ 41,449	\$ 42,900	\$ 44,401	\$ 45,955
	Month	\$ 2,908	\$ 3,010	\$ 3,115	\$ 3,224	\$ 3,337	\$ 3,454	\$ 3,575	\$ 3,700	\$ 3,830
	Hour	\$ 16.7784	\$ 17.3656	\$ 17.9734	\$ 18.6025	\$19.2536	\$ 19.9274	\$20.6249	\$21.3468	\$22.0939
T-2		\$ 36,896	\$ 38,187	\$ 39,524	\$ 40,907	\$ 42,339	\$ 43,821	\$ 45,355	\$ 46,942	\$ 48,585
	Month	\$ 3,075	\$ 3,182	\$ 3,294	\$ 3,409	\$ 3,528	\$ 3,652	\$ 3,780	\$ 3,912	\$ 4,049
	Hour	\$ 17.7385	\$ 18.3593	\$ 19.0019	\$ 19.6669	\$20.3553	\$ 21.0677	\$21.8051	\$22.5683	\$23.3582
T-3		\$ 38,800	\$ 40,158	\$ 41,564	\$ 43,018	\$ 44,524	\$ 46,082	\$ 47,695	\$ 49,364	\$ 51,092
	Month	\$ 3,233	\$ 3,347	\$ 3,464	\$ 3,585	\$ 3,710	\$ 3,840	\$ 3,975	\$ 4,114	\$ 4,258
	Hour	\$ 18.6538	\$ 19.3067	\$ 19.9825	\$ 20.6819	\$21.4057	\$ 22.1549	\$22.9303	\$23.7329	\$24.5636
T-4		\$ 39,622	\$ 41,009	\$ 42,444	\$ 43,930	\$ 45,467	\$ 47,059	\$ 48,706	\$ 50,410	\$ 52,175
	Month	\$ 3,302	\$ 3,417	\$ 3,537	\$ 3,661	\$ 3,789	\$ 3,922	\$ 4,059	\$ 4,201	\$ 4,348
	Hour	\$ 19.0490	\$ 19.7158	\$ 20.4058	\$ 21.1200	\$21.8592	\$ 22.6243	\$23.4161	\$24.2357	\$25.0839
T-5		\$ 41,095	\$ 42,533	\$ 44,022	\$ 45,563	\$ 47,157	\$ 48,808	\$ 50,516	\$ 52,284	\$ 54,114
	Month	\$ 3,425	\$ 3,544	\$ 3,668	\$ 3,797	\$ 3,930	\$ 4,067	\$ 4,210	\$ 4,357	\$ 4,510
	Hour	\$ 19.7572	\$ 20.4487	\$ 21.1644	\$ 21.9052	\$22.6719	\$ 23.4654	\$24.2867	\$25.1367	\$26.0165
T-6		\$ 42,123	\$ 43,597	\$ 45,123	\$ 46,703	\$ 48,337	\$ 50,029	\$ 51,780	\$ 53,592	\$ 55,468
	Month	\$ 3,510	\$ 3,633	\$ 3,760	\$ 3,892	\$ 4,028	\$ 4,169	\$ 4,315	\$ 4,466	\$ 4,622
	Hour	\$ 20.2514	\$ 20.9602	\$ 21.6939	\$ 22.4531	\$23.2390	\$ 24.0524	\$24.8942	\$25.7655	\$26.6673
T-7		\$ 43,750	\$ 45,281	\$ 46,866	\$ 48,506	\$ 50,204	\$ 51,961	\$ 53,780	\$ 55,662	\$ 57,610
	Month	\$ 3,646	\$ 3,773	\$ 3,906	\$ 4,042	\$ 4,184	\$ 4,330	\$ 4,482	\$ 4,639	\$ 4,801
	Hour	\$ 21.0337	\$ 21.7698	\$ 22.5318	\$ 23.3204	\$24.1366	\$ 24.9814	\$25.8557	\$26.7607	\$27.6973
T-8		\$ 44,190	\$ 45,737	\$ 47,337	\$ 48,994	\$ 50,709	\$ 52,484	\$ 54,321	\$ 56,222	\$ 58,190
	Month	\$ 3,683	\$ 3,811	\$ 3,945	\$ 4,083	\$ 4,226	\$ 4,374	\$ 4,527	\$ 4,685	\$ 4,849
	Hour	\$ 21.2452	\$ 21.9888	\$ 22.7584	\$ 23.5549	\$24.3793	\$ 25.2326	\$26.1158	\$27.0298	\$27.9759
T-9		\$ 47,977	\$ 49,656	\$ 51,394	\$ 53,193	\$ 55,055	\$ 56,982	\$ 58,976	\$ 61,040	\$ 63,177
	Month	\$ 3,998	\$ 4,138	\$ 4,283	\$ 4,433	\$ 4,588	\$ 4,748	\$ 4,915	\$ 5,087	\$ 5,265
	Hour	\$ 23.0659	\$ 23.8732	\$ 24.7087	\$ 25.5735	\$26.4686	\$ 27.3950	\$28.3538	\$29.3462	\$30.3733
T-10		\$ 48,775	\$ 50,482	\$ 52,249	\$ 54,078	\$ 55,970	\$ 57,929	\$ 59,957	\$ 62,055	\$ 64,227
	Month	\$ 4,065	\$ 4,207	\$ 4,354	\$ 4,506	\$ 4,664	\$ 4,827	\$ 4,996	\$ 5,171	\$ 5,352
	Hour	\$ 23.4495	\$ 24.2703	\$ 25.1197	\$ 25.9989	\$26.9089	\$ 27.8507	\$28.8254	\$29.8343	\$30.8785

**Part-Time Seasonal – (Non-Benefited)**

Revised 09/09

GRADE	POSITION TITLE	FLSA	W.C.	EEO		MINIMUM	MAXIMUM
PT-1	Pool Aide	NE	9102	Prot	Hour	\$ 7.3600	\$ 9.6917
PT-2	Concession Worker	NE	9102	Suprt	Hour	\$ 7.6727	\$10.1035
	Scorekeeper	NE	9102	Skill			
	Recreation Aide	NE	9102	Suprt			
	Assistant Coach						
PT-3	Attendant: Child Care	NE	8868	Prot	Hour	\$ 8.5170	\$11.2153
	Climbing Wall	NE	9102	Prot			
	Front Desk	NE	8810	Suprt			
	Gym	NE	9102	Prot			
	Weight Room	NE	9102	Prot			
PT-4	Coach	NE	9102	Skill	Hour	\$ 8.8264	\$11.6227
	Lifeguard	NE	9102	Prot			
	Instructor (Non-Certified): Sports I	NE	9102	Para			
	Recreation I	NE	9102	Para			
PT-5	Custodian	NE	9102	Serv	Hour	\$ 9.2456	\$12.1747
	Driver	NE	9102	Skill			
PT-6	Building Supervisor	NE	9102	Serv	Hour	\$ 9.4234	\$12.4088
	Seasonal Maintenance Worker	NE	9102	Serv			
	Recreation Clerk I	NE	8810	Suprt			
PT-7	Sports Official I	NE	9102	Skill	Hour	\$ 9.9397	\$ 13.0887
PT-8	Head: Child Care Attendant	NE	9102	Prot	Hour	\$ 10.1882	\$13.4159
	Climbing Wall Attendant	NE	9102	Prot			
	Weight Room Attendant	NE	9102	Prot			
	Instructor (Non-Certified): Recreation II	NE	9102	Para			
	Specialty Fitness I	NE	9102	Para			
	Dance I	NE	9102	Para			
PT-9	Concessions Manager	NE	8810	Suprt	Hour	\$ 10.3500	\$ 13.6290
	Lifeguard Instructor	NE	9102	Para			
PT-10	Head Coach	NE	9102	Prot	Hour	\$ 10.8675	\$14.3104
PT-11	Food Services Worker	NE	9102	Skill	Hour	\$ 11.1377	\$14.6662
PT-12	Seasonal Community Services Officer (CSO)	NE	8868	Para	Hour	\$ 11.6274	\$15.3111
	Licensed Pre-School Group Leader	NE	9102	Para			
	Recreation Leader	NE	9102	Para			
	Instructor: (Non-Certified + 5 yrs.) Dance II	NE	9102	Para			
	Sports II	NE	8831	Serv			
PT-13	Administrative Clerk	NE	8810	Suprt	Hour	\$ 13.1000	\$17.2502
	Recreation Clerk II	NE	8810	Suprt			
PT-14	Licensed Pre-School Specialist	NE	8868	Para	Hour	\$ 13.3358	\$17.5607
	Summer Camp Specialist	NE	8868	Para			
	Facility Assistant	NE	9102	Suprt			
	Pool Manager	NE	9102	Prot			
	Sports Official II	NE	9102	Skill			
	Instructor: (Certified): Aqua Fitness I	NE	9102	Para			
	Fitness I	NE	9102	Para			
	(Black Belt)/Martial Arts I	NE	9102	Para			
	Specialty Fitness I	NE	9102	Para			
PT-15	Recreation Clerk III	NE	8810	Prof	Hour	\$ 13.9563	\$18.3777
	Staff Assistant	NE	8810	Suprt			
	GIS Intern	NE	8810	Suprt			
PT-16	Sr. Staff Assistant	NE	8810	Suprt	Hour	\$ 16.1882	\$21.3168
PT-17	Personal Trainer	NE	9102	Para	Hour	\$ 16.6755	\$21.9584
	Instructor (Certified + 5 yrs.): Aqua Fitness II	NE	9102	Para			
	Fitness II	NE	9102	Para			
	Martial Arts II	NE	9102	Para			
	Specialty Fitness II	NE	9102	Para			
PT-18	Instructor - Specialized (Yoga, Pilates, etc.)	NE	9102	Para	Hour	\$ 22.0000	\$ 28.9698



**Part-Time Seasonal**

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
PT-1	Hour	\$ 7.3600	\$ 7.6176	\$ 7.8842	\$ 8.1602	\$ 8.4458	\$ 8.7414	\$ 9.0473	\$ 9.3640	\$ 9.6917
PT-2	Hour	\$ 7.6727	\$ 7.9412	\$ 8.2192	\$ 8.5069	\$ 8.8046	\$ 9.1128	\$ 9.4317	\$ 9.7618	\$10.1035
PT-3	Hour	\$ 8.5170	\$ 8.8151	\$ 9.1236	\$ 9.4430	\$ 9.7735	\$ 10.1155	\$10.4696	\$10.8360	\$11.2153
PT-4	Hour	\$ 8.8264	\$ 9.1353	\$ 9.4551	\$ 9.7860	\$10.1285	\$ 10.4830	\$10.8499	\$11.2296	\$11.6227
PT-5	Hour	\$ 9.2456	\$ 9.5692	\$ 9.9041	\$ 10.2508	\$10.6095	\$ 10.9809	\$11.3652	\$11.7630	\$12.1747
PT-6	Hour	\$ 9.4234	\$ 9.7532	\$ 10.0946	\$ 10.4479	\$10.8136	\$ 11.1920	\$11.5838	\$11.9892	\$12.4088
PT-7	Hour	\$ 9.9397	\$ 10.2876	\$ 10.6477	\$ 11.0203	\$11.4060	\$ 11.8052	\$12.2184	\$12.6461	\$13.0887
PT-8	Hour	\$ 10.1882	\$ 10.5448	\$ 10.9139	\$ 11.2958	\$11.6912	\$ 12.1004	\$12.5239	\$12.9622	\$13.4159
PT-9	Hour	\$ 10.3500	\$ 10.7123	\$ 11.0872	\$ 11.4752	\$11.8769	\$ 12.2926	\$12.7228	\$13.1681	\$13.6290
PT-10	Hour	\$ 10.8675	\$ 11.2479	\$ 11.6415	\$ 12.0490	\$12.4707	\$ 12.9072	\$13.3589	\$13.8265	\$14.3104
PT-11	Hour	\$ 11.1377	\$ 11.5275	\$ 11.9310	\$ 12.3486	\$12.7808	\$ 13.2281	\$13.6911	\$14.1703	\$14.6662
PT-12	Hour	\$ 11.6274	\$ 12.0344	\$ 12.4556	\$ 12.8915	\$13.3427	\$ 13.8097	\$14.2930	\$14.7933	\$15.3111
PT-13	Hour	\$ 13.1000	\$ 13.5585	\$ 14.0330	\$ 14.5242	\$15.0326	\$ 15.5587	\$16.1032	\$16.6669	\$17.2502
PT-14	Hour	\$ 13.3358	\$ 13.8026	\$ 14.2856	\$ 14.7856	\$15.3031	\$ 15.8387	\$16.3931	\$16.9669	\$17.5607
PT-15	Hour	\$ 13.9563	\$ 14.4447	\$ 14.9503	\$ 15.4735	\$16.0151	\$ 16.5756	\$17.1558	\$17.7562	\$18.3777
PT-16	Hour	\$ 16.1882	\$ 16.7548	\$ 17.3412	\$ 17.9482	\$18.5764	\$ 19.2265	\$19.8995	\$20.5959	\$21.3168
PT-17	Hour	\$ 16.6755	\$ 17.2591	\$ 17.8632	\$ 18.4884	\$19.1355	\$ 19.8053	\$20.4984	\$21.2159	\$21.9584
PT-18	Hour	\$ 22.0000	\$ 22.7700	\$ 23.5670	\$ 24.3918	\$25.2455	\$ 26.1291	\$27.0436	\$27.9901	\$28.9698



# Staffing Table

	2008 Authorized	2009 Authorized	2010 Authorized	2011 Authorized
<b>GENERAL FUND</b>				
<b>LEGISLATIVE</b>				
<b>Legislative Services</b>				
Mayor - 1 position	Elected	Elected	Elected	Elected
Council Member - 8 positions	Elected	Elected	Elected	Elected
Administrative Assistant	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<b>Total</b>	<b>1.000</b>	<b>1.000</b>	<b>1.000</b>	<b>1.000</b>
<b>TREASURY</b>				
<b>Treasury</b>				
City Treasurer	Elected	Elected	Elected	Elected
<b>CITY MANAGER'S OFFICE</b>				
<b>General Management Services</b>				
City Manager	1.000	1.000	1.000	1.000
Economic Development Manager	0.000	0.000	1.000	1.000
<b>Total</b>	<b>1.000</b>	<b>1.000</b>	<b>2.000</b>	<b>2.000</b>
<b>CITY ATTORNEY</b>				
<b>Legal Services</b>				
City Attorney	Contracted	Contracted	Contracted	Contracted
<b>CITY CLERK</b>				
<b>City Clerk</b>				
City Clerk	Elected	Elected	Elected	Elected
Deputy City Clerk	1.000	1.000	1.000	1.000
Administrative Assistant	0.000	0.000	0.000	0.000
Receptionist	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>
<b>Total</b>	<b>1.000</b>	<b>1.000</b>	<b>1.000</b>	<b>1.000</b>

# Staffing Table

	2008	2009	2010	2011
	Authorized	Authorized	Authorized	Authorized
<b>MUNICIPAL COURT</b>				
<b>Municipal Court</b>				
Municipal Judge	<i>Contracted</i>	<i>Contracted</i>	<i>Contracted</i>	<i>Contracted</i>
Court Administrator	1.000	1.000	1.000	1.000
Deputy Court Clerk II	2.875	2.875	2.875	3.000
Deputy Court Clerk I	4.000	4.000	4.000	3.875
Probation Officer	1.000	1.000	1.000	1.000
Court Marshall	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<b>Total</b>	<b>9.875</b>	<b>9.875</b>	<b>9.875</b>	<b>9.875</b>

**ADMINISTRATIVE SERVICES**

**Administration**

Deputy City Manager	1.000	1.000	1.000	1.000
Executive Assistant	1.000	1.000	1.000	1.000
Assistant to the City Manager	1.000	1.000	1.000	1.000
Receptionist	<u>1.125</u>	<u>1.125</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	4.125	4.125	4.000	4.000

**Finance**

Accounting Supervisor	1.000	1.000	1.000	1.000
Accounting Technician	1.000	1.000	1.000	1.000
Payroll Technician	<u>0.750</u>	<u>0.750</u>	<u>0.750</u>	<u>0.750</u>
<i>Subtotal</i>	2.750	2.750	2.750	2.750

**Sales Tax**

Sales Tax Supervisor	0.000	1.000	1.000	1.000
Senior Sales Tax Auditor	1.000	0.000	0.000	0.000
Sales Tax Auditor	1.000	1.000	1.000	1.000
Sales Tax Technician	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	3.000

**Human Resources**

Human Resources Manager	1.000	1.000	1.000	1.000
Senior HR Analyst	1.000	1.000	1.000	1.000
Human Resources Representative	0.000	0.000	0.000	0.000
Human Resources Analyst	0.000	0.000	1.000	1.000
Human Resources Technician	<u>1.000</u>	<u>1.000</u>	<u>0.000</u>	<u>0.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	3.000

## Staffing Table

	2008	2009	2010	2011
	Authorized	Authorized	Authorized	Authorized
<b>Purchasing and Contracting</b>				
<i>Purchasing and Contracting Agent</i>	1.000	1.000	1.000	1.000
<i>Senior Staff Assistant</i>	0.000	0.000	0.000	0.000
<i>Purchasing Technician</i>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	1.500	1.500	1.500	1.500
<b>Information Systems</b>				
<i>IT Manager</i>	1.000	1.000	1.000	1.000
<i>Network Administrator</i>	1.000	1.000	1.000	1.000
<i>Sr. IT Support Technician</i>	2.000	2.000	2.000	2.000
<i>GIS Specialist</i>	1.000	1.000	1.000	1.000
<i>Web &amp; Imaging Technician</i>	0.500	0.500	0.500	0.500
<i>Help Desk Technician</i>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	6.000	6.000	6.000	6.000
<b>Total</b>	<b>20.375</b>	<b>20.375</b>	<b>20.250</b>	<b>20.250</b>

**COMMUNITY DEVELOPMENT**

**Administration**

<i>Community Development Director</i>	1.000	1.000	1.000	1.000
<i>Administrative Assistant</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	2.000	2.000	2.000	2.000

**Economic Development**

<i>Economic Development Specialist</i>	<u>1.000</u>	<u>1.000</u>	<u>0.000</u>	<u>0.000</u>
<i>Subtotal</i>	1.000	1.000	0.000	0.000

**Planning**

<i>Senior Planner</i>	2.000	1.000	1.000	1.000
<i>Planner II</i>	1.000	1.000	1.000	1.000
<i>Planner I</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	4.000	3.000	3.000	3.000

# Staffing Table

	2008	2009	2010	2011
	Authorized	Authorized	Authorized	Authorized
<b>Building</b>				
Chief Building Official	1.000	1.000	1.000	1.000
Plans Examiner/Inspector	0.000	1.000	1.000	1.000
Combination Inspector	1.000	1.000	1.000	1.000
Permit Technician	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Subtotal	3.000	4.000	4.000	4.000
<b>Long Range Planning</b>				
Senior Planner	<u>0.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Subtotal	0.000	1.000	1.000	1.000
<b>Total</b>	<b>10.000</b>	<b>11.000</b>	<b>10.000</b>	<b>10.000</b>

**POLICE DEPARTMENT**

**Administration**

Chief of Police	1.000	1.000	1.000	1.000
Police Commander	1.000	1.000	1.000	1.000
Police Sergeant	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	1.000	1.000	1.000
Police Support Technician	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
Subtotal	4.500	4.500	4.500	4.500

**Community Services Team**

Community Service Supervisor	1.000	1.000	1.000	1.000
Community Service Officer	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>
Subtotal	3.000	3.000	3.000	3.000

**Communications**

Communications Manager	1.000	1.000	1.000	1.000
Lead Emergency Services Specialist	1.000	1.000	1.000	1.000
Emergency Services Specialist	<u>9.000</u>	<u>9.000</u>	<u>9.000</u>	<u>9.000</u>
Subtotal	11.000	11.000	11.000	11.000

**Crime Prevention Team**

Police Sergeant	0.000	0.500	0.500	0.500
Crime Prevention Officer	0.000	0.000	1.000	1.000
School Resource Officer	<u>3.500</u>	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>
Subtotal	3.500	2.500	3.500	3.500

# Staffing Table

	2008	2009	2010	2011
	Authorized	Authorized	Authorized	Authorized
<b>Grants</b>				
Police Officer	<u>0.000</u>	<u>0.000</u>	<u>1.000</u>	<u>3.000</u>
Subtotal	0.000	0.000	1.000	3.000
<b>Records Section</b>				
Records Supervisor	1.000	1.000	1.000	1.000
Records Management Specialist	<u>4.000</u>	<u>4.000</u>	<u>4.000</u>	<u>4.000</u>
Subtotal	5.000	5.000	5.000	5.000
<b>Training</b>				
Training and Public Relations Officer	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Subtotal	1.000	1.000	1.000	1.000
<b>Patrol</b>				
Police Commander	1.000	1.000	1.000	1.000
Police Lieutenant	2.000	2.000	2.000	2.000
Police Sergeant	6.000	6.000	6.000	6.000
Police Officer	35.000	37.000	34.000	34.000
Police Support Technician	0.500	0.500	0.500	0.500
Police Support Clerk	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>
Subtotal	46.500	48.500	45.500	45.500
<b>Investigations</b>				
Lieutenant	1.000	1.000	1.000	1.000
Police Sergeant	2.000	2.000	2.000	2.000
Police Officer	10.000	10.000	10.000	12.000
Police Support Technician	2.000	2.000	2.000	2.000
Evidence Technician II	1.000	1.000	1.000	1.000
Evidence Technician I	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Subtotal	17.000	17.000	17.000	19.000
<b>Traffic Enforcement</b>				
Police Sergeant	1.000	1.000	1.000	1.000
Police Officer	<u>4.000</u>	<u>3.000</u>	<u>4.000</u>	<u>4.000</u>
Subtotal	5.000	4.000	5.000	5.000
<b>Special Investigations</b>				
Police Officer	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>	<u>0.000</u>
Subtotal	2.000	2.000	2.000	0.000
<b>Total</b>	<b>98.500</b>	<b>98.500</b>	<b>97.500</b>	<b>100.500</b>

Staffing

# Staffing Table

	2008	2009	2010	2011
	Authorized	Authorized	Authorized	Authorized
<b>PUBLIC WORKS DEPARTMENT</b>				
<b>Administration</b>				
Public Works Director	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	1.000	1.000	1.000	1.000
<b>Engineering</b>				
Engineering Manager	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	1.000	1.000	1.000
Civil Engineer II	2.000	2.000	2.000	2.000
Civil Engineer	1.000	1.000	1.000	1.000
Engineering Technician	<u>7.000</u>	<u>7.000</u>	<u>7.000</u>	<u>7.000</u>
<i>Subtotal</i>	12.000	12.000	12.000	12.000
<b>Operations</b>				
Operations Manager	1.000	1.000	1.000	1.000
Operations Supervisor	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	0.000	0.000	0.000
Operations Support Technician	0.000	1.000	1.000	1.000
Equipment Operator II	3.000	3.000	3.000	3.000
Equipment Operator I	2.000	2.000	2.000	2.000
Maintenance Worker II	5.000	5.000	5.000	5.000
Traffic Control Technician	1.000	1.000	1.000	1.000
Lead Mechanic	1.000	1.000	1.000	1.000
Mechanic	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	16.000	16.000	16.000	16.000
<b>Total</b>	<b>29.000</b>	<b>29.000</b>	<b>29.000</b>	<b>29.000</b>

**PARKS AND RECREATION**

**Administration**

Parks & Recreation Director	1.000	1.000	1.000	1.000
Administrative Assistant	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	2.000	2.000	2.000	2.000

**Recreation**

Recreation & Facilities Manager	1.000	1.000	1.000	1.000
Marketing Coordinator	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	1.500	1.500	1.500	1.500



# Staffing Table

	2008	2009	2010	2011
	Authorized	Authorized	Authorized	Authorized
<b>Parks Maintenance</b>				
<i>Parks Maintenance Worker II</i>	4.000	5.000	5.000	5.000
<i>Parks Maintenance Worker I</i>	5.000	5.000	5.000	5.000
<i>Sr. Staff Assistant</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	10.000	11.000	11.000	11.000
<b>Forestry</b>				
<i>Forestry Technician</i>	1.000	1.000	1.000	1.000
<i>Forestry Assistant</i>	1.000	1.000	1.000	1.000
<i>Horticulture Assistant</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	3.000
<b>Open Space</b>				
<i>Forestry &amp; Open Space Supervisor</i>	0.000	1.000	1.000	1.000
<i>Open Space Coordinator</i>	1.000	0.000	0.000	0.000
<i>Parks Maintenance Worker II</i>	1.000	1.000	1.000	1.000
<i>Parks Maintenance Worker I</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	3.000
<b>Athletics</b>				
<i>Recreation Supervisor</i>	1.000	1.000	1.000	1.000
<i>Recreation Coordinator</i>	0.500	0.500	0.500	0.500
<i>Recreation Leader</i>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	2.000	2.000	2.000	2.000
<b>General Programs</b>				
<i>Recreation Supervisor</i>	1.000	1.000	1.000	1.000
<i>Recreation Coordinator</i>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	1.500	1.500	1.500	1.500
<b>Active Adult Center</b>				
<i>Recreation Supervisor</i>	1.000	1.000	1.000	1.000
<i>Recreation Coordinator</i>	1.130	1.130	1.130	1.130
<i>Recreation Clerk III</i>	1.000	1.000	1.000	1.000
<i>Recreation Clerk II</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	4.130	4.130	4.130	4.130

## Staffing Table

	2008	2009	2010	2011
	Authorized	Authorized	Authorized	Authorized
<b>Building Maintenance</b>				
Building Maintenance Supervisor	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Subtotal	1.000	1.000	1.000	1.000
<b>Total</b>	<b>28.130</b>	<b>29.130</b>	<b>29.130</b>	<b>29.130</b>
<b>General Fund Total</b>	<b>198.880</b>	<b>200.880</b>	<b>199.755</b>	<b>202.755</b>

### OPEN SPACE FUND

Parks, Open Space, Forestry Manager (P&R)	1.000	1.000	1.000	1.000
Operations Supervisor (P&R)	1.000	1.000	1.000	1.000
Parks Project Coordinator (P&R)	1.000	1.000	1.000	1.000
Crew Leader - Parks Maintenance (P&R)	2.000	2.000	2.000	2.000
Maintenance Worker II (P&R)	<u>1.000</u>	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>
<b>Open Space Fund Total</b>	<b>6.000</b>	<b>5.000</b>	<b>5.000</b>	<b>5.000</b>

### CRIME PREVENTION

Police Sergeant (PD)	0.500	0.500	0.500	0.500
Crime Prevention Officer (PD)	1.000	1.000	1.000	1.000
Community Service Officer - Comm. Services (PD)	2.000	2.000	2.000	2.000
Property Inspector (Comm Dev)	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<b>Crime Prevention Fund Total</b>	<b>4.500</b>	<b>4.500</b>	<b>4.500</b>	<b>4.500</b>

### RECREATION CENTER OPERATIONS FUND

# Staffing Table

	2008	2009	2010	2011
	Authorized	Authorized	Authorized	Authorized
<b>Facility Operation</b>				
Facilities Operations Supervisor	1.000	1.000	1.000	1.000
Facility Assistant	3.000	3.000	3.000	3.000
Recreation Support Technician	1.000	1.000	1.000	1.000
Custodian	2.000	2.000	2.000	2.000
Facility Maintenance Technician	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	8.000	8.000	8.000	8.000
<b>Aquatics</b>				
Recreation Supervisor	1.000	1.000	1.000	1.000
Pool Manager	<u>3.000</u>	<u>3.000</u>	<u>3.000</u>	<u>3.000</u>
<i>Subtotal</i>	4.000	4.000	4.000	4.000
<b>Fitness</b>				
Recreation Coordinator	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	1.000	1.000	1.000	1.000
<b>Marketing</b>				
Marketing Coordinator	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	0.500	0.500	0.500	0.500
<b>Recreation Center Operations Fund Total</b>				
	13.500	13.500	13.500	13.500
<b>Grand Total</b>				
	222.880	223.880	222.755	225.755

