

Appendix A - Personnel Schedule

Job Class Pay Grade 04-2005 05-2006 06-2007 07-2008

Job Class	Pay Grade	04-2005	05-2006	06-2007	07-2008
<u>City Council</u>					
0110	City Clerk	16	1	1	1
0023	Administrative Clerk	9	0	0	.33
<i>Elected</i>	<i>Mayor</i>		1	1	1
<i>Elected</i>	<i>City Councilman</i>		10	10	10
<i>Part-time</i>	<i>Courier</i>		1	1	1
<u>Administration</u>					
0149	City Administrator	28	1	1	1
0169	Assistant to the City Administrator	22	1	1	1
0030	Administrative Assistant	12	1	1	1
	<i>Grants Assistant</i>		1	1	1
			3	3	3
			1	1	1
<u>Human Resources</u>					
0179	Director of Human Resources	25	1	1	1
0030	Administrative Assistant	12	1	1	1
0174	Human Resources Specialist	16	1	1	1
			3	3	3
<u>City Counselor</u>					
0159	City Counselor	25	1	1	1
0158	Associate City Counselor	21	1	1	1
0030	Administrative Assistant	12	1	0	0
0155	Paralegal	14	0	1	1
0023	Administrative Clerk	9	0	0	.34
<i>Part-time</i>	<i>Law Clerk</i>		2	2	0
			3	3	3.34
			2	2	0
<u>Municipal Court</u>					
0161	Municipal Court Coordinator	14	1	1	1
0160	Deputy Court Clerk	10	1	1	1
0023	Administrative Clerk	9	0	0	.33
<i>Part-time</i>	<i>Clerk</i>		1	1	1
<i>Part-time</i>	<i>Assistant to City Prosecutor</i>		0	1	0
<i>Part-time</i>	<i>Bailiff</i>		0	1	1
<i>Elected</i>	<i>Municipal Judge</i>		1	1	1
<i>Elected</i>	<i>Prosecuting Attorney</i>		1	1	1
			2	2	2.33
			3	5	4
<u>Finance</u>					
0219	Director of Finance	25	1	1	1
0225	Information System Manager	20	1	0	0
0224	Database Systems Analyst	18	1	0	0
0226	Information System Support Specialist	16	1	0	0
0220	Chief Accountant	21	1	1	1
0216	Purchasing Agent	19	1	1	1
0221	Auditor	18	0	0	1
0218	Accountant	16	1	1	1
0212	Senior Accounting Technician	14	1	1	1
0213	Accounting Technician	12	2	3	3
0210	Accounting Assistant	10	1	0	0

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0214	Purchasing Assistant	10	1	0	0	
0214	Purchasing Assistant	12	0	1	1	
0026	Administrative Technician	10	1	0	0	
0030	Administrative Assistant	12	0	1	2	
5000	Building Service Worker	7	1	1	1	
			14	11	13	13
<u>I.T.S. Department</u>						
0225	Information Systems Director	25	0	1	1	
0224	Database Systems Analyst	18	0	1	1	
0226	Information System Support Specialist	16	0	1	1	
3106	Information Systems Coordinator	18	0	0.25	0.25	0.25
4107	GIS Manager	20	1	1	1	
4108	Database Administrator	18	1	1	1	
4105	GIS Technician	16	1	2	2	
			3	7.25	7.25	7.25
<u>Police</u>						
3116	Police Chief	25	1	1	1	
3107	Police Captain	22	3	3	3	
3105	Police Lieutenant	21	5	5	5	
3106	Information Systems Coordinator	18	1	0.75	0.75	0.75
3104	Police Sergeant	18	9	9	9	
3110	MSAG/Records Supervisor	14	1	1	1	
	Police Officer I, II, III*					
3103	Police Officer I	13	{			
3112	Police Officer II	14				
3114	Police Officer III	15				
			67	70	70	70
3101	Evidence Technician	11	0	1	1	
3111	Fiscal Affairs Technician	12	1	1	1	
0030	Administrative Assistant	12	1	1	1	
3109	Communications Supervisor	14	3	3	3	
3102	Communications Operator	11	14	16	17	
3100	Police Information Clerk	9	4	4	4	
0026	Administrative Technician	10	1	1	1	
5000	Building Service Worker	7	2	2	2	
<i>Part Time</i>	<i>Police Information Clerk</i>		5	5	5	
	<i>School Crossing Guard</i>		5	5	5	
			113	118.75	119.75	119.75
	*(1) Detective position unfunded FY2007 and FY2008		<i>10</i>	<i>10</i>	<i>10</i>	<i>10</i>
<u>Fire</u>						
3219	Fire Chief	25	1	1	1	
3208	Assistant Fire Chief	22	3	3	3	
3210	Fire Training Officer	20	1	1	1	
3209	Public Fire Education Officer	18	1	1	1	
3206	Fire Captain	18	21	21	21	
3204	Fire Driver Engineer	15	24	24	24	
3202	Fire Fighter	13	18	24	24	
0030	Administrative Assistant	12	1	1	1	
			70	76	76	76
<i>Part-time</i>	<i>Secretary</i>		<i>1</i>	<i>1</i>	<i>1</i>	

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Job
Class

Pay Grade 04-2005 05-2006 06-2007 07-2008

Job Class	Pay Grade	04-2005	05-2006	06-2007	07-2008
<u>Community Development</u>					
3339	Director of Community Development	26	1	1	1
0030	Administrative Assistant	12	2	2	1
0024	Customer Service Representative	9	1	1	1
			<u>4</u>	<u>4</u>	<u>3</u>
				<u>3</u>	<u>3</u>
<u>Dept of Planning & Transp.-Admin</u>					
3328	Deputy Director-Planning & Transportation	23	1	1	1
0030	Administrative Assistant	12	1	1	1
			<u>2</u>	<u>2</u>	<u>2</u>
				<u>2</u>	<u>2</u>
<u>Planning</u>					
3325	Senior Planner	19	1	1	1
<i>Part-time</i>	<i>Planning Technician</i>		<i>1</i>	<i>1</i>	<i>1</i>
	<i>Planning Clerk</i>		<i>1</i>	<i>1</i>	<i>1</i>
			<u>1</u>	<u>1</u>	<u>1</u>
			<u>2</u>	<u>2</u>	<u>2</u>
<u>Metropolitan Planning Organization</u>					
3326	Planner III	19	1	1	1
3327	Planner I	16	1	1	1
			<u>2</u>	<u>2</u>	<u>2</u>
				<u>2</u>	<u>2</u>
<u>Airport</u>					
6115	Airport Division Director	20	1	1	1
6143	Airport Maintenance Crew Leader	12	1	1	1
6142	Senior Airport Maintenance Worker	10	1	1	1
			<u>3</u>	<u>3</u>	<u>3</u>
				<u>3</u>	<u>3</u>
<u>Transit</u>					
6329	Transit Division Director	20	1	1	1
6314	Transit Operations Assistant	12	2	2	2
6310	Transit Communications Operator	10	2	2	2
6305	Bus Driver	9	17	17	19
0026	Administrative Technician	10	1	1	1
<i>PT-Benef</i>	<i>Bus Driver</i>		3	4	4
<i>Part-time</i>	<i>Bus Driver</i>		2	3	3
	<i>Service Worker</i>		<i>1</i>	<i>1</i>	<i>1</i>
			<u>23</u>	<u>23</u>	<u>25</u>
			<u>6</u>	<u>8</u>	<u>8</u>
<u>Code Enforcement-Admin</u>					
3329	Assistant to Dir of Community Dev	23	1	1	1
0022	Secretary	9	1	0	0
0026	Administrative Technician	10	0	1	1
			<u>2</u>	<u>2</u>	<u>2</u>
				<u>2</u>	<u>2</u>
<u>Building Regulations</u>					
3323	Building Regulations Division Director	20	1	1	1
3312	Plumbing Inspector	16	1	1	1
3310	Electrical Inspector	16	1	1	1

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Job Class	Pay Grade	04-2005	05-2006	06-2007	07-2008
3308	Building Inspector	16	1	1	1
3305	Housing Inspector	16	1	1	1
			<u>5</u>	<u>5</u>	<u>5</u>
<u>Environmental Health Services</u>					
3320	Environmental Health Division Director	20	1	1	1
3303	Environmental Health Specialist	16	4	4	4
<i>Part-time</i>	<i>Mosquito Control Technician</i>		<i>1</i>	<i>1</i>	<i>1</i>
	<i>Weed Inspector</i>		<i>1</i>	<i>1</i>	<i>1</i>
	<i>Neighbor Support Technician</i>		<i>0</i>	<i>3</i>	<i>3</i>
			<u>5</u>	<u>5</u>	<u>5</u>
			2	2	5
					5
<u>Animal Control</u>					
3409	Animal Control Division Director	19	1	1	1
3401	Animal Control Officer	10	3	2	2
3402	Senior Animal Control Officer	11	0	1	1
3405	Veterinarian	21	1	1	1
3400	Veterinarian Assistant	8	2	2	2
<i>Part-time</i>	<i>Animal Control Officer</i>		<i>1</i>	<i>1</i>	<i>1</i>
			<u>7</u>	<u>7</u>	<u>7</u>
			1	1	1
					1
<u>Central Maintenance</u>					
7139	Central Maintenance Division Director	19	1	1	1
7120	Mechanic Supervisor	16	1	1	1
7115	Mechanic	14	5	5	4
7110	Parts Clerk	10	1	1	1
0026	Administrative Technician	10	0	0	0
<i>Part-time</i>	<i>Administrative Technician</i>	<i>10</i>	<i>0</i>	<i>0</i>	<i>1</i>
			<u>8</u>	<u>8</u>	<u>7</u>
			0	0	1
					0
<u>Public Works-Admin</u>					
3336	Deputy Director-Public Works	24	1	1	1
0022	Secretary	9	1	0	0
0026	Administrative Technician	10	0	1	1
			<u>2</u>	<u>2</u>	<u>2</u>
					2
					2
<u>Engineering</u>					
4118	Engineering Division Director	23	1	1	1
4114	Civil Engineer II	21	2	2	2
4115	Civil Engineer I	19	2	2	2
4106	Plan Reviewer	19	1	1	1
4103	Registered Land Surveyor	18	1	1	1
4110	Engineering Inspection Supervisor	18	1	1	1
4112	Engineering Designer	18	1	1	1
4105	GIS Technician	16	1	0	0
4102	Engineering Survey Technician	14	1	1	1
4104	Construction Inspector	16	2	2	2
<i>Part-time</i>	<i>Survey Assistant</i>		<i>3</i>	<i>3</i>	<i>3</i>
			<u>13</u>	<u>12</u>	<u>12</u>
			3	3	3

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Job Pay Grade 04-2005 05-2006 06-2007 07-2008
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Job Class	Pay Grade	04-2005	05-2006	06-2007	07-2008
<u>Streets</u>					
4229	Street/Parking Division Director	23	0.5	0.5	0.5
4219	Street Superintendent	21	1	1	1
4209	Street Supervisor	18	2	2	2
4104	Construction Inspector	16	1	1	1
4243	Street Maintenance Crew Leader	12	5	5	5
4201	Traffic Signal Tech	13	1	1	1
4242	Senior Street Maintenance Worker	10 {			
4241	Street Maintenance Worker	9 {	15	15	15
4240	Street Maintenance Trainee	8 {			
<i>Part-time</i>	<i>Maintenance Assistant</i>		8	8	8
			25.5	25.5	25.5
			8	8	8
<u>Parking</u>					
4229	Street/Parking Division Director	23	0.5	0.5	0.5
6227	Parking Division Supervisor	14	1	1	1
6210	Parking Enforcement Officer	8	3	3	3
6241	Parking Maintenance Worker	8	1	1	1
6200	Parking Attendant	5	2	2	2
<i>PT Benef</i>	<i>Maintenance Assistant</i>		1	1	1
			7.5	7.5	7.5
			1	1	1
<u>Wastewater</u>					
6459	Deputy Director for Wastewater Utility	24	1	1	1
6455	Assistant Wastewater Division Director	22	1	1	0
6435	Wastewater Treatment Plant Manager	21	1	1	1
6430	Collection System Superintendent	19	1	1	1
6416	WWTP Supervisor	17	1	1	1
6425	Electrician	15	1	1	1
6418	Wastewater Maintenance Supervisor	17	1	1	1
6420	Laboratory Analyst	15	1	1	1
6421	Lab Technician I	12	1	1	1
4100	Engineering Designer	18	0	0	1
4101	Engineering Specialist	16	1	1	0
6410	Pumping System Mechanic	14	4	4	4
6444	Utility Crew Supervisor	16	3	3	3
6443	Utility Maintenance Crew Leader	12	6	6	6
6406	WWTP Operator II	14	1	1	1
6405	WWTP Operator I	12	2	2	2
*	Controls and Instrumentation Technician	*	0	0	0
6442	Senior Utility Maintenance Worker	10 }			
6441	Utility Maintenance Worker	9 }	8	8	8
6440	Utility Maintenance Trainee	8 }			
0022	Secretary	9	1	0	0
0026	Administrative Technician	10	0	1	1
<i>Part-time</i>	<i>Maintenance Assistant</i>		4	4	4
			35	35	34
			4	4	4
			35	35	35
			4	4	4

*To be determined by Human Resources

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Job Class Pay Range 04-2005 05-2006 06-2007 07-2008

<u>Parks & Recreation</u>					
2159	Director of Parks & Recreation	25	1	1	1
2129	Recreation Facilities Division Director	21	1	1	1
2130	General Rec Services Div Director	21	1	1	1
2135	Park Resources Division Director	21	1	1	1
2127	Parks and Landscape Planner	20	1	1	1
2120	Recreation Program Supervisor	16	4	4	5
2112	Park Resources Supervisor	16	3	3	3
3327	Planner I	16	0	1	1
6425	Electrician	14	1	1	1
7115	Mechanic	14	2	2	2
0030	Administrative Assistant	12	1	1	1
2143	Parks Maintenance Crew Leader	12	3	3	4
2142	Senior Parks Maintenance Worker	10	{		
2141	Parks Maintenance Worker	9	{	16	18
2140	Parks Maintenance Worker Trainee	8	{		18
0026	Administrative Technician	10	1	1	1
0024	Customer Service Rep	9	1	1	1
<i>PT Benef</i>	<i>Golf Course Clubhouse</i>		<i>1</i>	<i>1</i>	<i>1</i>
	<i>Park Maintenance</i>		<i>2</i>	<i>2</i>	<i>1</i>
	<i>Recreation</i>		<i>2</i>	<i>2</i>	<i>2</i>
	<i>Athletic Field Maintenance Assistant</i>		<i>0</i>	<i>0</i>	<i>0</i>
	<i>Office Assistant</i>		<i>0</i>	<i>0</i>	<i>1</i>
<i>Part-time</i>	<i>Ice Arena</i>		<i>50</i>	<i>50</i>	<i>50</i>
	<i>Golf Course Clubhouse</i>		<i>17</i>	<i>17</i>	<i>17</i>
	<i>Memorial Swimming Pool</i>		<i>45</i>	<i>45</i>	<i>45</i>
	<i>Ellis-Porter Swimming Pool</i>		<i>30</i>	<i>30</i>	<i>30</i>
	<i>Park Maintenance</i>		<i>16</i>	<i>16</i>	<i>16</i>
	<i>Recreation</i>		<i>144</i>	<i>144</i>	<i>152</i>
			37	40	41
			<i>307</i>	<i>307</i>	<i>316</i>
			394	409	413
			<i>362</i>	<i>367</i>	<i>375</i>
	Total Full-time Positions		394	409	413
	<i>Total Part-time and Elected Positions*</i>		<i>362</i>	<i>367</i>	<i>375</i>

* Numbers of positions shown are not in full-time equivalents, which is the way they are shown on individual Operating Summaries.

Appendix B - Salary Grade Table

The following Salary Grade/Pay Table reflects the 3% across the board increase effective November 1, 2007 compared to fiscal year 2006-2007.

Pay Grade	Minimum		Midpoint		Maximum	
	2006-07	2007-08	2006-07	2007-08	2006-07	2007-08
1	\$17,410.76	\$17,933.08	\$21,763.84	\$22,416.76	\$26,116.60	\$26,900.10
2	\$18,281.62	\$18,830.07	\$22,852.03	\$23,537.59	\$27,422.44	\$28,245.11
3	\$19,195.71	\$19,771.58	\$23,994.63	\$24,714.47	\$28,793.55	\$29,657.36
4	\$20,155.49	\$20,760.15	\$25,194.35	\$25,950.18	\$30,233.24	\$31,140.24
5	\$21,163.27	\$21,798.17	\$26,454.08	\$27,247.70	\$31,744.90	\$32,697.25
6	\$22,221.43	\$22,888.07	\$27,776.79	\$28,610.09	\$33,332.15	\$34,332.11
7	\$23,332.50	\$24,032.48	\$29,165.62	\$30,040.59	\$34,998.75	\$36,048.71
8	\$24,499.13	\$25,234.10	\$30,623.91	\$31,542.63	\$36,748.68	\$37,851.14
9	\$25,724.09	\$26,495.81	\$32,155.09	\$33,119.74	\$38,586.12	\$39,743.70
10	\$27,010.29	\$27,820.60	\$33,762.86	\$34,775.75	\$40,515.43	\$41,730.89
11	\$28,360.80	\$29,211.62	\$35,451.00	\$36,514.53	\$42,541.20	\$43,817.44
12	\$29,778.84	\$30,672.21	\$37,223.56	\$38,340.27	\$44,668.26	\$46,008.31
13	\$31,267.79	\$32,205.82	\$39,084.73	\$40,257.27	\$46,901.67	\$48,308.72
14	\$32,831.18	\$33,816.12	\$41,038.96	\$42,270.13	\$49,246.76	\$50,724.16
15	\$34,472.73	\$35,506.91	\$43,090.91	\$44,383.64	\$51,709.09	\$53,260.36
16	\$36,196.37	\$37,282.26	\$45,245.46	\$46,602.82	\$54,294.54	\$55,923.38
17	\$38,006.19	\$39,146.38	\$47,507.73	\$48,932.96	\$57,009.27	\$58,719.55
18	\$39,906.50	\$41,103.70	\$49,883.12	\$51,379.61	\$59,859.75	\$61,655.54
19	\$41,901.82	\$43,158.87	\$52,377.27	\$53,948.59	\$62,852.73	\$64,738.31
20	\$43,996.91	\$45,316.82	\$54,996.14	\$56,646.02	\$65,995.36	\$67,975.22
21	\$48,396.60	\$49,848.50	\$60,495.75	\$62,310.62	\$72,594.90	\$74,772.75
22	\$53,236.26	\$54,833.35	\$66,545.33	\$68,541.69	\$79,854.39	\$82,250.02
23	\$58,559.88	\$60,316.68	\$73,199.86	\$75,395.86	\$87,839.82	\$90,475.01
24	\$64,415.87	\$66,348.35	\$80,519.84	\$82,935.44	\$96,623.82	\$99,522.53
25	\$70,857.47	\$72,983.19	\$88,571.83	\$91,228.98	\$106,286.19	\$109,474.78
26	\$77,943.21	\$80,281.51	\$97,429.01	\$100,351.88	\$116,914.81	\$120,422.25
27	\$82,491.80	\$84,966.55	\$107,171.92	\$110,387.08	\$128,606.30	\$132,464.49
28	\$94,311.28	\$97,140.62	\$117,889.11	\$121,425.78	\$141,466.93	\$145,710.94