

Appendix A - Personnel Schedule

Job Class Pay Grade 05-2006 06-2007 07-2008 08-2009

Job Class	Pay Grade	05-2006	06-2007	07-2008	08-2009
<u>City Council</u>					
0110	City Clerk	16	1	1	1
0023	Administrative Clerk	9	0	.33	.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
			<u>3</u>	<u>3</u>	<u>3</u>
			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
			<u>3</u>	<u>3</u>	<u>3</u>
<u>City Counselor</u>					
0159	City Counselor	25	1	1	1
0158	Associate City Counselor	21	1	1	1
0155	Paralegal	14	1	1	1
0023	Administrative Clerk	9	0	.34	.34
<i>Part-time</i>	<i>Law Clerk</i>		2	0	0
			<u>3</u>	<u>3.34</u>	<u>3.34</u>
			2	0	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	.33	.33
<i>Part-time</i>	<i>Clerk</i>		1	1	1
<i>Part-time</i>	<i>Assistant to City Prosecutor</i>		1	0	0
<i>Part-time</i>	<i>Bailiff</i>		1	1	1
<i>Elected</i>	<i>Municipal Judge</i>		1	1	1
<i>Elected</i>	<i>Prosecuting Attorney</i>		1	1	1
			<u>2</u>	<u>2.33</u>	<u>2.33</u>
			5	4	4
<u>Finance</u>					
0219	Director of Finance	25	1	1	1
0220	Chief Accountant	21	1	1	1
0216	Purchasing Agent	19	1	1	1
0221	Auditor	18	0	1	1
0218	Accountant	16	1	1	1
0212	Senior Accounting Technician	14	1	1	1
0213	Accounting Technician	12	3	3	3
0214	Purchasing Assistant	12	1	1	1
0030	Administrative Assistant	12	1	2	2
5000	Building Service Worker	7	1	1	1
			<u>11</u>	<u>13</u>	<u>13</u>
				<u>13</u>	<u>13</u>

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Job Pay Grade 05-2006 06-2007 07-2008 08-2009
 Class

I.T.S. Department

0226	Information Systems Director	25	1	1	1	1
0224	Database Systems Analyst	18	1	1	1	1
0226	Information System Support Specialist	16	1	1	1	1
3106	Information Systems Coordinator	18	0.25	0.25	0.25	0.25
4107	GIS Manager	20	1	1	1	1
4108	Database Administrator	18	1	1	1	1
4105	GIS Technician	16	2	2	2	2
			7.25	7.25	7.25	7.25

Police

3116	Police Chief	25	1	1	1	1
3107	Police Captain	22	3	3	3	3
3105	Police Lieutenant	21	5	5	5	5
3106	Information Systems Coordinator	18	0.75	0.75	0.75	0.75
3104	Police Sergeant	18	9	9	9	9
3110	MSAG/Records Supervisor	14	1	1	1	1
	Police Officer I, II, III*					
3103	Police Officer I	13	}	}	}	}
3112	Police Officer II	14				
3114	Police Officer III	15				
3101	Evidence Technician	11	70	70	70	70
3111	Fiscal Affairs Technician	12	1	1	1	1
0030	Administrative Assistant	12	1	1	1	1
3109	Communications Supervisor	14	3	3	3	3
3102	Communications Operator	11	16	17	17	17
3100	Police Information Clerk	9	4	4	4	4
0026	Administrative Technician	10	1	1	1	1
5000	Building Service Worker	7	2	2	2	2
<i>Part Time</i>	<i>Police Information Clerk</i>		5	5	5	5
	<i>School Crossing Guard</i>		5	5	5	5
			118.75	119.75	119.75	119.75
*(1) Detective position unfunded FY2007 and FY2008			<i>10</i>	<i>10</i>	<i>10</i>	<i>10</i>

Fire

3219	Fire Chief	25	1	1	1	1
3208	Assistant Fire Chief	22	3	3	3	3
3210	Fire Training Officer	20	1	1	1	1
3209	Public Fire Education Officer	18	1	1	1	1
3206	Fire Captain	18	21	21	21	21
3204	Fire Driver Engineer	15	24	24	24	24
3202	Fire Fighter	13	24	24	24	24
3256	EMS Manager	TBD*	0	0	0	
3250	EMS Supervisor	TBD*	0	0	0	
0026	Administrative Technician	10	0	0	0	
3244	Paramedic	12	0	0	0	
3240	EMT	10	0	0	0	
0030	Administrative Assistant	12	1	1	1	1
*To be determined by Human Resources			76	76	76	76
<i>Part-time</i>	<i>Secretary</i>		<i>1</i>	<i>1</i>	<i>1</i>	<i>1</i>

Community Development

3339	Director of Community Development	26	1	1	1	1
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Job Class	Pay Grade	05-2006	06-2007	07-2008	08-2009
0030 Administrative Assistant	12	2	1	1	1
0024 Customer Service Representative	9	1	1	1	1
		<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	1
0030 Administrative Assistant	12	1	1	1	1
		<u>2</u>	<u>2</u>	<u>2</u>	<u>2</u>
<u>Planning</u>					
3325 Senior Planner	19	1	1	1	1
<i>Part-time</i> Planning Technician		1	1	1	1
Planning Clerk		1	1	1	1
		<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>
		2	2	2	2
<u>Metropolitan Planning Organization</u>					
3326 Planner III	19	1	1	1	1
3327 Planner I	16	1	1	1	1
		<u>2</u>	<u>2</u>	<u>2</u>	<u>2</u>
<u>Airport</u>					
6115 Airport Division Director	20	1	1	1	1
6143 Airport Maintenance Crew Leader	12	1	1	1	0
6142 Senior Airport Maintenance Worker	10	1	1	1	1
		<u>3</u>	<u>3</u>	<u>3</u>	<u>2</u>
<u>Transit</u>					
6329 Transit Division Director	20	1	1	1	1
6314 Transit Operations Assistant	12	2	2	2	2
6310 Transit Communications Operator	10	2	2	2	2
6305 Bus Driver	9	17	19	19	19
0026 Administrative Technician	10	1	1	1	1
<i>PT-Benef</i> Bus Driver		4	4	4	4
<i>Part-time</i> Bus Driver		3	3	3	3
Service Worker		1	1	1	1
		<u>23</u>	<u>25</u>	<u>25</u>	<u>25</u>
		8	8	8	8
<u>Code Enforcement-Admin</u>					
3329 Assistant to Dir of Community Dev	23	1	1	1	1
0026 Administrative Technician	10	1	1	1	1
		<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	1
3312 Plumbing Inspector	16	1	1	1	1
3310 Electrical Inspector	16	1	1	1	1
3308 Building Inspector	16	1	1	1	1
3305 Housing Inspector	16	1	1	0	0
3306 Senior Housing Inspector	18	0	0	1	1
3303 Environmental Health Specialist	16	0	0	0	3

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4201	Traffic Signal Tech	13	1	1	1	1
4242	Senior Street Maintenance Worker	10 {				
4241	Street Maintenance Worker	9 {	15	15	15	15
4240	Street Maintenance Trainee	8 {				
<i>Part-time</i>	<i>Maintenance Assistant</i>		8	8	8	8
			25.5	25.5	25.5	25.5
			8	8	8	8

Parking

4229	Street/Parking Division Director	23	0.5	0.5	0.5	0.5
6227	Parking Division Supervisor	14	1	1	1	1
6210	Parking Enforcement Officer	8	3	3	3	3
6241	Parking Maintenance Worker	8	1	1	1	1
6200	Parking Attendant	5	2	2	2	2
<i>PT Benef</i>	<i>Maintenance Assistant</i>		1	1	1	1
			7.5	7.5	7.5	7.5
			1	1	1	1

Wastewater

6459	Deputy Director for Wastewater Utility	24	1	1	1	1
6455	Assistant Wastewater Division Director	22	1	0	0	0
6435	Wastewater Treatment Plant Manager	21	1	1	1	1
6430	Collection System Superintendent	19	1	1	1	1
6416	WWTP Supervisor	17	1	1	1	1
6425	Electrician	15	1	1	1	1
6418	Wastewater Maintenance Supervisor	17	1	1	1	1
6420	Laboratory Analyst	15	1	1	1	1
6421	Lab Technician I	12	1	1	1	1
4100	Engineering Designer	18	0	1	1	1
4101	Engineering Specialist	16	1	0	0	0
6410	Pumping System Mechanic	14	4	4	4	4
6444	Utility Crew Supervisor	16	3	3	3	3
6443	Utility Maintenance Crew Leader	12	6	6	6	7
6406	WWTP Operator II	14	1	1	1	1
6405	WWTP Operator I	12	2	2	2	2
6427	Controls and Instrumentation Technician	15	0	0	1	1
6442	Senior Utility Maintenance Worker	10 }				
6441	Utility Maintenance Worker	9 }	8	8	8	7
6440	Utility Maintenance Trainee	8 }				
0026	Administrative Technician	10	1	1	1	1
<i>Part-time</i>	<i>Maintenance Assistant</i>		4	4	4	4
			35	34	35	35
			4	4	4	4

Parks & Recreation

2159	Director of Parks & Recreation	25	1	1	1	1
2129	Recreation Facilities Division Director	21	1	1	1	1
2130	General Rec Services Div Director	21	1	1	1	1
2135	Park Resources Division Director	21	1	1	1	1
2127	Parks and Landscape Planner	20	1	1	1	1
2120	Recreation Program Supervisor	16	4	4	5	5
2122*	Recreation Specialist	*	0	0	0	2
2112	Park Resources Supervisor	16	3	3	3	3
3327	Planner I	16	1	1	1	1

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Job Class	Pay Range	04-2005	05-2006	06-2007	07-2008
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	4	4
2142	Senior Parks Maintenance Worker	10	{		
2141	Parks Maintenance Worker	9	{	18	18
2140	Parks Maintenance Worker Trainee	8	{		20
0026	Administrative Technician	10		1	1
0024	Customer Service Rep	9		1	1
<i>PT Benef</i>	<i>Golf Course Clubhouse</i>			1	1
	<i>Park Maintenance</i>			2	1
	<i>Recreation</i>			2	1
	<i>Athletic Field Maintenance Assistant</i>			0	1
<i>Part-time</i>	<i>Office Assistant</i>			0	1
	<i>Ice Arena</i>			50	49
	<i>Golf Course Clubhouse</i>			17	17
	<i>Memorial Swimming Pool</i>			45	45
	<i>Ellis-Porter Swimming Pool</i>			30	30
	<i>Park Maintenance</i>			16	16
	<i>Recreation</i>			144	152
	*To be determined by Human Resources			<u>40</u>	<u>44</u>
				307	315
					314
				<u>409</u>	<u>418</u>
	Total Full-time Positions			409	418
	Total Part-time and Elected Positions*			367	375
					373

* 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 2.5% across the board increase effective November 1, 2008 compared to fiscal year 2007-2008.

Pay Grade	Minimum		Midpoint		Maximum	
	<u>2007-08</u>	<u>2008-09</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2007-08</u>	<u>2008-09</u>
1	\$17,933.08	\$18,381.41	\$22,416.76	\$22,977.18	\$26,900.10	\$27,572.60
2	\$18,830.07	\$19,300.82	\$23,537.59	\$24,126.03	\$28,245.11	\$28,951.24
3	\$19,771.58	\$20,265.87	\$24,714.47	\$25,332.33	\$29,657.36	\$30,398.79
4	\$20,760.15	\$21,279.15	\$25,950.18	\$26,598.93	\$31,140.24	\$31,918.75
5	\$21,798.17	\$22,343.12	\$27,247.70	\$27,928.89	\$32,697.25	\$33,514.68
6	\$22,888.07	\$23,460.27	\$28,610.09	\$29,325.34	\$34,332.11	\$35,190.41
7	\$24,032.48	\$24,633.29	\$30,040.59	\$30,791.60	\$36,048.71	\$36,949.93
8	\$25,234.10	\$25,864.95	\$31,542.63	\$32,331.20	\$37,851.14	\$38,797.42
9	\$26,495.81	\$27,158.21	\$33,119.74	\$33,947.73	\$39,743.70	\$40,737.29
10	\$27,820.60	\$28,516.12	\$34,775.75	\$35,645.14	\$41,730.89	\$42,774.16
11	\$29,211.62	\$29,941.91	\$36,514.53	\$37,427.39	\$43,817.44	\$44,912.88
12	\$30,672.21	\$31,439.02	\$38,340.27	\$39,298.78	\$46,008.31	\$47,158.52
13	\$32,205.82	\$33,010.97	\$40,257.27	\$41,263.70	\$48,308.72	\$49,516.44
14	\$33,816.12	\$34,661.52	\$42,270.13	\$43,326.88	\$50,724.16	\$51,992.26
15	\$35,506.91	\$36,394.58	\$44,383.64	\$45,493.23	\$53,260.36	\$54,591.87
16	\$37,282.26	\$38,214.32	\$46,602.82	\$47,767.89	\$55,923.38	\$57,321.46
17	\$39,146.38	\$40,125.04	\$48,932.96	\$50,156.28	\$58,719.55	\$60,187.54
18	\$41,103.70	\$42,131.29	\$51,379.61	\$52,664.10	\$61,655.54	\$63,196.93
19	\$43,158.87	\$44,237.84	\$53,948.59	\$55,297.30	\$64,738.31	\$66,356.77
20	\$45,316.82	\$46,449.74	\$56,646.02	\$58,062.17	\$67,975.22	\$69,674.60
21	\$49,848.50	\$51,094.71	\$62,310.62	\$63,868.39	\$74,772.75	\$76,642.07
22	\$54,833.35	\$56,204.18	\$68,541.69	\$70,255.23	\$82,250.02	\$84,306.27
23	\$60,316.68	\$61,824.60	\$75,395.86	\$77,280.76	\$90,475.01	\$92,736.89
24	\$66,348.35	\$68,007.06	\$82,935.44	\$85,008.83	\$99,522.53	\$102,010.59
25	\$72,983.19	\$74,807.77	\$91,228.98	\$93,509.70	\$109,474.78	\$112,211.65
26	\$80,281.51	\$82,288.55	\$100,351.88	\$102,860.68	\$120,422.25	\$123,432.81
27	\$84,966.55	\$87,090.71	\$110,387.08	\$113,146.76	\$132,464.49	\$135,776.10
28	\$97,140.62	\$99,569.14	\$121,425.78	\$124,461.42	\$145,710.94	\$149,353.71