City of Las Cruces®

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Council Action and Executive Summary

Item # 10 **Ordinance/Resolution#** 14-188

For Meeting of _____ (Ordinance First Reading Date)

For Meeting of May 19, 2014 (Adoption Date)

Please check box that applies to this item:

☐ QUASI JUDICIAL ☐ LEGISLATIVE ☒ ADMINISTRATIVE

TITLE: **A RESOLUTION AMENDING THE PAY PLANS FOR MANAGERIAL AND SUPPORT POSITIONS AND FOR POSITIONS REPRESENTED BY UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL & SERVICE WORKERS INTERNATIONAL UNION (USW).**

PURPOSE(S) OF ACTION:

Update pay plans based on the classification and compensation study.

COUNCIL DISTRICT: N/A		
Drafter/Staff Contact: Andre Moquin	**Department/Section:** Human Resources	**Phone:** 528-3401
City Manager Signature:		

BACKGROUND / KEY ISSUES / CONTRIBUTING FACTORS:

A classification and compensation study has been completed to assess internal equity and external competitiveness of City of Las Cruces salary schedules.

In July 2007 the City contracted with Public Sector Personnel Consultants (PSPC) to perform a comprehensive classification and compensation study. Part of the study recommended the adoption of pay plans that were competitive with prevailing market rates. The City Council last approved modifications to these pay plans in 2008.

Following a procurement process in February 2013, the City contracted with PSPC again to conduct a review of the classification and compensation of most positions, relative to other local and regional organizations.

Market was established to include such cities and agencies as: Albuquerque, Alamogordo, Dona Ana County, El Paso Texas, Farmington, Flagstaff Arizona, Las Cruces Public Schools, Lake Havasu City Arizona, Lubbock Texas, City of Mesa Arizona, City of Midland Texas, New Mexico State University, City of Odessa Texas, Pueblo Colorado, Santa Fe and Yuma Arizona.

The study recommends new pay tables be established that will reflect current market conditions for City positions as listed in proposed salary schedules, exhibits "A" and "B".

SUPPORT INFORMATION:

1. Resolution.
2. Exhibit "A", Proposed Salary Schedule-Managerial and Support.
3. Exhibit "B", Proposed Salary Schedule-Union/ Blue Collar.
4. Attachment "A", Examples of job classifications.

SOURCE OF FUNDING:

Is this action already budgeted?			
N/A	Yes	☐	See fund summary below
	No	☐	If No, then check one below:
	Budget Adjustment Attached	☐	Expense reallocated from:
		☐	Proposed funding is from a new revenue source (i.e. grant; see details below)
		☐	Proposed funding is from fund balance in the ____ Fund.
Does this action create any revenue?			
N/A	Yes	☐	Funds will be deposited into this fund: in the amount of $_____for FY__.
	No	☐	There is no new revenue generated by this action.

BUDGET NARRATIVE

The costs of implementing the proposed salary schedules are included in the Fiscal Year 2015 budget adopted by the City Council on May 5, 2014.

FUND EXPENDITURE SUMMARY:

Fund Name(s)	Account Number(s)	Expenditure Proposed	Available Budgeted Funds in Current FY	Remaining Funds	Purpose for Remaining Funds
N/A	N/A	N/A	N/A	N/A	N/A

OPTIONS / ALTERNATIVES:

1. Vote "Yes"; this will approve the pay plans.
2. Vote "No"; this will disapprove the pay plans.
3. Vote to "Amend"; and provide changes to the resolution.
4. Vote to "Table"; and provide further direction to staff.

REFERENCE INFORMATION:

N/A

RESOLUTION NO. 14-188

A RESOLUTION AMENDING THE PAY PLANS FOR MANAGERIAL AND SUPPORT POSITIONS AND FOR POSITIONS REPRESENTED BY UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL & SERVICE WORKERS INTERNATIONAL UNION (USW).

The City Council is informed that:

WHEREAS, A classification and compensation study has been completed to assess internal equity and external competitiveness of City of Las Cruces salary schedules; and

WHEREAS, in July 2007 the City contracted with Public Sector Personnel Consultants (PSPC) to perform a comprehensive classification and compensation study; and

WHEREAS, the Council last approved modifications to these pay plans in 2008 based on recommendations following the 2007 study; and

WHEREAS, following a procurement process in February 2013, the City contracted with PSPC again to conduct a review of the classification and compensation of most positions, relative to other local and regional organizations; and

WHEREAS, the study recommends new pay tables be established that will reflect current market conditions for City positions listed in proposed salary schedules, Exhibits "A" and "B".

NOW, THEREFORE, Be it resolved by the governing body of the City of Las Cruces:

(I)

THAT the changes to the City's pay plans as recommended in proposed salary schedules (Exhibits "A" and "B", attached hereto) are hereby approved.

(II)

THAT City staff is hereby authorized to do all deeds necessary in the accomplishment of the herein above.

DONE AND APPROVED this_____ day of _____ 20___.

APPROVED:

_____
Mayor

ATTEST:

_____
City Clerk

(SEAL)

VOTE:
Mayor Miyagishima: _____
Councillor Silva: _____
Councillor Smith: _____
Councillor Pedroza: _____
Councillor Small: _____
Councillor Sorg: _____
Councillor Levatino: _____

Moved by: _____

Seconded by: _____

APPROVED AS TO FORM:

_____
City Attorney

EXHIBIT "A"

Proposed Salary Schedule – Managerial and Support

Salary Range	Minimum	Midpoint	Maximum		Salary Range	Minimum	Midpoint	Maximum
15	$19,126	$23,908	$28,689		58	$55,303	$69,129	$82,955
16	$19,604	$24,505	$29,406		59	$56,686	$70,857	$85,029
17	$20,094	$25,118	$30,141		60	$58,103	$72,629	$87,154
18	$20,597	$25,746	$30,895		61	$59,556	$74,444	$89,333
19	$21,112	$26,389	$31,667		62	$61,044	$76,306	$91,567
20	$21,639	$27,049	$32,459		63	$62,571	$78,213	$93,856
21	$22,180	$27,725	$33,270		64	$64,135	$80,169	$96,202
22	$22,735	$28,419	$34,102		65	$65,738	$82,173	$98,607
23	$23,303	$29,129	$34,955		66	$67,382	$84,227	$101,072
24	$23,886	$29,857	$35,829		67	$69,066	$86,333	$103,599
25	$24,483	$30,604	$36,724		68	$70,793	$88,491	$106,189
26	$25,095	$31,369	$37,642		69	$72,563	$90,703	$108,844
27	$25,722	$32,153	$38,584		70	$74,377	$92,971	$111,565
28	$26,365	$32,957	$39,548		71	$76,236	$95,295	$114,354
29	$27,025	$33,781	$40,537		72	$78,142	$97,678	$117,213
30	$27,700	$34,625	$41,550		73	$80,096	$100,119	$120,143
31	$28,393	$35,491	$42,589		74	$82,098	$102,622	$123,147
32	$29,102	$36,378	$43,654		75	$84,150	$105,188	$126,226
33	$29,830	$37,288	$44,745		76	$86,254	$107,818	$129,381
34	$30,576	$38,220	$45,864		77	$88,411	$110,513	$132,616
35	$31,340	$39,175	$47,010		78	$90,621	$113,276	$135,931
36	$32,124	$40,155	$48,186		79	$92,886	$116,108	$139,330
37	$32,927	$41,158	$49,390		80	$95,208	$119,011	$142,813
38	$33,750	$42,187	$50,625		81	$97,589	$121,986	$146,383
39	$34,594	$43,242	$51,891		82	$100,028	$125,036	$150,043
40	$35,459	$44,323	$53,188		83	$102,529	$128,161	$153,794
41	$36,345	$45,431	$54,518		84	$105,092	$131,365	$157,639
42	$37,254	$46,567	$55,880		85	$107,720	$134,650	$161,580
43	$38,185	$47,731	$57,277		86	$110,413	$138,016	$165,619
44	$39,140	$48,925	$58,709		87	$113,173	$141,466	$169,759
45	$40,118	$50,148	$60,177		88	$116,002	$145,003	$174,003
46	$41,121	$51,401	$61,682		89	$118,902	$148,628	$178,354
47	$42,149	$52,686	$63,224		90	$121,875	$152,344	$182,812
48	$43,203	$54,004	$64,804		91	$124,922	$156,152	$187,383
49	$44,283	$55,354	$66,424		92	$128,045	$160,056	$192,067
50	$45,390	$56,737	$68,085		93	$131,246	$164,057	$196,869
51	$46,525	$58,156	$69,787		94	$134,527	$168,159	$201,791
52	$47,688	$59,610	$71,532		95	$137,890	$172,363	$206,835
53	$48,880	$61,100	$73,320		96	$141,338	$176,672	$212,006
54	$50,102	$62,628	$75,153		97	$144,871	$181,089	$217,306
55	$51,355	$64,193	$77,032		98	$148,493	$185,616	$222,739
56	$52,638	$65,798	$78,958		99	$152,205	$190,256	$228,308
57	$53,954	$67,443	$80,932		100	$156,010	$195,013	$234,015

[redacted]
2.50%

[redacted]
50%

EXHIBIT "B"

Proposed Pay Range Table – Union / Blue Collar

Range	Minimum	Midpoint	Maximum
R15	$19,421.18	$23,419.65	$29,274.56
R16	$19,906.71	$24,005.14	$30,006.43
R17	$20,404.37	$24,605.27	$30,756.59
R18	$20,914.48	$25,220.40	$31,525.50
R19	$21,437.34	$25,850.91	$32,313.64
R20	$21,973.28	$26,497.18	$33,121.48
R21	$22,522.61	$27,159.61	$33,949.52
R22	$23,085.68	$27,838.60	$34,798.26
R23	$23,662.82	$28,534.57	$35,668.21
R24	$24,254.39	$29,247.93	$36,559.92
R25	$24,860.75	$29,979.13	$37,473.91
R26	$25,482.27	$30,728.61	$38,410.76
R27	$26,119.32	$31,496.83	$39,371.03
R28	$26,772.31	$32,284.25	$40,355.31
R29	$27,441.61	$33,091.35	$41,364.19
R30	$28,127.65	$33,918.64	$42,398.30
R31	$28,830.84	$34,766.60	$43,458.25
R32	$29,551.62	$35,635.77	$44,544.71
R33	$30,290.41	$36,526.66	$45,658.33
R34	$31,047.67	$37,439.83	$46,799.78
R35	$31,823.86	$38,375.82	$47,969.78
R36	$32,619.45	$39,335.22	$49,169.02
R37	$33,434.94	$40,318.60	$50,398.25
R38	$34,270.81	$41,326.56	$51,658.21
R39	$35,127.58	$42,359.73	$52,949.66
R40	$36,005.77	$43,418.72	$54,273.40
R41	$36,905.92	$44,504.19	$55,630.24
R42	$37,828.57	$45,616.79	$57,020.99
R43	$38,774.28	$46,757.21	$58,446.52
R44	$39,743.64	$47,926.14	$59,907.68
R45	$40,737.23	$49,124.30	$61,405.37
R46	$41,755.66	$50,352.41	$62,940.51
R47	$42,799.55	$51,611.22	$64,514.02
R48	$43,869.54	$52,901.50	$66,126.87
R49	$44,966.28	$54,224.03	$67,780.04
R50	$46,090.44	$55,579.63	$69,474.54
R51	$47,242.70	$56,969.13	$71,211.41
R52	$48,423.76	$58,393.35	$72,991.69

ATTACHMENT "A"

Job Title	Proposed Grade	Minimum	Midpoint	Maximum
DEPUTY CITY ATTORNEY	72	$78,142	$97,678	$117,213
CITY AUDITOR	69	$72,563	$90,703	$108,844
CONSTRUCTION PROJECTS ADMIN	68	$70,793	$88,491	$106,189
EXECUTIVE DIRECTOR CVB	68	$70,793	$88,491	$106,189
PROJECT DEVELOPMENT ADMIN	68	$70,793	$88,491	$106,189
WATER RESOURCES ADMINISTRATOR	68	$70,793	$88,491	$106,189
GAS DIST & CONT ADMINISTRATOR	68	$70,793	$88,491	$106,189
REG & ENV SRVCS ADMINISTRATOR	68	$70,793	$88,491	$106,189
ASST CITY ATTORNEY SENIOR	66	$67,382	$84,227	$101,072
ADMINISTRATOR HUMAN RESOURCES	64	$64,135	$80,169	$96,202
BUSINESS SRVCS ADMINISTRATOR	64	$64,135	$80,169	$96,202
CHIEF PLANNING ADMINISTRATOR	64	$64,135	$80,169	$96,202
DEPUTY DIRECTOR - CD	64	$64,135	$80,169	$96,202
ENTERPRISE SERVICES MANAGER	64	$64,135	$80,169	$96,202
INFRASTRUCTURE SVCS MANAGER	64	$64,135	$80,169	$96,202
LIBRARY ADMINISTRATOR	64	$64,135	$80,169	$96,202
Manager Information Systems & Services	64	$64,135	$80,169	$96,202
TRANSIT OP ADMININSTRATOR	64	$64,135	$80,169	$96,202
FAC MGMT ADMINISTRATOR	64	$64,135	$80,169	$96,202
BUILDING & DEV SVCS ADMIN	62	$61,044	$76,306	$91,567
CIVIL ENGINEER SENIOR	62	$61,044	$76,306	$91,567
OPERATIONS ENGINEER SENIOR	62	$61,044	$76,306	$91,567
SOLID WASTE OP ADMINISTRATOR	62	$61,044	$76,306	$91,567
TRAFFIC OPERATIONS ENGINEER	62	$61,044	$76,306	$91,567
TREASURER	62	$61,044	$76,306	$91,567
ADMINISTRATOR - STRTS & TRAFF	62	$61,044	$76,306	$91,567
BUDGET & RESEARCH ADMINISTRAT	61	$59,556	$74,444	$89,333
ADMINISTRATOR-MUSEUM	60	$58,103	$72,629	$87,154
ASST CITY ATTORNEY	60	$58,103	$72,629	$87,154
Gas Business Analyst	60	$58,103	$72,629	$87,154
RATE & ECONOMICS ANALYSIS MGR	60	$58,103	$72,629	$87,154
REGULATORY ENVIRONMENT ANALYST	60	$58,103	$72,629	$87,154
SENIOR PROG ADMINISTRATOR	60	$58,103	$72,629	$87,154
UT PROJ & WATER RIGHTS MANAGER	60	$58,103	$72,629	$87,154
WASTEWATER TREATMENT MGR	60	$58,103	$72,629	$87,154
CITY CLERK	59	$56,686	$70,857	$85,029
ADMINISTRATOR-PURCHASING	58	$55,303	$69,129	$82,955
AIRPORT ADMINISTRATOR	58	$55,303	$69,129	$82,955
CIVIL ENGINEER	58	$55,303	$69,129	$82,955
FLEET SERVICES ADMINISTRATOR	58	$55,303	$69,129	$82,955
GIS Analyst Senior	58	$55,303	$69,129	$82,955
GIS PROGRAMER/ANALYST	58	$55,303	$69,129	$82,955
INFO SYS SECURITY SPEC	58	$55,303	$69,129	$82,955
MPO OFFICER	58	$55,303	$69,129	$82,955
PARKS ADMINSTRATOR	58	$55,303	$69,129	$82,955
PLAN REVIEW ENGINEER	58	$55,303	$69,129	$82,955
RECREATION ADMINISTRATOR	58	$55,303	$69,129	$82,955
RISK MANAGEMENT ADMINISTRATOR	58	$55,303	$69,129	$82,955

Job Title	Proposed Grade	Minimum	Midpoint	Maximum
CODE ENFORCEMENT ADMINISTRATOR	57	$53,954	$67,443	$80,932
INTERNAL AUDITOR	57	$53,954	$67,443	$80,932
DIRECTOR - PUBLIC INFORMATION	56	$52,638	$65,798	$78,958
FIRE PROTECTION ENGINEER	56	$52,638	$65,798	$78,958
MANAGER WATER QUALITY LAB	56	$52,638	$65,798	$78,958
IT APPLICATIONS ANALYST SR	56	$52,638	$65,798	$78,958
DATABASE ADMINISTRATOR	56	$52,638	$65,798	$78,958
NETWORK ADMINISTRATOR	56	$52,638	$65,798	$78,958
REAL ESTATE ADMINISTRATOR	56	$52,638	$65,798	$78,958
VOIP SPECIALIST	56	$52,638	$65,798	$78,958
WINDOWS SYSTEM ADMINISTRATOR	56	$52,638	$65,798	$78,958
ACCOUNTING MANAGER	55	$51,355	$64,193	$77,032
ADMINISTRATOR-DISBURSEMENTS	55	$51,355	$64,193	$77,032
ADMINISTRATOR-ECON DEVELOP	54	$50,102	$62,628	$75,153
CIVIL ENGINEER ASSOCIATE SR	54	$50,102	$62,628	$75,153
CVB SERVICE MANAGER	54	$50,102	$62,628	$75,153
DESIGN & CONSTRUCTION MGR	54	$50,102	$62,628	$75,153
EAP COORDINATOR	54	$50,102	$62,628	$75,153
EEO ADA COORDINATOR	54	$50,102	$62,628	$75,153
GAS OPS & COMPLIANCE COORDINAT	54	$50,102	$62,628	$75,153
LIBRARY MANAGER	54	$50,102	$62,628	$75,153
LIBRARY SUPERVISOR	54	$50,102	$62,628	$75,153
MUNI COURT SVCS MANAGER	54	$50,102	$62,628	$75,153
MUSEUM MANAGER	54	$50,102	$62,628	$75,153
SUPERVISOR GAS SYSTEM OPS	54	$50,102	$62,628	$75,153
SUPERVISOR LOCATING/MAPPING	54	$50,102	$62,628	$75,153
SUPERVISOR TECHNICAL GAS SVCS	54	$50,102	$62,628	$75,153
SUPERVISOR WASTEWATER COLLECT	54	$50,102	$62,628	$75,153
SUPERVISOR WATER DIST/PRODI	54	$50,102	$62,628	$75,153
GRANT ADMINISTRATOR	53	$48,880	$61,100	$73,320
BUSINESS SYSTEM ANALYST	52	$47,688	$59,610	$71,532
CITY SURVEYOR	52	$47,688	$59,610	$71,532
IT APPLICATIONS ANALYST	52	$47,688	$59,610	$71,532
IT BUSINESS PROCESS AND SYSTEMS ANAL	52	$47,688	$59,610	$71,532
ORGANIZATIONAL DEV COORDINAT	52	$47,688	$59,610	$71,532
PLANNER SENIOR	52	$47,688	$59,610	$71,532
RATE ANALYST SENIOR	52	$47,688	$59,610	$71,532
Recreation Program Manager	52	$47,688	$59,610	$71,532
POLLUTION PREVENTION MANAGER	52	$47,688	$59,610	$71,532
WEB PROGRAMMER	52	$47,688	$59,610	$71,532
SENIORS CENTER MANAGER	52	$47,688	$59,610	$71,532
SOFTWARE DEVELOPER	52	$47,688	$59,610	$71,532
SUSTAINABILITY OFFICER	52	$47,688	$59,610	$71,532
TRAINING/SAFETY COORDINATOR	52	$47,688	$59,610	$71,532

Job Title	Proposed Grade	Minimum	Midpoint	Maximum
ARCHITECT	50	$45,390	$56,737	$68,085
SR BUDGET ANALYST	50	$45,390	$56,737	$68,085
IT SUPPORT SUPERVISOR	50	$45,390	$56,737	$68,085
LANDSCAPE ARCHITECT	50	$45,390	$56,737	$68,085
MGMT OPERATIONS ANALYST SR	50	$45,390	$56,737	$68,085
MEDIA PRODUCTION AND OPERATIONS COC	50	$45,390	$56,737	$68,085
MEDIA PUBLICATIONS COORDINATOR	50	$45,390	$56,737	$68,085
PLANS EXAMINER	50	$45,390	$56,737	$68,085
ACCOUNTANT SENIOR	49	$44,283	$55,354	$66,424
Communication Systems Technician, Senior (E. (	R49	$44,966	$54,224	$67,780
BENEFITS PROGRAM COORDINATOR	48	$43,203	$54,004	$64,804
CIVIL ENGINEER ASSOCIATE	48	$43,203	$54,004	$64,804
COURT COMPLIANCE MANAGER	48	$43,203	$54,004	$64,804
ERP SPECIALIST	48	$43,203	$54,004	$64,804
Gas Systems Compliance Inspector	48	$43,203	$54,004	$64,804
HR ANALYST SYSTEMS	48	$43,203	$54,004	$64,804
HUMAN RESOURCES ANALYST	48	$43,203	$54,004	$64,804
LIBRARIAN SENIOR	48	$43,203	$54,004	$64,804
LONG TERM CARE SERVICE MANAGER	48	$47,688	$59,610	$71,532
MUSEUM COLLECTIONS CURATOR	48	$43,203	$54,004	$64,804
REAL ESTATE SVCS SPECIALIST SR	48	$43,203	$54,004	$64,804
SCADA SYSTEMS SUPERVISOR	48	$43,203	$54,004	$64,804
SR. IT SUPPORT SPECIALIST	48	$43,203	$54,004	$64,804
SUPERVISOR RADIO COMMUNICAT	48	$43,203	$54,004	$64,804
SUPERVISOR WASTEWATER PLANT	48	$43,203	$54,004	$64,804
TOURISM, SPORTS, CONV ACCT MGR	48	$43,203	$54,004	$64,804
TRANSPORTATION PLANNER	48	$43,203	$54,004	$64,804
GIS ANALYST	48	$43,203	$54,004	$64,804
Building Inspector - Combination	47	$42,149	$52,686	$63,224
WELDER SENIOR - GAS SYSTEMS	R47	$42,800	$51,611	$64,514
Environmental Compliance Officer	46	$41,121	$51,401	$61,682
HOUSING DEVELOP COORD	46	$41,121	$51,401	$61,682
INSPECTOR - ENGINEER SENIOR	46	$41,121	$51,401	$61,682
NUTRITION & MLS SVC PROG MGR	46	$41,121	$51,401	$61,682
PLANNER	46	$41,121	$51,401	$61,682
DEPUTY SURVEYOR	46	$41,121	$51,401	$61,682
SUPERVISOR TRAFFIC OPERATIONS	46	$41,121	$51,401	$61,682
TECH-GAS CATHODIC PROT SENIOR	46	$41,121	$51,401	$61,682
WTR CONSERVATION PRG COORD	46	$41,121	$51,401	$61,682
BILLING & RECEIVABLES SUPVR	45	$40,118	$50,148	$60,177
BLDG SYS & MAINT MANAGER	45	$40,118	$50,148	$60,177
BUDGET ANALYST	45	$40,118	$50,148	$60,177
CUST SERVICE SUPERVISOR	45	$40,118	$50,148	$60,177
Fleet Operations Supervisor	45	$40,118	$50,148	$60,177
MANAGEMENT ANALYST	45	$40,118	$50,148	$60,177
Parts & Supply Manager	45	$40,118	$50,148	$60,177
SENIOR FINANCIAL ANALYST	45	$40,118	$50,148	$60,177
SUPVR FLEET MAINTENANCE	45	$40,118	$50,148	$60,177
COMMUNICATE SYSTEMS TECH	R45	$40,737	$49,124	$61,405
CREW LEADER-GAS CATHODIC PROTE	R45	$40,737	$49,124	$61,405
TECHNICIAN - GAS MEASUREMENT	R45	$40,737	$49,124	$61,405
TECHNICIAN-GAS CATHODIC PROT	R45	$40,737	$49,124	$61,405
WELDER - GAS SYSTEMS	R45	$40,737	$49,124	$61,405

Job Title	Proposed Grade	Minimum	Midpoint	Maximum
BLDG INSPECTOR ELECTRICAL	44	$39,140	$48,925	$58,709
BLDG INSPECTOR MECHANICAL	44	$39,140	$48,925	$58,709
CONSTRUCTION INSPECTOR	44	$39,140	$48,925	$58,709
CRIME ANALYST	44	$39,140	$48,925	$58,709
GAS SYSTEMS INSPECTOR	44	$39,140	$48,925	$58,709
HOUSING REHAB COORDNATOR	44	$39,140	$48,925	$58,709
HUMAN SVCS CASE MANAGER SR	44	$39,140	$48,925	$58,709
INSPECTOR - ENGINEERING	44	$39,140	$48,925	$58,709
JUVENILE DIV PGM SUPERVISOR	44	$39,140	$48,925	$58,709
MEDIA SPECIALIST	44	$39,140	$48,925	$58,709
MUSEUM CURATOR	44	$39,140	$48,925	$58,709
MUSEUM EXHIBITS CURATOR	44	$39,140	$48,925	$58,709
NEIGHBORHOOD PRGRM SPECIALIST	44	$39,140	$48,925	$58,709
PARK OPER DISTRICT MGR	44	$39,140	$48,925	$58,709
POLICE SUPPORT SERVICES MGR	44	$39,140	$48,925	$58,709
PRK MAINT HORT / DIST SUPER	44	$39,140	$48,925	$58,709
PROJECT MANAGER	44	$39,140	$48,925	$58,709
REAL ESTATE SVCS SPECIALIST	44	$39,140	$48,925	$58,709
RECREATION FACILITY MANAGER	44	$39,140	$48,925	$58,709
SAFETY & OCC HEALTH SPECIALIST	44	$39,140	$48,925	$58,709
SCADA SYSTEM TECHNICIAN SENIOR	44	$39,140	$48,925	$58,709
SUPERVISOR FIELD SERVICES	44	$39,140	$48,925	$58,709
SUPERVISOR NEW SVCS & DISP OPS	44	$39,140	$48,925	$58,709
SUPERVISOR SOLID WASTE	44	$39,140	$48,925	$58,709
SUPERVISOR STREET MAINTENANCE	44	$39,140	$48,925	$58,709
SUPVSR PERMITS & REGISTRATION	44	$39,140	$48,925	$58,709
IT SUPPORT TECHNICIAN	43	$38,185	$47,731	$57,277
GAS LEAK SURVEY TECHNICIAN	R43	$38,774	$46,757	$58,447
GAS LINE LOCATOR	R43	$38,774	$46,757	$58,447
CREW LEADER - TRAFFIC SIGNAL	R43	$38,774	$46,757	$58,447
TECHNICIAN - GAS SERVICES	R43	$38,774	$46,757	$58,447
ASSOCIATE PLANNER	42	$37,254	$46,567	$55,880
ASSOCIATE TRANSPORTATION PLANNER	42	$37,254	$46,567	$55,880
CONTRACT ANALYST	42	$37,254	$46,567	$55,880
COURT COMPLIANCE OFFICER	42	$37,254	$46,567	$55,880
DEPUTY CITY CLERK	42	$37,254	$46,567	$55,880
FINANCIAL ANALYST	42	$37,254	$46,567	$55,880
INDUSTRIAL WASTE PROG INSPEC	42	$37,254	$46,567	$55,880
INSPECTOR-COLL SYSTEMS TV	42	$37,254	$46,567	$55,880
LIBRARIAN	42	$37,254	$46,567	$55,880
COMMUNITY LIAISON	42	$37,254	$46,567	$55,880
METER RDNG & BLDG SUPPOR SUPER	42	$37,254	$46,567	$55,880
MUSEUM NATURALIST	42	$37,254	$46,567	$55,880
NUTRITION & MEALS SUPVR	42	$37,254	$46,567	$55,880
OFFICE MANAGER, SENIOR	42	$37,254	$46,567	$55,880
PUBLIC INFORMATION OFFICER	42	$37,254	$46,567	$55,880
SENIOR BUYER	42	$37,254	$46,567	$55,880
SPECIAL EVENTS COORDINATOR	42	$37,254	$46,567	$55,880
SUPERVISOR ROUTE OPERATIONS	42	$37,254	$46,567	$55,880
SUPERVISOR TRANSIT MAINTENANCE	42	$37,254	$46,567	$55,880
TREASURY SUPERVISOR	42	$37,254	$46,567	$55,880
WATER PROD PROJECT COORDINATOR	42	$37,254	$46,567	$55,880
WATER QUALITY LAB TECH SR	42	$37,254	$46,567	$55,880
WW PLANT PROJECTS COORDINATOR	42	$37,254	$46,567	$55,880

Job Title	Proposed Grade	Minimum	Midpoint	Maximum
GIS TECHNICIAN SENIOR	41	$36,345	$45,431	$54,518
PREVENTIVE MAINT COORDINATOR	41	$36,345	$45,431	$54,518
CREW LEADER - GAS SYSTEMS	R41	$36,906	$44,504	$55,630
TECH-WATER CONTROL SYSTEMS	R41	$36,906	$44,504	$55,630
WASTEWATER LIFT STATION OPER	R41	$36,906	$44,504	$55,630
WATER LINE LOCATOR	R41	$36,906	$44,504	$55,630
WATER PRODUCTION SYS OPR SR	R41	$36,906	$44,504	$55,630
WW PLNT OPER SR TRANSPORTER	R41	$36,906	$44,504	$55,630
WW TREATMENT PLNT OPER SENIOR	R41	$36,906	$44,504	$55,630
ACCOUNTANT	40	$35,459	$44,323	$53,188
AQUATICS SUPERVISOR	40	$35,459	$44,323	$53,188
Engineering Technician Senior	40	$35,459	$44,323	$53,188
HUMAN SERVICES CASE MANAGER	40	$35,459	$44,323	$53,188
HUMAN SVCS PGM COORDINATOR	40	$35,459	$44,323	$53,188
MEDIA PRODUCTION SPECIALIST	40	$35,459	$44,323	$53,188
RECREATION SERVICES SUPERVISOR	40	$35,459	$44,323	$53,188
RECREATION PROGRAM COORDINATOR	40	$35,459	$44,323	$53,188
SCADA SYSTEM TECHNICIAN	40	$35,459	$44,323	$53,188
Utilities Engineering Technician, Senior	40	$35,459	$44,323	$53,188
VICTIM ASSISTANCE COORDINATOR	40	$35,459	$44,323	$53,188
VOLUNTEER COORDINATOR	40	$35,459	$44,323	$53,188
WEED & SEED COORDINATOR	40	$35,459	$44,323	$53,188
BLDG OPS & SRVS SUPERVISOR	39	$34,594	$43,242	$51,891
EXEC ASST CITY MGR OFFICE	39	$34,594	$43,242	$51,891
GRANT WRITER	39	$34,594	$43,242	$51,891
WRITER PRODUCER	39	$34,594	$43,242	$51,891
EQUIPMENT OP SR - WWTP	R39	$35,128	$42,360	$52,950
MAINTENANCE MECHANIC	R39	$35,128	$42,360	$52,950
TECHNICIAN - TRAFFIC SIGNAL SENIOR	R39	$35,128	$42,360	$52,950
TECHNICIAN - TRAFFIC SIGNS SR	R39	$35,128	$42,360	$52,950
WATER RESOURCES CREW LEADER	R39	$35,128	$42,360	$52,950
WW COLLECTIONS SYSTEM OPERATOR	R39	$35,128	$42,360	$52,950
ANIMAL CONTROL SUPERVISOR	38	$33,750	$42,187	$50,625
BUYER	38	$33,750	$42,187	$50,625
CODES ENFORCEMENT SUPERVISOR	38	$33,750	$42,187	$50,625
KLCBG PROGRAM COORDINATOR	38	$33,750	$42,187	$50,625
LIB. INFO. SYSTEMS TECHNICIAN	38	$33,750	$42,187	$50,625
MUSEUM PREPARATOR	38	$33,750	$42,187	$50,625
RECORDS MGMT COORDINATOR	38	$33,750	$42,187	$50,625
RSVP VOLUNTEER COORDINATOR	38	$33,750	$42,187	$50,625
SUPERVISOR DIAL A RIDE OPRTNS	38	$33,750	$42,187	$50,625
SUPERVISOR OFFICE SUPPORT	38	$33,750	$42,187	$50,625
SUPERVISOR POLICE RECORDS	38	$33,750	$42,187	$50,625
WATER QUALITY LABORATORY TECH	38	$33,750	$42,187	$50,625

Job Title	Proposed Grade	Minimum	Midpoint	Maximum
ASSISTANT MGMT ANALYST	37	$32,927	$41,158	$49,390
EXECUTIVE ADMIN ASSISTANT	37	$32,927	$41,158	$49,390
GIS TECHNICIAN	37	$32,927	$41,158	$49,390
OFFICE MANAGER	37	$32,927	$41,158	$49,390
AIRPORT OP & MAINT TECH SR	R37	$33,435	$40,319	$50,398
METER MECHANIC SENIOR	R37	$33,435	$40,319	$50,398
TECH SR - STREET LIGHT	R37	$33,435	$40,319	$50,398
WATER RESOURCES SERVICEMAN	R37	$33,435	$40,319	$50,398
WELDER SENIOR	R37	$33,435	$40,319	$50,398
CONGREGATE MEALS COORDINATOR	36	$32,124	$40,155	$48,186
Engineering Technician	36	$32,124	$40,155	$48,186
HUMAN RESOURCES ASSISTANT SR	36	$32,124	$40,155	$48,186
LEGAL ASSISTANT	36	$32,124	$40,155	$48,186
BLDG MAINT TECH HVAC	R36	$32,619	$39,335	$49,169
BLDG MAINT TECHNICIAN PLUMBING	R36	$32,619	$39,335	$49,169
BUILDING MAINT TECH ELECTRICAL	R36	$32,619	$39,335	$49,169
FLEET MAINTENANCE MECHANIC	R36	$32,619	$39,335	$49,169
CREW LEADER-STREETS MAINTENANC	R35	$31,824	$38,376	$47,970
EQUIP OP SR WW COLLECTIONS	R35	$31,824	$38,376	$47,970
PARKS MAINT CREW LEADER	R35	$31,824	$38,376	$47,970
BILLING TECHNICIAN SR	34	$30,576	$38,220	$45,864
DEPUTY COURT CLERK LEAD	34	$30,576	$38,220	$45,864
MEAL SERVICES SUPERVISOR	34	$30,576	$38,220	$45,864
PLANNING TECHNICIAN SENIOR	34	$30,576	$38,220	$45,864
RECREATION SVCS LEADER SR	34	$30,576	$38,220	$45,864
WAREHOUSE SUPERVISOR	34	$30,576	$38,220	$45,864
AIRPORT OP & MAINT TECHNICIAN	R33	$30,290	$36,527	$45,658
EQUIP OP PARKS MAINT SR	R33	$30,290	$36,527	$45,658
EQUIPMENT OPERATOR SENIOR	R33	$30,290	$36,527	$45,658
METER MECHANIC	R33	$30,290	$36,527	$45,658
TECHNICIAN - TRAFFIC SIGNAL	R33	$30,290	$36,527	$45,658
WELDER	R33	$30,290	$36,527	$45,658
COURT COMPLIANCE ASSISTANT	32	$29,102	$36,378	$43,654
DISTRIBUTION SPECIALIST	32	$29,102	$36,378	$43,654
LIBRARY MEDIA TECHNICIAN	32	$29,102	$36,378	$43,654
UTILITIES NEW SERVICES TECH	32	$29,102	$36,378	$43,654
EQUIPMENT OPERATOR (GAS)	R32	$29,552	$35,636	$44,545
ADMINISTRATIVE ASSISTANT	31	$28,393	$35,491	$42,589
INVENTORY & SUPPLY LEADER	31	$28,393	$35,491	$42,589
PAYROLL SPECIALIST	31	$28,393	$35,491	$42,589
TRAINING SUPPORT SPECIALIST	31	$28,393	$35,491	$42,589
LEAD EQUIPMENT OPERATOR	R31	$28,831	$34,767	$43,458
UT FIELD SERVICE TECHNICIAN	R31	$28,831	$34,767	$43,458
UTILITIES COMM CENTER OPERATOR	R31	$28,831	$34,767	$43,458

Job Title	Proposed Grade	Minimum	Midpoint	Maximum
ACCOUNTING TECHNICIAN	30	$27,700	$34,625	$41,550
DEPUTY COURT CLERK SENIOR	30	$27,700	$34,625	$41,550
DISPATCHER EXCAVATION DAM PREV	30	$27,700	$34,625	$41,550
HUMAN RESOURCES ASSISTANT	30	$27,700	$34,625	$41,550
LEGAL SECRETARY	30	$27,700	$34,625	$41,550
PERMIT TECHNICIAN	30	$27,700	$34,625	$41,550
PURCHASING SPECIALIST	30	$27,700	$34,625	$41,550
WRHS MGMT SPECIALIST	30	$27,700	$34,625	$41,550
YOUTH PROGRAM COORDINATOR	30	$27,700	$34,625	$41,550
EQUIPMENT OPERATOR - PARKS	R30	$28,128	$33,919	$42,398
Equipment Operator - Water Resources	R30	$28,128	$33,919	$42,398
CUSTOMER SERVICE REP SR	29	$27,025	$33,781	$40,537
Equipment Operator - Landfill	R29	$27,442	$33,091	$41,364
PARKS MAINTENANCE WORKER SR	R29	$27,442	$33,091	$41,364
TECHNICIAN - TRAFFIC SIGNS	R29	$27,442	$33,091	$41,364
UTILITIES SERVICE READER SR	R29	$27,442	$33,091	$41,364
GAS SERVICES WORKER	R28	$26,772	$32,284	$40,355
WATER RESOURCES WORKER	R28	$26,772	$32,284	$40,355
WW COLLECTIONS SYS WORKER	R28	$26,772	$32,284	$40,355
WW MAINTENANCE & OPERATIONS WK	R28	$26,772	$32,284	$40,355
LIBRARY ASSISTANT SENIOR	28	$26,365	$32,957	$39,548
PLANNING TECHNICIAN	28	$26,365	$32,957	$39,548
FLT MAINT SRVC REPRESENTATIVE	R28	$26,772	$32,284	$40,355
PARTS & SUPPLY CLERK	R28	$26,772	$32,284	$40,355
WARRANTY CLERK	R28	$26,772	$32,284	$40,355
BILLING TECHNICIAN	27	$25,722	$32,153	$38,584
SUPVR CUSTODIAL SERVICES	27	$25,722	$32,153	$38,584
BLDG MAINT SERVICE REP	R27	$26,119	$31,497	$39,371
BLDG MAINT WORKER	R27	$26,119	$31,497	$39,371
EQUIPMENT OPERATOR	R27	$26,119	$31,497	$39,371
PARKS IRRIGATION WORKER	R27	$26,119	$31,497	$39,371
POOL MAINT WORKER	R27	$26,119	$31,497	$39,371
CRIME VICTIM ADVOCATE	26	$25,095	$31,369	$37,642
DEPUTY COURT CLERK	26	$25,095	$31,369	$37,642
NEIGHBORHOOD REVIT. SPECIALIST	26	$25,095	$31,369	$37,642
YOUTH PROGRAM SPECIALIST	26	$25,095	$31,369	$37,642
VEHICLE SERVICE WORKER	R26	$25,482	$30,729	$38,411
BUS OPERATOR	R26	$25,482	$30,729	$38,411
CONCRETE FINISHER	R25	$24,861	$29,979	$37,474
EQUIPMENT MAINTENANCE WORKER	R25	$24,861	$29,979	$37,474
UTILITIES SERVICE READER	R25	$24,861	$29,979	$37,474
OFFICE ASSISTANT SENIOR	24	$23,886	$29,857	$35,829

Job Title	Proposed Grade	Minimum	Midpoint	Maximum
COLLECTIONS REPRESENTATIVE	23	$23,303	$29,129	$34,955
POLICE RECORDS CLERK	23	$23,303	$29,129	$34,955
POLICE SERVICES SPECIALIST	23	$23,303	$29,129	$34,955
TRANSCRIPTIONIST	23	$23,303	$29,129	$34,955
ACCOUNTING CLERK	23	$23,303	$29,129	$34,955
CUSTOMER SERVICE REP	23	$21,639	$27,049	$32,459
COOK SENIOR	R23	$23,663	$28,535	$35,668
GR MAINT WRK PESTICIDE APP	R23	$23,663	$28,535	$35,668
MAINTENANCE SERVICES WORKER	R23	$23,663	$28,535	$35,668
WAREHOUSE WORKER	R23	$23,663	$28,535	$35,668
DISPATCHER/SCHEDULER	22	$22,735	$28,419	$34,102
HUMAN SERVICES ASSISTANT	22	$22,735	$28,419	$34,102
LG/INSTRUCT FULL TIME	22	$22,735	$28,419	$34,102
LIBRARY ASSISTANT	22	$22,735	$28,419	$34,102
MUSEUM ASSISTANT	22	$22,735	$28,419	$34,102
RECORDS CLERK	22	$22,735	$28,419	$34,102
PARKS MAINTENANCE WORKER	R22	$23,086	$27,839	$34,798
STREETS MAINTENANCE WORKER	R22	$23,086	$27,839	$34,798
BUILDING ATTENDANT	R21	$22,523	$27,160	$33,950
DIAL A RIDE TRANSIT DRIVER	R21	$22,523	$27,160	$33,950
FOOD SERVICE WORKER SR	R21	$22,523	$27,160	$33,950
MEALS DELIVERY DRIVER LEAD	R21	$22,523	$27,160	$33,950
LABORER SOLID WASTE	R21	$22,523	$27,160	$33,950
WATER LABORER	R21	$22,523	$27,160	$33,950
CASHIER AQUATICS	20	$21,639	$27,049	$32,459
MAIL SERVICES CLERK	20	$21,639	$27,049	$32,459
OFFICE ASSISTANT	20	$21,639	$27,049	$32,459
LIVING ASSISTANCE WORKER	R19	$21,437	$25,851	$32,314
Cook - deleted class				
DELIVERY DRIVER	R17	$20,404	$24,605	$30,757
FOOD SERVICE WORKER	R17	$20,404	$24,605	$30,757
LIBRARY PAGE	16	$19,604	$24,505	$29,406
RECREATION SVCS LEADER	16	$19,604	$24,505	$29,406
CUSTODIAN	R16	$19,907	$24,005	$30,006