

RULE IV
PAY PLAN

Section 1 General

- 1.1 The Director shall prepare a pay plan for the positions classified under the Lafayette Consolidated City Parish Government's Charter Section 4-15.
- 1.2 The pay plan shall be divided into components for purposes of better aligning pay of positions with similar education and experience qualifications with data reflecting the labor market pay rates for those qualifications.
- 1.3 The pay plan components shall consist of scales of pay ranges, each with a minimum, a midpoint and a maximum value.
- 1.4 The pay plan shall be submitted for approval of the Civil Service Board at a public hearing called for that purpose.
- 1.5 The pay plan, or amendment to it, shall become effective only after approval of the expenses of its implementation, by the City-Parish Council.
- 1.6 Revisions and changes to the pay plan and its components due to changes in labor market data are to be recommended at least annually by the Director, for the forthcoming fiscal year.
- 1.7 Hourly rates as provided in the pay plan shall be the official mode of payment.
- 1.8 Employees subject to these rules shall be paid as provided by the rules regardless of any appropriations or provisions in addition to or contrary to these rules.
- 1.9 If the budgeted amount for any pay action, resulting from an initial hire or job change and authorized under these rules, is less than the rate approved by the Director, the Appointing Authority shall have the ability to initiate the hire or job change at the lower rate and increase the employees pay to the approved rate after procuring the additional funding necessary.
 - A. Funding must be sought and approved no later than the first available fiscal year budget process after the hire or job change or no adjustments to pay under this subsection shall occur.
 - B. Any additional pay amounts authorized under this subsection shall become effective on the date of funding by the City-Parish Council. Nothing in this subsection shall authorize retroactive pay to an employee.
- 1.10 Reimbursement of job related expenses, use of an assigned vehicle, participation in a consistently administered vehicle subsidy program, or supplemental pay to public safety employees by the State of Louisiana, are not in conflict with these rules.
- 1.11 All changes in pay of classified employees shall be submitted by the Appointing

Authority to the Civil Service Office, in writing, and shall not become effective unless approved by the Director. The Director shall have the authority to prohibit any change in pay that does not comply with this or any other rule adopted by the Board.

Section 2 Hiring Rates

- 2.1 Initial employment may be made at the minimum of the pay range to which the class is assigned.
- 2.2 Initial employment at above the minimum may be made at a rate determined by application of the same criteria as used to determine the pay rates of incumbents of the class, if approved by the Director, or upon his independent comparison of the education, experience and rate of pay proposed for the new hire with the qualifications and pay rates of those of the same or similar classes.
- 2.3 Reemployment within one year of layoff shall be at the same rate of pay as at the time of the layoff, subject to any general increase that may have been provided since during the interval between layoff and reemployment.
 - A. Employment after termination, voluntary resignation, resignation to avoid termination, or any reason other than lay off, does not qualify for reemployment pay as provided in 2.3.
- 2.4 Return from Military Duty and restoration of employment shall be at the same rate of pay as at the time of the layoff, subject to any general increase that may have been provided during the interval between departure for duty and return to employment.
- 2.5 Temporary employment as part time, emergency, casual appointments as defined in Rule VI shall be paid at rates subject to approval of the Director after review of the qualifications of the temporary employee and those of regular employees in the same or similar classes.

Section 3 Promotion Pay Rates

- 3.1 Promotion is a change of employment from a position in one class to a different position in another, different class with a higher pay range midpoint, following certification and appointment from a Promotion List.
- 3.2 Promotion shall cause the subject employee's pay rate to increase by the percent difference between the two pay range midpoints, subject to adjustment as determined by the application of the same criteria as were used to establish pay of employees currently in the class, if approved by the Director, or his own independent comparison of education, experience and pay rates of those currently in the class with those of the employee to be promoted, subject to available funding.
- 3.3 Following promotion, the promoted employee's pay rate must be within the

respective pay range.

Section 4 Demotion Pay Rates

- 4.1 Demotion is the change in employment from a position in one class to a different position in a different class having a lower pay range midpoint.
- 4.2 Demotion shall cause the subject employee's pay rate to decrease by the percent difference between the two pay range midpoints subject to adjustment as determined by the application of the same criteria as were used to establish pay of employees already employed in the class, if approved by the Director, or his own independent comparison of education, experience and pay rates of those currently in the class with those of the demoted employee, subject to available funding.
 - A. Voluntary demotion of an employee to a class held prior to a promotion, within six months of said promotion, shall cause the employee's pay to revert to its value before the promotion, plus any general increases that occurred since the promotion.
 - B. Demotion to avoid lay off or due to inability to perform the essential functions of a position due to medical reasons, subject to verification by a physician, may result in the Appointing Authority assigning a reduction in pay that is less than the percent difference in the two pay range midpoints, subject to approval by the Director, following his comparison of proposed pay and qualifications of the demoted employee to pay and qualifications of others in the same or similar classes.
 - C. Following demotion, the demoted employee's pay rate must fall within the respective range.

Section 5 Pay Increases

- 5.1 General Increases: A General Increase means an increase, by the same percentage of all pay rates of all employees classified under these rules, on the same date. (Revised 5/10/16)
- 5.2 Longevity Increases: Longevity Increases are increases in pay of employees classified under these rules where eligibility and / or amounts of the increase are determined by length of service.
 - A. Longevity increases may not cause an employee's pay to exceed the maximum of the respective pay range, and may not be awarded to employees' whose pay rates exceed the maximum of their pay range.
 - B. Longevity increases may not be applied to employees in apprentice or training pay progressions.
 - C. If funds approved for Longevity Increases are inadequate to cover the application of criteria for Longevity increases consistently to all

employees classified under these rules, no longevity increases shall occur.

5.3 Merit Increases

- A. Merit Increases are increases in employees' pay which may vary between employees and are based on supervisors' rankings, the relationship of the subject employee's pay to their pay range midpoints, and are subject to guidelines provided by the Civil Service Office.
- B. Merit Increases do not change pay range minimums or maximums.
- C. Merit Increases may not cause an employee's pay to exceed the pay range maximum, nor may a merit increase be awarded to an employee whose pay exceeds the respective pay range maximum.
- D. Employees with an unsatisfactory performance evaluation shall not be eligible for a Merit Increase for twelve months following the unsatisfactory evaluation.
- E. If funds approved for Merit Increases are inadequate to cover the application of guidelines provided by the Civil Service Office under section 5.3.A. consistently to all employees classified under these rules, no Merit Increases shall occur.

5.4 Retention Increases: Retention increases are increases to the pay of employees in a class in order to retain those employees in critical, difficult to fill, and/or historically difficult to retain areas.

- A. The Appointing Authority shall request the application of retention pay to specific classes through the Administration, who shall then notify the Director of their approval that classes are critical and have been shown to be either historically difficult to fill or historically difficult to retain. Classes eligible for retention increases shall meet the following criteria:
 - 1. Critical classes shall be those classes that, by their core nature of work, are determined to provide a function to Lafayette Consolidated Government, such that curtailing those functions due to inadequate staffing would inhibit Lafayette Consolidated Government from delivering essential services to the public. It shall be the Administration's responsibility to provide justification that the class meets this criteria; and A.2 or A.3 (below);
 - 2. Classes eligible for retention increases shall be shown to have been advertised numerous times and have failed to generate a sufficient number of candidates who meet the minimum qualifications, as defined by job analysis and testing criteria, in order to fill the vacancies that exist; or

3. Classes eligible for retention increases shall be shown to have experienced significant turnover of employees who leave Lafayette Consolidated Government for higher compensation in substantially similar positions in other organizations.
- B. The Appointing Authority shall provide to the Director the criteria to be used for determining individual retention adjustments for positions in each class. Such criteria shall be uniformly applied to all positions in a class to determine retention increases.
1. The criteria shall be knowledge, skills, and abilities that have been shown to be of value to the relevant job market and for which Lafayette Consolidated Government derives value from retaining.
 2. The criteria shall not result, in practice or appearance, in a merit increase as defined by Civil Service Rule IV.5.3.
 3. The amount of each increase shall be determined by the Director and recommended to the Board, who shall have the discretion to accept, reject, or modify the proposed rates.
 4. A retention increase shall not cause an employee's pay to exceed the 75th percentile of the going market rate for the position, as reflected by valid labor market data.
- C. If funds approved by the City-Parish Council for purposes of meeting the cost of a retention increase are inadequate to enable all of the recommended retention increases within an affected class, no retention increases in the class shall occur.

- 5.5 Effect of State Supplemental Pay: State provided supplemental pay to public safety employees will be included in the recipient employees' pay rates when calculating pay increases of any kind, but will not be included as a component of said pay rate if doing so reduces any pay or benefit Lafayette Consolidated Government would have provided had the supplement not been included.

Section 6 Apprenticeship Pay Progressions

- 6.1 Training pay progressions may be prescribed by the Board for classes or positions where employees participate in a formal, documented training program where completion is required in order for continued employment.
- 6.2 Employment may occur between the minimum of the pay range and the program completion rate as justified by qualifications. A trainee's rate of pay will progress to the program completion rate as justified by progress in training. Unsuccessful completion of training within the predefined training period shall result in demotion of the employee if a vacancy is available for which the employee is qualified, or termination of the employee.

- A. An apprentice period may be extended by the Board for the following reasons: *(Revised 4/30/18)*
 - 1. Authorized absences occurring during the apprenticeship.
 - 2. Failure by the City-Parish Council to fund apprentice pay progressions, as described in 6.2 (above).
 - a. Extensions granted under the provisions of 6.2.A.2 shall be effective upon approval by the Board and shall remain in effect until appropriate funding is secured or for a maximum of one calendar year from the date of approval, whichever comes first.
 - b. The Board may grant subsequent extensions, under the conditions set forth in 6.2.A.2.a (above).
- B. Employees participating in an apprenticeship program, who have not completed the program, shall not be eligible for Longevity or Merit pay.
- C. The Director shall, after consultation with the appointing authority, have the authority to make minor pay adjustments to employees of a class while administering apprentice pay progressions and upon completion of the apprenticeship programs, to preserve pay differentials related to seniority, qualifications, or merit, subject to funding by the City-Parish Council.

Section 7 Reallocation of Position

- 7.1 Reallocation is a change of a position from one to class another.
- 7.2 Reallocation of an encumbered position may occur only by action of the Civil Service Board.
- 7.3 Reallocation of a vacant position may occur upon the approval of the Director.
- 7.4 Reallocation of a position to a class with a higher pay range midpoint may result in an increase in pay to be determined by application of the same criteria used in establishing the pay rates of the employees already in the class, subject to funding and the approval of the Director, or no change in pay if in the assessment of the Director no change is warranted.
 - A. Reallocation of encumbered positions that result in pay increases may occur only at quarterly meetings of the Board held for that purpose, subject to approval of the reallocation(s) by the Civil Service Board, and funding by the City-Parish Council.
 - B. If funds approved by the City-Parish Council for purposes of meeting the reallocation costs are inadequate to cover the costs of all reallocations during a semi-annual consideration by the Board, no reallocations causing

increased costs may occur.

- 7.5 Reallocation of a position to a class with a lower pay range midpoint may result in a decrease in pay to be determined by application of the same criteria used in establishing the pay rates of the employees already in the class, subject to approval of the Director.
 - A. Reallocation of a position to a class with the same pay range midpoint shall result in no change in the incumbent's pay.

Section 8 Reclassification

- 8.1 Reclassification is the change of an employee from one class to another, caused by assignment of duties of that different class to the employee, not through promotion, demotion, re-employment or reassignment.
- 8.2 Reclassification must be consistent with qualifications as evidenced by examination.
- 8.3 Reallocation of a position may result in reclassification of the incumbent employee or another employee of the same class and Department as the incumbent of the reallocated position, if the incumbent is found unqualified.

Section 9 Pay Range Assignment

- 9.1 A change in the pay range assignment of a class is a change from one existing pay range to another existing pay range with a different midpoint, within an existing Pay Plan. Replacement of one Pay Plan with another by the Board, or the initial assignment of a class or pay range, does not constitute a change in pay range assignment as provided in this section.
- 9.2 The pay range assignment of an encumbered class can be changed only by action of the Civil Service Board.
- 9.3 The pay range assignment of a vacant class may be changed by the Director.
- 9.4 Change in pay range assignment of a class to a range with a higher midpoint may result in an increase in pay to be determined by application of the same criteria used in establishing the pay rates of the employees already in the class, an independent comparison of education and experience of incumbents by the Director, or no change in pay, subject to approval by the Civil Service Board.
- 9.5 Change in pay range assignment of a class to a range with a lower midpoint may result in a decrease in pay to be determined by application of the same criteria used in establishing the pay rates of the employees already in the class, an independent comparison of education and experience of incumbents by the Director, or no change in pay, subject to approval by the Civil Service Board.
- 9.6 Change in pay range assignment to a range with the same midpoint shall result in

no change in pay.

- 9.7 Changes in pay range assignments that result in increased pay may occur at quarterly meetings of the Civil Service Board held for that purpose, subject to approval of the range change by the Civil Service Board and approval of funding by the City- Parish Council.
- 9.8 If funds approved by the City-Parish Council for purposes of meeting the cost of a pay range assignment change are inadequate to enable all of the recommended pay changes within the affected class, the range change shall not occur. (Revised 5/10/16)

Section 10 Change from one Market Aligned Component to another

- 10.1 The Director shall decide the assignment of classes to components on the basis of Section 1.2 above.
- 10.2 A vacant classification may be moved from one component to another by the Director.
- 10.3 A classification containing encumbered positions may be moved from one component to another by the Civil Service Board.
- 10.4 The pay rate of an employee whose classification is changed from one component to another shall not change as a result of that action.
 - A. The pay rate of the employee(s) of the newly reassigned class must fall within the new pay range.

Section 11 Pay of unclassified positions declared to be in the classified service

- 11.1 Where a previously unclassified encumbered position determined to be subject to Article 4-15 of the City Parish Charter by the Civil Service Board, and the incumbent is permitted to remain in the position, the incumbent must undergo a six month working test and have a pay rate determined by the Board based on a comparison by the Director of the incumbent's education, experience and pay with those of others in the same or similar classes.
- 11.2 If the subject employee's rate of pay is below the minimum of the new range, it shall increase to the minimum, and if above maximum, may be allowed to remain unchanged but the incumbent may not receive further increases until such time as the range encompasses his pay rate.

Section 12 Severance Pay

- 12.1 All regular employees who are separated from employment in the Classified City-Parish Civil Service through no fault of their own shall receive pay for 80 hours over and above any other compensation due them at the time of separation.

- 12.2 Retirement, voluntary or involuntary, shall qualify for severance pay.
- 12.3 In event of death of an employee, regular or probationary, severance pay shall be paid to his or her estate.
- 12.4 Termination reflecting on an employee's performance or conduct shall not qualify for severance pay.
- 12.5 Voluntary resignation shall not qualify for severance pay.

Implementation Rule for Proposed Market Aligned Pay Plan Components and Determining
Individual Pay Rates:

Proposed to be Effective for FY 2008 – 2009 MAPP Implementation only.*

Pay rates of employees in the classified under Section 4-15 of the Lafayette Consolidated City-Parish Charter, for purposes of this Implementation, shall be established by the Appointing Authority's assessment of their Relevant Experience and System Knowledge using the attached definitions, then applying the attached Pay Placement Guide Chart, subject to review by the Civil Service Office.

*Adopted October 22, 2008 by the Municipal Civil Service Board.

<u>Class Code</u>	<u>Class</u>	<u>MAPP Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
5046	Customer & Support Services Manager	AF	16	48.01	60.02	72.02
1345	Controller	AF	15	43.26	54.07	64.89
1313	Accounting Manager	AF	13	34.78	43.47	52.17
1312	Budget Manager	AF	13	34.78	43.47	52.17
1314	Chief Accountant	AF	12	31.16	38.95	46.74
5042	Chief Utility System Analyst	AF	12	31.16	38.95	46.74
1351	Financial Operations Supervisor	AF	12	31.16	38.95	46.74
1232	Purchasing & Property Manager	AF	12	31.16	38.95	46.74
1404	Risk and Insurance Manager	AF	12	31.16	38.95	46.74
1315	Accounts Payable/ Receivable Supervisor	AF	11	27.91	34.88	41.86
1326	Chief Budget Analyst	AF	11	27.91	34.88	41.86
1325	Accountant III	AF	10	24.98	31.22	37.47
1310	Accounting Analyst	AF	9	22.34	27.93	33.51
5043	Business and Marketing Analyst	AF	9	22.34	27.93	33.51
1350	Financial Analyst	AF	9	22.34	27.93	33.51
1322	Rate Analyst	AF	9	22.34	27.93	33.51
1352	Revenue Assurance Analyst	AF	9	22.34	27.93	33.51
1304	Senior Budget Analyst	AF	9	22.34	27.93	33.51
1324	Accountant II	AF	8	19.97	24.96	29.96
1319	Budget Analyst	AF	8	19.97	24.96	29.96
1308	Payroll Officer	AF	8	19.97	24.96	29.96
1311	Accountant I	AF	7	17.83	22.29	26.75
1233	Buyer II	AF	7	17.83	22.29	26.75
1307	Debt Management & Compliance Officer	AF	7	17.83	22.29	26.75
1309	Investment Officer	AF	7	17.83	22.29	26.75
1231	Property Control Officer	AF	7	17.83	22.29	26.75
1234	Departmental Procurement Officer	AF	6	15.92	19.90	23.88
1303	Accounting Specialist	AF	5	14.18	17.73	21.28
1320	Collection Agent	AF	5	14.18	17.73	21.28
1302	Accounting Clerk	AF	4	12.63	15.78	18.94
1229	Buyer I	AF	4	12.63	15.78	18.94
1336	Cashier	AF	2	9.97	12.46	14.95

<u>Class Code</u>	<u>Class</u>	<u>MAPP Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
2031	City/Parish Transportation Engineer	CE	13	41.21	51.50	61.81
2018	Chief Civil Engineer	CE	12	36.79	45.99	55.19
2015	Public Works Civil Engineering Supervisor	CE	12	36.79	45.99	55.19
2035	Civil Engineer III	CE	11	32.07	40.09	48.10
2034	Civil Engineer II	CE	8	26.02	32.52	39.03
2037	Civil Engineering Aide Specialist II	CE	7	24.02	30.03	36.03
2033	Civil Engineer I	CE	6	21.52	26.90	32.28
2036	Civil Engineering Aide Specialist I	CE	5	19.09	23.86	28.64
2040	Civil Engineering Aide III	CE	3	15.73	19.66	23.59
2039	Civil Engineering Aide II	CE	2	13.98	17.47	20.97
2038	Civil Engineering Aide I	CE	1	12.75	15.94	19.12

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5406	Communications Field Operations Supervisor	COM	10	34.00	42.49	50.99
5408	Communications Support Services Administrator	COM	10	34.00	42.49	50.99
5415	VoIP Specialist	COM	9	30.45	38.07	45.68
5410	Communications Regulatory, Contract & Rate Analyst	COM	7	25.45	31.82	38.18
5409	Communications Sales & Marketing Analyst	COM	7	25.45	31.82	38.18
5405	Communications System Operator	COM	7	25.45	31.82	38.18
5375	Fiber Optic Network Designer	COM	6	23.05	28.82	34.58
5373	Fiber Optics Foreman	COM	6	23.05	28.82	34.58
5402	Senior Communications Network Technician	COM	6	23.05	28.82	34.58
5374	Fiber Optics Technician	COM	5	20.85	26.06	31.27
5407	Communications Installation Tech	COM	4	18.81	23.52	28.22
5403	Communications Network Tech	COM	4	18.81	23.52	28.22
5412	Communications Billing Analyst	COM	3	16.94	21.18	25.42
5411	Communications Customer Service Representative	COM	1	13.64	17.05	20.46

<u>Class Code</u>	<u>Class</u>	<u>MAPP Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
5008	Customer & Meter Services Administrator	CS	10	40.11	50.15	60.18
5005	Meter Reader Supervisor	CS	7	26.93	33.66	40.39
1334	Customer Service Supervisor	CS	6	23.34	29.17	35.00
1125	Application Support Specialist	CS	5	20.09	25.11	30.13
5029	Public Information Specialist	CS	4	17.15	21.43	25.72
5003	Senior Meter Reader	CS	3	14.48	18.10	21.73
1338	Customer Service Representative II	CS	2	12.07	15.09	18.11
5002	Meter Reader II	CS	2	12.07	15.09	18.11
1337	Customer Service Representative I	CS	1	9.89	12.37	14.84

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4060	Associate Director of Public Works/ Operations & Maintenance	CT	13	32.65	40.81	48.98
4050	Drainage Superintendent	CT	12	29.18	36.48	43.77
4041	Street Superintendent	CT	12	29.18	36.48	43.77
4222	Facilities Manager	CT	11	26.05	32.57	39.08
2060	Capital Improvements Coordinator	CT	10	23.23	29.04	34.85
4223	Facilities Maintenance Supervisor	CT	10	23.23	29.04	34.85
1219	Facilities Supervisor	CT	10	23.23	29.04	34.85
4023	Public Works Operations Coordinator	CT	10	23.23	29.04	34.85
4042	Bridge Maintenance Foreman	CT	9	20.70	25.88	31.06
2052	Chief Right of Way Agent	CT	9	20.70	25.88	31.06
4039	Drainage Maintenance Foreman	CT	9	20.70	25.88	31.06
4040	Grounds Maintenance Foreman	CT	9	20.70	25.88	31.06
4225	Maintenance Supervisor	CT	9	20.70	25.88	31.06
4043	Public Works Support Services Supervisor	CT	9	20.70	25.88	31.06
4038	Street Maintenance Foreman	CT	9	20.70	25.88	31.06
2050	Right of Way Agent	CT	8	18.42	23.02	27.63
4216	Welder II	CT	8	18.42	23.02	27.63
4208	Carpenter II	CT	7	16.37	20.46	24.55
4219	Electrical, Mechanical, and Refrigeration Technician	CT	7	16.37	20.46	24.55
4213	Electrician II	CT	7	16.37	20.46	24.55
4018	Labor Foreman III	CT	7	16.37	20.46	24.55
4022	Public Works Troubleshooter	CT	7	16.37	20.46	24.55
4207	Carpenter I	CT	6	14.52	18.15	21.78
4212	Electrician I	CT	6	14.52	18.15	21.78
4104	Equipment Operator IV	CT	6	14.52	18.15	21.78
4211	Painter II	CT	6	14.52	18.15	21.78
3011	Recreation Centers Maintenance Supervisor	CT	6	14.52	18.15	21.78
4215	Welder I	CT	6	14.52	18.15	21.78
4230	Building Superintendent	CT	5	12.86	16.08	19.29
4209	Cement Mason	CT	5	12.86	16.08	19.29
4103	Equipment Operator III	CT	5	12.86	16.08	19.29
4015	Labor Foreman II	CT	5	12.86	16.08	19.29
4210	Painter I	CT	5	12.86	16.08	19.29
5011	Dispatcher	CT	4	11.36	14.21	17.05
4102	Equipment Operator II	CT	4	11.36	14.21	17.05
4224	Facilities Maintenance Repairman	CT	4	11.36	14.21	17.05
4013	Labor Foreman I	CT	4	11.36	14.21	17.05
4201	Maintenance Worker	CT	4	11.36	14.21	17.05
4101	Equipment Operator I	CT	3	10.01	12.51	15.02
4012	Laborer II	CT	3	10.01	12.51	15.02
5013	Utility Repairman	CT	3	10.01	12.51	15.02

4500	Janitor	CT	2	8.80	11.00	13.20
4010	Laborer I	CT	2	8.80	11.00	13.20

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5413	Network Engineering and Operations Supervisor	EE	13	42.72	53.41	64.09
5401	Chief Communications Engineer	EE	12	40.79	50.98	61.18
2017	Chief Electrical Engineer	EE	12	40.79	50.98	61.18
2019	Utility Marketing Supervisor	EE	12	40.79	50.98	61.18
2012	Electrical Engineer III	EE	11	37.44	46.80	56.16
2043	Mechanical Engineer III	EE	11	37.44	46.80	56.16
2000	Electric Distribution Engineering Coordinator	EE	8	28.42	35.53	42.63
2011	Electrical Engineer II	EE	8	28.42	35.53	42.63
2042	Mechanical Engineer II	EE	8	28.42	35.53	42.63
2005	Electrical Engineering Aide Specialist II	EE	7	25.73	32.16	38.59
2010	Electrical Engineer I	EE	6	23.17	28.96	34.76
2041	Mechanical Engineer I	EE	6	23.17	28.96	34.76
2004	Electrical Engineering Aide Specialist I	EE	5	21.58	26.98	32.37
9713	Electrical Engineering Aide III	EE	3	17.42	21.77	26.12
9712	Electrical Engineering Aide II	EE	2	13.98	17.47	20.97
9711	Electrical Engineering Aide I	EE	1	12.75	15.94	19.12

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5045	Electric Operations Manager	EU	13	55.27	69.09	82.91
2013	Engineering & Power Supply Manager	EU	13	55.27	69.09	82.91
5332	Power Plant Superintendent	EU	12	49.16	61.45	73.74
5387	Energy Control, Substation, and Metering Supervisor	EU	11	43.50	54.38	65.25
5330	Power Plant Operations Supervisor	EU	11	43.50	54.38	65.25
5381	Transmission & Distribution Operations Supervisor	EU	11	43.50	54.38	65.25
5371	Substation & Communication Supervisor	EU	10	38.27	47.84	57.40
5386	Transmission & Distribution Foreman	EU	10	38.27	47.84	57.40
5379	Electric Meter Supervisor	EU	9	33.43	41.79	50.15
5388	Electric Reliability and Environmental Compliance Administrator	EU	9	33.43	41.79	50.15
5024	Power Plant Maintenance Supervisor	EU	9	33.43	41.79	50.15
5333	Power Plant Operation Shift Supervisor	EU	9	33.43	41.79	50.15
5369	Line Trouble Shooter	EU	9	33.43	41.79	50.15
5370	Lineman Foreman	EU	9	33.43	41.79	50.15
5385	Energy Control System Training/ Compliance Coordinator	EU	8	28.95	36.19	43.43
5022	Power Plant Maintenance Foreman	EU	8	28.95	36.19	43.43
5303	Power Plant Shift Foreman	EU	8	28.95	36.19	43.43
5372	Substation & Communication Foreman	EU	8	28.95	36.19	43.43
2022	Systems Engineering Services Coord.	EU	8	28.95	36.19	43.43
5363	Lineman III	EU	8	28.95	36.19	43.43
5378	Electric Meter Technician	EU	7	24.81	31.02	37.22
5389	Electric Reliability Compliance Analyst	EU	7	24.81	31.01	37.23
5384	Energy Control System Operator	EU	7	24.81	31.02	37.22
5016	Instrument, Control, & Electrical Technician	EU	7	24.81	31.02	37.22
5336	Power Plant Control System Technician	EU	7	24.81	31.02	37.22
5376	Substation & Communication Technician	EU	7	24.81	31.02	37.22
2014	Utilities Resources Analyst	EU	7	24.81	31.02	37.22
5362	Lineman II	EU	6	20.98	26.23	31.48
5307	Power Plant Millwright	EU	6	20.98	26.23	31.48
5305	Power Plant Technician	EU	6	20.98	26.23	31.48
4410	Senior Electric Distribution Dispatcher	EU	6	20.98	26.23	31.48
4415	Tree Trimming Supervisor	EU	6	20.98	26.23	31.48
4414	Electric Distribution Dispatcher	EU	5	17.44	21.81	26.17
5361	Lineman I	EU	5	17.44	21.81	26.17

<u>Class Code</u>	<u>Class</u>	<u>MAPP Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
1421	Civil Service Director	GEN	15	35.02	43.77	52.52
6150	Building Official	GEN	14	31.50	39.38	47.25
6370	Community Development Grants Manager	GEN	14	31.50	39.38	47.25
3026	Programs & Maintenance Manager	GEN	14	31.50	39.38	47.25
3109	Arts and Culture Manager	GEN	13	28.30	35.38	42.46
4031	Environmental Quality Manager	GEN	13	28.30	35.38	42.46
1051	Group Health/ Wellness Supervisor	GEN	13	28.30	35.38	42.46
1418	Human Resources Manager	GEN	13	28.30	35.38	42.46
6440	Human Services Manager	GEN	13	28.30	35.38	42.46
1553	Juvenile Detention Home Administrator	GEN	13	28.30	35.38	42.46
3023	Recreation Centers Manager	GEN	13	28.30	35.38	42.46
4612	Transit and Parking Manager	GEN	13	28.30	35.38	42.46
6134	Compliance Manager	GEN	12	25.40	31.75	38.10
3006	Chief of Park Police	GEN	12	25.40	31.75	38.10
1417	Civil Service Business Partner	GEN	12	25.40	31.75	38.10
1420	Compensation Analyst	GEN	12	25.40	31.75	38.10
6114	Development & Planning Manager	GEN	12	25.40	31.75	38.10
1500	Emergency & Security Operations Coordinator	GEN	12	25.40	31.75	38.10
1410	Employee Relations Supervisor	GEN	12	25.40	31.75	38.10
1416	Examination Analyst	GEN	12	25.40	31.75	38.10
3225	Museum Administrator	GEN	12	25.40	31.75	38.10
3025	Parks Maintenance Supervisor	GEN	12	25.40	31.75	38.10
6139	Permit Manager	GEN	12	25.40	31.75	38.10
5047	Regulatory Compliance Supervisor	GEN	12	25.40	31.75	38.10
6510	Workforce Development Board Executive Administrator	GEN	12	25.40	31.75	38.10
6509	Workforce Development Manager	GEN	12	25.40	31.75	38.10
1529	Alcohol & Noise Control Manager	GEN	11	22.76	28.44	34.13
1208	Animal Control Supervisor	GEN	11	22.76	28.44	34.13
6145	Chief Construction Inspector	GEN	11	22.76	28.44	34.13
1419	Civil Service Analyst	GEN	11	22.76	28.44	34.13
6153	Construction Inspector III	GEN	11	22.76	28.44	34.13
4029	Environmental Codes Supervisor	GEN	11	22.76	28.44	34.13
3004	Golf Course Superintendent	GEN	11	22.76	28.44	34.13
4423	Communications/311 Supervisor	GEN	11	22.76	28.44	34.13
1549	Juvenile Detention Home Operations Manager	GEN	11	22.76	28.44	34.13
6435	Le Centre Operations Coordinator	GEN	11	22.76	28.44	34.13
4408	Parking Administrator	GEN	11	22.76	28.44	34.13
1406	Registered Nurse	GEN	11	22.76	28.44	34.13
3015	Therapeutic/Aquatics Recreation Supervisor	GEN	11	22.76	28.44	34.13
4205	Traffic Maintenance Supervisor	GEN	11	22.76	28.44	34.13
4611	Transit Supervisor	GEN	11	22.76	28.44	34.13
3016	Athletics Program Supervisor	GEN	10	20.35	25.44	30.53
6431	Community Development Loan Officer	GEN	10	20.35	25.44	30.53
6152	Construction Inspector II	GEN	10	20.35	25.44	30.53
1415	Employee Development Coordinator	GEN	10	20.35	25.44	30.53
1414	Employee Relations Analyst	GEN	10	20.35	25.44	30.53
6350	Housing Rehab Specialist	GEN	10	20.35	25.44	30.53
6120	Planner II	GEN	10	20.35	25.44	30.53
6140	Plans Reviewer	GEN	10	20.35	25.44	30.53
4036	Recycling Supervisor	GEN	10	20.35	25.44	30.53
1407	Safety Officer	GEN	10	20.35	25.44	30.53
4021	Traffic Services Coordinator	GEN	10	20.35	25.44	30.53
2029	Traffic Signal Maintenance Foreman	GEN	10	20.35	25.44	30.53
4204	Traffic Signal Technician II	GEN	10	20.35	25.44	30.53
3104	Venue Administrator	GEN	10	20.35	25.44	30.53
1213	Animal Control Field Supervisor	GEN	9	18.17	22.71	27.25

1214	Animal Control Kennel Supervisor	GEN	9	18.17	22.71	27.25
2058	Annexation Coordinator	GEN	9	18.17	22.71	27.25
4610	Assistant Transit Supervisor	GEN	9	18.17	22.71	27.25
6151	Construction Inspector I	GEN	9	18.17	22.71	27.25
6233	Grants Coordinator	GEN	9	18.17	22.71	27.25
1403	Human Resources Administrator	GEN	9	18.17	22.71	27.25
6115	Planner I	GEN	9	18.17	22.71	27.25
3112	Production Coordinator	GEN	9	18.17	22.71	27.25
3013	Recreation Coordinator	GEN	9	18.17	22.71	27.25
4025	Recycling Specialist	GEN	9	18.17	22.71	27.25
1532	Substance Abuse Coordinator	GEN	9	18.17	22.71	27.25
3012	Tennis Program Coordinator	GEN	9	18.17	22.71	27.25
4203	Traffic Signal Technician I	GEN	9	18.17	22.71	27.25
5048	Utilities Conservation Specialist	GEN	9	18.17	22.71	27.25
6516	WIB Planner	GEN	9	18.17	22.71	27.25
6520	WIOA Coordinator	GEN	9	18.17	22.71	27.25
1039	Accreditation Administrator	GEN	8	16.19	20.23	24.28
6429	Community Development Loan Specialist	GEN	8	16.19	20.23	24.28
1045	Claims Investigator	GEN	8	16.19	20.23	24.28
6230	Community Development Programs Specialist	GEN	8	16.19	20.23	24.28
1544	Court Services Supervisor	GEN	8	16.19	20.23	24.28
3103	Events Coordinator	GEN	8	16.19	20.23	24.28
1060	Flood Plain Administrator	GEN	8	16.19	20.23	24.28
6137	Housing Inspector II	GEN	8	16.19	20.23	24.28
3221	Museum Curator	GEN	8	16.19	20.23	24.28
3005	Park Police	GEN	8	16.19	20.23	24.28
3101	Production Technician	GEN	8	16.19	20.13	24.28
1409	Registered Nurse's Assistant	GEN	8	16.19	20.23	24.28
4044	Sign & Marking Foreman	GEN	8	16.19	20.23	24.28
6442	Title VI/ADA Coordinator	GEN	8	16.19	20.23	24.28
801	Training and Compliance Coordinator	GEN	8	16.19	20.23	24.28
4416	Tree Trimmer Foreman	GEN	8	16.19	20.23	24.28
1526	Alternative Service Coordinator	GEN	7	14.38	17.97	21.56
1209	Animal Control Officer	GEN	7	14.38	17.97	21.56
1530	ATAC Education Coordinator	GEN	7	14.38	17.97	21.56
3105	Box Office Coordinator	GEN	7	14.38	17.97	21.56
4601	Bus Operator	GEN	7	14.38	17.97	21.56
4032	Compost Facility Operator	GEN	7	14.38	17.97	21.56
4027	Environmental Services Inspector	GEN	7	14.38	17.97	21.56
6136	Housing Inspector I	GEN	7	14.38	17.97	21.56
1022	Information & Translation Specialist	GEN	7	14.38	17.97	21.56
6421	Neighborhood Pride Coordinator	GEN	7	14.38	17.97	21.56
6425	Housing Counseling Coordinator	GEN	7	14.38	17.97	21.56
4404	Parking Garage Supervisor	GEN	7	14.38	17.97	21.56
3010	Recreation Center Coordinator	GEN	7	14.38	17.97	21.56
6411	Senior Center Coordinator	GEN	7	14.38	17.97	21.56
4020	Senior Sign & Marking Specialist	GEN	7	14.38	17.97	21.56
1525	Sentence Coordinator	GEN	7	14.38	17.97	21.56
4430	Sign Fabricator	GEN	7	14.38	17.97	21.56
6525	WIOA Counselor	GEN	7	14.38	17.97	21.56
1206	Animal Adoption Coordinator	GEN	6	12.74	15.92	19.10
3202	Assistant Curator	GEN	6	12.74	15.92	19.10
1550	Juvenile Detention Shift Supervisor	GEN	6	12.74	15.92	19.10
3226	Museum & Planetarium Technician	GEN	6	12.74	15.92	19.10
3211	Naturalist	GEN	6	12.74	15.92	19.10
6420	Housing Counselor	GEN	6	12.74	15.92	19.10
4411	Tree Trimmer	GEN	6	12.74	15.92	19.10
1205	Animal Caretaker	GEN	5	11.25	14.06	16.87
3007	Campground Attendant	GEN	5	11.25	14.06	16.87
1050	Group Insurance Specialist	GEN	5	11.25	14.06	16.87

1551	Juvenile Detention Attendant II	GEN	5	11.25	14.06	16.87
3100	Light Board Operator	GEN	5	11.25	14.06	16.87
4406	Parking Control Officer	GEN	5	11.25	14.06	16.87
4420	Printing Clerk	GEN	5	11.25	14.06	16.87
4019	Sign & Marking Specialist	GEN	5	11.25	14.06	16.87
1221	Stores Clerk II	GEN	5	11.25	14.06	16.87
4520	Cook	GEN	4	9.89	12.37	14.84
3002	Golf Shop Attendant	GEN	4	9.89	12.37	14.84
1552	Juvenile Detention Attendant I	GEN	4	9.89	12.37	14.84
1001	Mail Clerk	GEN	4	9.89	12.37	14.84
4440	Security Guard	GEN	4	9.89	12.37	14.84
1220	Stores Clerk I	GEN	4	9.89	12.37	14.84
3200	Exhibit Guide	GEN	3	8.34	10.43	12.52
4402	Parking Garage Attendant	GEN	3	8.34	10.43	12.52

<u>Class Code</u>	<u>Class</u>	<u>MAPP Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
1144	Information Services and Technology Manager	IS	8	31.61	39.51	47.42
1131	Customer Information System Administrator	IS	7	27.51	34.39	41.27
1129	Database Administrator	IS	7	27.51	34.39	41.27
1137	Internet Webmaster	IS	7	27.51	34.39	41.27
1128	Network Administrator	IS	7	27.51	34.39	41.27
1136	Systems Analyst	IS	7	27.51	34.39	41.27
1127	Systems Security Specialist	IS	7	27.51	34.39	41.27
1141	Library Information Services and Technology Manager	IS	7	27.51	34.39	41.27
1134	GIS Analyst	IS	6	23.83	29.79	35.74
1130	Information Services Technical Supervisor	IS	6	23.83	29.79	35.74
1132	Library Technical Services Supervisor	IS	6	23.83	29.79	35.74
1122	Programmer Analyst	IS	6	23.83	29.79	35.74
1124	Senior Systems Support Specialist	IS	6	23.83	29.79	35.74
1120	Application Developer	IS	5	20.52	25.65	30.77
1401	City/Parish Records Manager	IS	5	20.52	25.65	30.77
1133	GIS Technician	IS	5	20.52	25.65	30.77
1123	Systems Support Specialist	IS	5	20.52	25.65	30.77
1115	Technical Specialist	IS	4	17.53	21.91	26.30
6535	WIOA Information Specialist	IS	4	17.53	21.91	26.30
1109	Help Desk Specialist	IS	3	14.84	18.55	22.26

<u>Class Code</u>	<u>Class</u>	<u>MAPP Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
1834	Library Administrator	LIB	14	31.14	38.93	46.72
1825	Library Operations Manager	LIB	13	28.71	35.88	43.06
1833	Regional Library Manager	LIB	13	28.71	35.88	43.06
1823	Librarian IV	LIB	12	26.44	33.05	39.66
1832	Regional Library Branch Manager	LIB	12	26.44	33.05	39.66
1822	Librarian III	LIB	11	24.33	30.42	36.50
1140	Library Systems Administrator	LIB	10	22.37	27.96	33.56
1821	Librarian II	LIB	9	20.55	25.69	30.83
1830	Library Community Relations Coordinator	LIB	8	18.85	23.56	28.27
1820	Librarian I	LIB	8	18.85	23.56	28.27
1812	Library Associate III	LIB	7	17.27	21.59	25.91
1831	Library Community Relations Specialist	LIB	6	15.81	19.76	23.71
1811	Library Associate II	LIB	6	15.81	19.76	23.71
1810	Library Associate I	LIB	5	14.45	18.06	21.67
1803	Library Tech Asst III	LIB	4	13.17	16.47	19.76
1802	Library Tech Asst II	LIB	3	11.99	14.99	17.99
1801	Library Tech Asst I	LIB	1	9.88	12.35	14.82

<u>Class Code</u>	<u>Class</u>	<u>MAPP</u> <u>Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
1040	Administrative Assistant	OA	8	17.15	21.44	25.73
1002	Directors Executive Secretary	OA	8	17.15	21.44	25.73
1014	Records Management Supervisor	OA	6	14.56	18.19	21.83
1012	Clerk III	OA	5	13.45	16.82	20.18
6138	Permit Clerk	OA	5	13.45	16.82	20.18
1016	Personnel/Records Mgt. Clerk	OA	5	13.45	16.82	20.18
1033	Secretary II	OA	5	13.45	16.82	20.18
1021	Clerk Typist	OA	3	11.56	14.45	17.34
1032	Secretary I	OA	3	11.56	14.45	17.34
1011	Clerk II	OA	2	10.76	13.44	16.13
1010	Clerk I	OA	1	10.03	12.54	15.04
1005	Receptionist	OA	1	10.03	12.54	15.04

<u>Class Code</u>	<u>Class</u>	<u>MAPP Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
4340	Fleet Superintendent	VM	11	28.66	35.83	42.99
4315	Fleet Mechanic Supervisor	VM	8	18.85	23.56	28.27
4313	Fleet Mechanic	VM	7	16.20	20.26	24.31
1225	Fleet Parts Supervisor	VM	6	13.82	17.28	20.73
4305	Service Station Supervisor	VM	6	13.82	17.28	20.73
4026	Fleet Equipment Inspector	VM	5	11.69	14.61	17.53
1230	Fleet Maintenance Dispatcher	VM	5	11.69	14.61	17.53
4304	Service Station Assistant Supervisor	VM	5	11.69	14.61	17.53
4320	Small Equipment Mechanic	VM	5	11.69	14.61	17.53
4312	Fleet Mechanic Helper	VM	4	9.76	12.20	14.64
1223	Fleet Parts Clerk	VM	4	9.76	12.20	14.64
1228	Fleet Service Writer	VM	4	9.76	12.20	14.64
4301	Service Station Attendant	VM	4	9.76	12.20	14.64

<u>Class Code</u>	<u>Class</u>	<u>MAPP Group</u>	<u>Pay Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
5221	Water/Wastewater Operations Manager	WWW	12	40.53	50.66	60.80
4033	Environmental Compliance Manager	WWW	9	29.62	37.03	44.43
5220	Wastewater Collection Superintendent	WWW	9	29.62	37.03	44.43
5135	Water Distribution Superintendent	WWW	9	29.62	37.03	44.43
4034	Environmental Compliance Supervisor	WWW	8	26.35	32.94	39.52
5012	Wastewater Maintenance Supervisor	WWW	8	26.35	32.94	39.53
5212	Water / Wastewater Plant Operations Supervisor	WWW	8	26.35	32.94	39.52
5027	Chemist	WWW	7	23.43	29.29	35.14
5034	Regulatory Compliance Officer	WWW	7	23.43	29.29	35.14
5044	Water / Wastewater Supervisor	WWW	7	23.43	29.29	35.14
5334	Water Plant Maintenance Foreman	WWW	7	23.43	29.29	35.14
5033	Regulatory Compliance Specialist	WWW	6	20.81	26.01	31.22
5103	Chief Operator Water / Wastewater	WWW	5	18.46	23.08	27.69
5015	Plant Instrument Mechanic II	WWW	5	18.46	23.08	27.69
5025	Laboratory Technician	WWW	4	16.37	20.46	24.55
5019	Plant Maintenance Mechanic II	WWW	4	16.37	20.46	24.55
1222	Warehouse Foreman	WWW	4	16.37	20.46	24.55
5214	Water / Wastewater Trouble Shooter	WWW	4	16.37	20.46	24.55
5014	Plant Instrument Mechanic I	WWW	3	14.49	18.12	21.74
5211	Wastewater Plant Operator	WWW	3	14.49	18.12	21.74
5102	Water Plant Operator	WWW	3	14.49	18.12	21.74
5018	Plant Maintenance Mechanic I	WWW	2	12.82	16.02	19.22
5110	Water Meter Technician	WWW	2	12.82	16.02	19.22
1224	Warehouse Worker	WWW	1	11.31	14.14	16.97

PAY PLACEMENT GUIDE CHART*

	Position in Range				
	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile	Above
Combined Relevant Experience and System Knowledge Rating					
19-20	22%-27%	15%-18%	8%-10%	4%-8%	4%
16-18	15%-18%	12%-16%	5%-8%	4%	4%
6-15	12%-15%	5%-10%	4%-5%	4%	4%
1-5	4%-8%	4%-5%	4%	4%	4%

*The Civil Service Director is authorized to limit increases in cases where pay raises over 15% already occurred due to reclassification/pay range change during the preceding year; and to permit variances in the above percentages in cases involving supervisor/subordinate pay relationships, employees with less than 6 months service, employees of the same class where one is at or above range maximum, or other sound business reason not in conflict with the civil service rules, the purpose of the plan, or the public interest.