

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 Governing Authority. *(Revised 12/3/19)*
- 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 Governing Authority. Nothing in this subsection shall authorize retroactive pay to an employee. *(Revised 12/3/19)*
- 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 or reinstatement within one year of demotion to avoid layoff shall be at the same rate of pay as at the time of the layoff or demotion to avoid layoff, subject to any general increase that may have been provided since during the interval between layoff and reemployment.
(Revised 7/8/21)
 - 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 Internal Equity Increases

- A. Internal equity increases may be granted in situations where an employee's rate of pay is not aligned with the rates of pay of other employees in the same class based on the application of the same rating criteria that forms the basis of the inequity claim.
- B. Inequities of the following types shall be eligible for adjustment under this rule:
 - 1. The compensation of an employee is less than other employees in the same class who are equally rated based on the application of the same rating criteria that forms the basis of the inequity claim, subject to approval by the Director.
 - 2. The compensation of an employee is less than other employees in the same class who are rated lower based on the application of the same rating criteria that forms the basis of the inequity claim, subject to approval by the Director.
 - 3. The compensation of an employee is the same as other employees in the same class who are rated lower based on the application of the same rating criteria that forms the basis of the inequity claim,

subject to approval by the Director.

- C. The Appointing Authority may request that the Director limit the application of this rule to one or more specific classes in a department or division of a department.
- D. If, after considering the relevant data, the Director determines that the application of this rule would be justified, the Director, or the Director's designee, shall propose the appropriate pay action(s) to remedy the situation to the Appointing Authority.
- E. Pay increases recommended under this rule are subject to approval by the Civil Service Board and funding of the Governing Authority.
- F. Civil Service Board approval may only be sought at the request of the Administration, signifying their attestation and agreement that the proposed pay action is in the public interest.
- G. Increases proposed under this rule may not cause an employee's pay to exceed the pay range maximum, nor may an increase under this rule be awarded to an employee whose pay exceeds the respective pay range maximum.
- H. If funds approved by the Governing Authority for purposes of meeting the cost of an internal equity increase as approved under this rule are inadequate to meet all costs associated with that increase, the internal equity increase shall not occur.

5.5 External Equity Increases

- A. External equity increases may be granted in order to allow for and maintain competitive market pay rates.
- B. The Appointing Authority may request that the Director limit the application of this rule to one or more specific classes or positions in a department or division of a department.
 - 1. The Appointing Authority shall furnish to the Director, in writing, all evidence that demonstrates that the individual pay rates in the specific class(es) or position(s) are not labor market competitive and would therefore justify application of this rule.
 - 2. The Director may supplement the evidence provided with any other relevant data in order to determine the appropriateness of applying this rule.
- C. If, after considering the relevant evidence and data, the Director determines that the application of this rule would be justified, the Director,

or the Director's designee, shall propose the appropriate pay action(s) to remedy the situation to the Appointing Authority.

- D. Pay increases recommended under this rule are subject to approval by the Civil Service Board and funding of the Governing Authority.
- E. Civil Service Board approval may only be sought at the request of the Administration, signifying their attestation and agreement that the proposed pay action is in the public interest.
- F. Increases proposed under this rule may not cause an employee's pay to exceed the pay range maximum, nor may an increase under this rule be awarded to an employee whose pay exceeds the respective pay range maximum.
- G. If funds approved by the Governing Authority for purposes of meeting the cost of an external equity increase as approved under this rule are inadequate to meet all costs associated with that increase, the external equity increase shall not occur.

5.6 Incentive Pay

- A. The Appointing Authority may develop and propose for approval an incentive pay structure for classes specifically identified therein.
- B. It shall be the responsibility of the Appointing Authority to ensure that the incentive plan developed and proposed is in full compliance with all federal, state, and local laws and regulations.
- C. No incentive pay plan shall be implemented unless approved by the Civil Service Board.
- D. Civil Service Board approval may only be sought at the request of the Administration, signifying their attestation and agreement that the incentive pay plan is in the public interest.

5.7 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.

4. 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.
5. The criteria shall not result, in practice or appearance, in a merit increase as defined by Civil Service Rule IV.5.3.
6. 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.
7. 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 Governing Authority 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. (*Revised 12/3/19*)

5.6 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 Governing Authority to fund apprentice pay progressions, as described in 6.2 (above). *(Revised 12/3/19)*
 - 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 Governing Authority. *(Revised 12/3/19)*

Section 7 Reallocation of Position

- 7.1 Reallocation is a change of a position from one class to another. *(Revised 7/8/21)*
- 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 Governing Authority. *(Revised 12/3/19)*
- B. If funds approved by the Governing Authority 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. *(Revised 12/3/19)*
- 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.
- 7.6 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 Governing Authority 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 12/3/19)*

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.

Arts and Culture

<u>Class</u>		<u>Pay</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
<u>Code</u>	<u>Class</u>	<u>Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
3109	Arts and Culture Manager	AC11	28.87	36.09	43.30
3225	Museum Administrator	AC10	25.91	32.38	38.86
3104	Venue Administrator	AC9	20.76	25.95	31.14
3112	Production Coordinator	AC8	18.53	23.16	27.80
3103	Events Coordinator	AC7	16.51	20.64	24.77
3221	Museum Curator	AC7	16.51	20.64	24.77
3101	Production Technician	AC7	16.51	20.64	24.77
3105	Box Office Coordinator	AC6	14.66	18.33	22.00
3202	Assistant Curator	AC5	12.99	16.24	19.49
3226	Museum & Planetarium Technician	AC5	12.99	16.24	19.49
3211	Naturalist	AC5	12.99	16.24	19.49
3200	Exhibit Guide	AC3	8.51	10.64	12.77

Accounting and Finance

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
1345	Controller	AF15	44.12	55.15	66.18
5046	Customer & Support Services Manager	AF15	44.12	55.15	66.18
1313	Accounting Manager	AF13	35.47	44.34	53.21
1312	Budget Manager	AF13	35.47	44.34	53.21
1314	Chief Accountant	AF12	31.78	39.73	47.68
5042	Chief Utility System Analyst	AF12	31.78	39.73	47.68
1351	Financial Operations Supervisor	AF12	31.78	39.73	47.68
1232	Purchasing & Property Manager	AF12	31.78	39.73	47.68
1315	Accounts Payable/ Receivable Supervisor	AF11	28.47	35.58	42.70
1326	Chief Budget Analyst	AF11	28.47	35.58	42.70
1325	Accountant III	AF10	25.48	31.85	38.22
5043	Business and Marketing Analyst	AF9	22.79	28.49	34.18
1350	Financial Analyst	AF9	22.79	28.49	34.18
1322	Rate Analyst	AF9	22.79	28.49	34.18
1352	Revenue Assurance Analyst	AF9	22.79	28.49	34.18
1304	Senior Budget Analyst	AF9	22.79	28.49	34.18
1324	Accountant II	AF8	20.37	25.46	30.55
1319	Budget Analyst	AF8	20.37	25.46	30.55
1308	Payroll Officer	AF8	20.37	25.46	30.55
1311	Accountant I	AF7	18.19	22.74	27.29
1233	Buyer II	AF7	18.19	22.74	27.29
1307	Debt Management & Compliance Officer	AF7	18.19	22.74	27.29
1309	Investment Officer	AF7	18.19	22.74	27.29
1231	Property Control Officer	AF7	18.19	22.74	27.29
1303	Accounting Specialist	AF5	14.47	18.08	21.70
1320	Collection Agent	AF5	14.47	18.08	21.70
1302	Accounting Clerk	AF4	12.88	16.10	19.32
1229	Buyer I	AF4	12.88	16.10	19.32

Animal Control

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
1208	Animal Control Supervisor	ANCON9	23.21	29.01	34.82
1213	Animal Control Field Supervisor	ANCON7	18.53	23.16	27.80
1214	Animal Control Kennel Supervisor	ANCON7	18.53	23.16	27.80
1207	Animal Adoption, Foster, and Rescue Supervisor	ANCON6	16.51	20.64	24.77
1209	Animal Control Officer	ANCON5	14.66	18.33	22.00
1206	Animal Adoption, Foster, and Rescue Coordinator	ANCON4	12.99	16.24	19.49
1205	Animal Caretaker	ANCON3	11.47	14.34	17.21

Building Code Enforcement

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
6150	Building Official	BCE10	32.13	40.17	48.20
6145	Chief Construction Inspector	BCE7	23.21	29.01	34.82
6153	Construction Inspector III	BCE7	23.21	29.01	34.82
6152	Construction Inspector II	BCE6	20.76	25.95	31.14
6140	Plans Reviewer	BCE6	20.76	25.95	31.14
6151	Construction Inspector I	BCE5	18.53	23.16	27.80
6137	Housing Inspector II	BCE4	16.51	20.64	24.77
6136	Housing Inspector I	BCE3	14.66	18.33	22.00

Civil Engineering

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
2031	City/Parish Transportation Engineer	CE13	42.03	52.53	63.05
2018	Chief Civil Engineer	CE12	37.53	46.91	56.29
2015	Public Works Civil Engineering Supervisor	CE12	37.53	46.91	56.29
2035	Civil Engineer III	CE11	32.71	40.89	49.06
2034	Civil Engineer II	CE8	26.54	33.17	39.81
2037	Civil Engineering Aide Specialist II	CE7	24.50	30.63	36.75
2033	Civil Engineer I	CE6	21.95	27.44	32.93
2036	Civil Engineering Aide Specialist I	CE5	19.47	24.34	29.21
2040	Civil Engineering Aide III	CE3	16.04	20.05	24.07
2039	Civil Engineering Aide II	CE2	14.26	17.82	21.38
2038	Civil Engineering Aide I	CE1	13.00	16.26	19.51

Communications

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
5406	Communications Field Operations Supervisor	COM11	34.68	43.34	52.01
5408	Communications Support Services Administrator	COM11	34.68	43.34	52.01
5415	VoIP Specialist	COM10	31.06	38.83	46.59
5410	Communications Regulatory, Contract & Rate Analyst	COM8	25.96	32.45	38.94
5409	Communications Sales & Marketing Analyst	COM8	25.96	32.45	38.94
5405	Communications System Operator	COM8	25.96	32.45	38.94
5373	Fiber Optics Foreman	COM7	23.52	29.39	35.27
5402	Senior Communications Network Technician	COM7	23.52	29.39	35.27
5374	Fiber Optics Technician	COM6	21.17	26.58	31.89
5407	Communications Installation Tech	COM5	19.19	23.99	28.78
5403	Communications Network Tech	COM5	19.19	23.99	28.78
5412	Communications Billing Analyst	COM4	17.28	21.60	25.92
5418	Communications Business Aide III	COM4	17.28	21.60	25.92
5417	Communications Business Aide II	COM2	13.91	17.39	20.87
5411	Communications Customer Service Representative	COM2	13.91	17.39	20.87
5416	Communications Business Aide I	COM1	12.57	15.71	18.86

Customer Service

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
5008	Customer & Meter Services Administrator	CS11	40.91	51.15	61.39
5005	Meter Reader Supervisor	CS8	27.46	34.33	41.20
4423	Communications/311 Supervisor	CS7	23.80	29.75	35.70
1334	Customer Service Supervisor	CS7	23.80	29.75	35.70
1125	Application Support Specialist	CS6	20.49	25.61	30.73
5029	Public Information Specialist	CS5	18.53	23.16	27.80
5048	Utilities Conservation Specialist	CS5	18.53	23.16	27.80
5003	Senior Meter Reader	CS4	14.77	18.47	22.16
1339	Utilities Customer Service Representative	CS3	13.54	16.93	20.32
1338	Customer Service Representative II	CS2	12.32	15.40	18.47
5002	Meter Reader II	CS2	12.32	15.40	18.47
1336	Cashier	CS1	10.17	12.71	15.25
1337	Customer Service Representative I	CS1	10.17	12.71	15.25

Construction Trades

<u>Class</u>		<u>Pay</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
<u>Code</u>	<u>Class</u>	<u>Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
4050	Drainage Superintendent	CT12	29.77	37.21	44.65
4041	Street Superintendent	CT12	29.77	37.21	44.65
4222	Facilities Manager	CT11	26.58	33.22	39.86
2060	Capital Improvements Coordinator	CT10	23.70	29.62	35.54
4023	Drainage Operations Coordinator	CT10	23.70	29.62	35.54
4223	Facilities Maintenance Supervisor	CT10	23.70	29.62	35.54
1219	Facilities Supervisor	CT10	23.70	29.62	35.54
4042	Bridge Maintenance Foreman	CT9	21.12	26.40	31.68
2052	Chief Right of Way Agent	CT9	21.12	26.40	31.68
4039	Drainage Maintenance Foreman	CT9	21.12	26.40	31.68
4040	Grounds Maintenance Foreman	CT9	21.12	26.40	31.68
4225	Maintenance Supervisor	CT9	21.12	26.40	31.68
4043	Public Works Support Services Supervisor	CT9	21.12	26.40	31.68
4038	Street Maintenance Foreman	CT9	21.12	26.40	31.68
2050	Right of Way Agent	CT8	18.79	23.48	28.18
4216	Welder II	CT8	18.79	23.48	28.18
4208	Carpenter II	CT7	16.69	20.87	25.04
4022	Drainage Troubleshooter	CT7	16.69	20.87	25.04
4219	Electrical, Mechanical, and Refrigeration Technician	CT7	16.69	20.87	25.04
4213	Electrician II	CT7	16.69	20.87	25.04
4018	Labor Foreman III	CT7	16.69	20.87	25.04
4416	Tree Trimmer Foreman	CT7	16.69	20.87	25.04
4207	Carpenter I	CT6	14.81	18.51	22.21
4212	Electrician I	CT6	14.81	18.51	22.21
4104	Equipment Operator IV	CT6	14.81	18.51	22.21
4211	Painter II	CT6	14.81	18.51	22.21
3011	Recreation Center Maintenance Supervisor	CT6	14.81	18.51	22.21
4215	Welder I	CT6	14.81	18.51	22.21
4230	Building Superintendent	CT5	13.12	16.40	19.68
4209	Cement Mason	CT5	13.12	16.40	19.68
4103	Equipment Operator III	CT5	13.12	16.40	19.68
4015	Labor Foreman II	CT5	13.12	16.40	19.68
4210	Painter I	CT5	13.12	16.40	19.68
4411	Tree Trimmer	CT5	13.12	16.40	19.68
5011	Dispatcher	CT4	11.59	14.49	17.39
4102	Equipment Operator II	CT4	11.59	14.49	17.39
4224	Facilities Maintenance Repairman	CT4	11.59	14.49	17.39
4013	Labor Foreman I	CT4	11.59	14.49	17.39
4201	Maintenance Worker	CT4	11.59	14.49	17.39
4101	Equipment Operator I	CT3	10.21	12.76	15.32
4012	Laborer II	CT3	10.21	12.76	15.32

5013	Utility Repairman	CT3	10.21	12.76	15.32
4500	Janitor	CT2	8.98	11.22	13.47
4010	Laborer I	CT2	8.98	11.22	13.47

Development and Planning

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
6114	Development & Planning Manager	DAP6	25.91	32.38	38.86
6139	Permit Manager	DAP6	25.91	32.38	38.86
6134	Compliance Manager	DAP5	23.22	29.01	34.81
1060	Flood Plain Administrator	DAP4	20.76	25.95	31.14
6120	Planner II	DAP4	20.76	25.95	31.14
6115	Planner I	DAP3	18.53	23.16	27.80
6132	Compliance Inspector	DAP2	14.67	18.33	21.99
6138	Permit Clerk	DAP1	13.72	17.15	20.58

Electrical Engineering

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
5401	Chief Communications Engineer	EE13	43.57	54.48	65.37
5413	Network Engineering and Operations Supervisor	EE13	43.57	54.48	65.37
2017	Chief Electrical Engineer	EE12	41.60	52.00	62.40
2019	Utility Marketing Supervisor	EE12	41.60	52.00	62.40
2012	Electrical Engineer III	EE11	38.19	47.74	57.29
2043	Mechanical Engineer III	EE11	38.19	47.74	57.29
2000	Electric Distribution Engineering Coordinator	EE8	28.99	36.24	43.49
2011	Electrical Engineer II	EE8	28.99	36.24	43.49
2042	Mechanical Engineer II	EE8	28.99	36.24	43.49
2005	Electrical Engineering Aide Specialist II	EE7	26.24	32.80	39.36
2010	Electrical Engineer I	EE6	23.64	29.54	35.45
2041	Mechanical Engineer I	EE6	23.64	29.54	35.45
2004	Electrical Engineering Aide Specialist I	EE5	22.01	27.52	33.02
9713	Electrical Engineering Aide III	EE3	17.76	22.21	26.65
9712	Electrical Engineering Aide II	EE2	14.26	17.82	21.38
9711	Electrical Engineering Aide I	EE1	13.00	16.26	19.51

Environmental - Regulatory Compliance

<u>Class</u>		<u>Pay</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
<u>Code</u>	<u>Class</u>	<u>Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
4033	Environmental Compliance Manager	ERC8	30.21	37.77	45.32
4031	Environmental Quality Manager	ERC7	28.87	36.09	43.30
4034	Environmental Compliance Supervisor	ERC6	26.88	33.60	40.32
5047	Regulatory Compliance Supervisor	ERC6	26.88	33.60	40.32
5027	Chemist	ERC5	23.90	29.87	35.84
4029	Environmental Codes Supervisor	ERC5	23.90	29.87	35.84
5034	Regulatory Compliance Officer	ERC5	23.90	29.87	35.84
5033	Regulatory Compliance Specialist	ERC4	21.23	26.53	31.84
5025	Laboratory Technician	ERC2	16.69	20.87	25.04
4027	Environmental Services Inspector	ERC1	14.66	18.33	22.00

Environmental - Recycling

<u>Class</u>		<u>Pay</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
<u>Code</u>	<u>Class</u>	<u>Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
4036	Recycling Supervisor	ERCYC4	20.76	25.95	31.14
4025	Recycling Specialist	ERCYC3	18.53	23.16	27.80
4035	Compost Facility Foreman	ERCYC2	16.51	20.64	24.77
4032	Compost Facility Operator	ERCYC1	14.66	18.33	22.00

Electric Utilities

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
5045	Electric Operations Manager	EU13	56.38	70.47	84.56
2013	Engineering & Power Supply Manager	EU13	56.38	70.47	84.56
5332	Power Plant Superintendent	EU12	50.14	62.67	75.21
5387	Energy Control, Substation, and Metering Supervisor	EU11	44.37	55.46	66.56
5330	Power Plant Operations Supervisor	EU11	44.37	55.46	66.56
5381	Transmission & Distribution Operations Supervisor	EU11	44.37	55.46	66.56
5371	Substation & Communication Supervisor	EU10	39.04	48.79	58.55
5386	Transmission & Distribution Foreman	EU10	39.04	48.79	58.55
5379	Electric Meter Supervisor	EU9	34.10	42.62	51.15
5388	Electric Reliability and Environmental Compliance Administrator	EU9	34.10	42.62	51.15
5369	Line Trouble Shooter	EU9	34.10	42.62	51.15
5370	Lineman Foreman	EU9	34.10	42.62	51.15
5024	Power Plant Maintenance Supervisor	EU9	34.10	42.62	51.15
5333	Power Plant Operation Shift Supervisor	EU9	34.10	42.62	51.15
5385	Energy Control System Training/ Compliance Coordinator	EU8	29.53	36.91	44.30
5363	Lineman III	EU8	29.53	36.91	44.30
5022	Power Plant Maintenance Foreman	EU8	29.53	36.91	44.30
5303	Power Plant Shift Foreman	EU8	29.53	36.91	44.30
5372	Substation & Communication Foreman	EU8	29.53	36.91	44.30
2022	Systems Engineering Services Coord.	EU8	29.53	36.91	44.30
5378	Electric Meter Technician	EU7	25.31	31.64	37.97
5389	Electric Reliability Compliance Analyst	EU7	25.31	31.64	37.97
5384	Energy Control System Operator	EU7	25.31	31.64	37.97
5016	Instrument, Control, & Electrical Technician	EU7	25.31	31.64	37.97
5336	Power Plant Control System Technician	EU7	25.31	31.64	37.97
5376	Substation & Communication Technician	EU7	25.31	31.64	37.97
2014	Utilities Resources Analyst	EU7	25.31	31.64	37.97
5362	Lineman II	EU6	21.40	26.75	32.11
5307	Power Plant Millwright	EU6	21.40	26.75	32.11
5305	Power Plant Technician	EU6	21.40	26.75	32.11
4410	Senior Electric Distribution Dispatcher	EU6	21.40	26.75	32.11
4415	Tree Trimming Supervisor	EU6	21.40	26.75	32.11
4414	Electric Distribution Dispatcher	EU5	17.79	22.25	26.69
5361	Lineman I	EU5	17.79	22.25	26.69

Grants and Federal Programs

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
6370	Community Development Grants Manager	GFP8	28.87	36.09	43.30
6440	Human Services Manager	GFP7	25.91	32.38	38.86
6431	Community Development Loan Officer	GFP5	20.76	25.95	31.14
6350	Housing Rehab Specialist	GFP5	20.76	25.95	31.14
6233	Grants Coordinator	GFP4	18.53	23.16	27.80
6429	Community Development Loan Specialist	GFP3	16.51	20.64	24.77
6230	Community Development Programs Specialist	GFP3	16.51	20.64	24.77
6425	Housing Counseling Coordinator	GFP2	14.66	18.33	22.00
6421	Neighborhood Pride Coordinator	GFP2	14.66	18.33	22.00
6420	Housing Counselor	GFP1	12.99	16.24	19.49

Healthcare

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
1406	Registered Nurse	HC5	23.21	29.01	34.82
1409	Registered Nurse's Assistant	HC3	16.51	20.64	24.77

Human Resources

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
1421	Civil Service Director	HR7	35.72	44.65	53.58
1418	Human Resources Manager	HR6	32.13	40.17	48.20
1417	Civil Service Business Partner	HR4	25.91	32.38	38.86
1410	Employee Relations Supervisor	HR4	25.91	32.38	38.86
1419	Civil Service Analyst	HR3	23.21	29.01	34.82
1415	Employee Development Coordinator	HR2	20.76	25.95	31.14
1414	Employee Relations Analyst	HR2	20.76	25.95	31.14
1403	Human Resources Administrator	HR1	18.53	23.16	27.80
1532	Substance Abuse Coordinator	HR1	18.53	23.16	27.80

International Trade

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
6435	Le Centre Operations Coordinator	INTLTR5	23.21	29.01	34.82
6433	Trade Development Specialist	INTLTR2	16.51	20.64	24.77
1022	Information & Translation Specialist	INTLTR1	14.66	18.33	22.00

Information Services

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
1144	Information Services and Technology Manager	IS8	32.24	40.30	48.36
1131	Customer Information System Administrator	IS7	28.06	35.08	42.09
1129	Database Administrator	IS7	28.06	35.08	42.09
1137	Internet Webmaster	IS7	28.06	35.08	42.09
1141	Library Information Services and Technology Manager	IS7	28.06	35.08	42.09
1128	Network Administrator	IS7	28.06	35.08	42.09
1136	Systems Analyst	IS7	28.06	35.08	42.09
1127	Systems Security Specialist	IS7	28.06	35.08	42.09
1134	GIS Analyst	IS6	24.31	30.38	36.46
1130	Information Services Technical Supervisor	IS6	24.31	30.38	36.46
1132	Library Technical Services Supervisor	IS6	24.31	30.38	36.46
1122	Programmer Analyst	IS6	24.31	30.38	36.46
1124	Senior Systems Support Specialist	IS6	24.31	30.38	36.46
1120	Application Developer	IS5	20.93	26.16	31.39
1401	City/Parish Records Manager	IS5	20.93	26.16	31.39
1133	GIS Technician	IS5	20.93	26.16	31.39
1118	Senior Technical Specialist	IS5	20.93	26.16	31.39
1123	Systems Support Specialist	IS5	20.93	26.16	31.39
1115	Technical Specialist	IS4	17.88	22.35	26.82
1109	Help Desk Specialist	IS3	15.14	18.92	22.71

Juvenile Detention

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
1553	Juvenile Detention Home Administrator	JDH10	28.87	36.09	43.30
1549	Juvenile Detention Home Operations Manager	JDH8	23.21	29.01	34.82
1550	Juvenile Detention Home Shift Supervisor	JDH3	12.99	16.24	19.49
1551	Juvenile Detention Home Attendant II	JDH2	11.47	14.34	17.21
4520	Cook	JDH1	10.09	12.62	15.14
1552	Juvenile Detention Home Attendant I	JDH1	10.09	12.62	15.14

Law Enforcement

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
3006	Chief of Park Police	LE2	25.91	32.38	38.86
3005	Park Police	LE1	16.51	20.64	24.77

Licensing and Compliance

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
1529	Alcohol & Noise Control Manager	LC7	23.21	29.01	34.82
1039	Accreditation Administrator	LC4	16.51	20.64	24.77
6442	Title VI/ADA Coordinator	LC4	16.51	20.64	24.77
801	Training and Compliance Coordinator	LC4	16.51	20.64	24.77
1530	ANC Education Coordinator	LC3	14.66	18.33	22.00

Library

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
1834	Library Administrator	LIB14	31.77	39.71	47.65
1825	Library Operations Manager	LIB13	29.28	36.60	43.92
1833	Regional Library Manager	LIB13	29.28	36.60	43.92
1823	Librarian IV	LIB12	26.97	33.71	40.45
1832	Regional Library Branch Manager	LIB12	26.97	33.71	40.45
1822	Librarian III	LIB11	24.82	31.02	37.23
1821	Librarian II	LIB9	20.96	26.20	31.44
1820	Librarian I	LIB8	19.23	24.03	28.84
1830	Library Community Relations Coordinator	LIB8	19.23	24.03	28.84
1812	Library Associate III	LIB7	17.62	22.02	26.42
1811	Library Associate II	LIB6	16.13	20.16	24.19
1831	Library Community Relations Specialist	LIB6	16.13	20.16	24.19
1810	Library Associate I	LIB5	14.74	18.42	22.10
1803	Library Tech Asst III	LIB4	13.44	16.80	20.16
1802	Library Tech Asst II	LIB3	12.23	15.29	18.35
1801	Library Tech Asst I	LIB1	10.07	12.59	15.11

Office Administration

<u>Class Code</u>	<u>Class</u>	<u>Pay Range</u>	<u>Hourly Min</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>
1040	Administrative Assistant	OA8	17.50	21.87	26.25
1002	Directors Executive Secretary	OA8	17.50	21.87	26.25
1014	Records Management Supervisor	OA6	14.85	18.56	22.27
1012	Clerk III	OA5	13.72	17.15	20.58
1016	Personnel/Records Mgt. Clerk	OA5	13.72	17.15	20.58
1033	Secretary II	OA5	13.72	17.15	20.58
1021	Clerk Typist	OA3	11.79	14.74	17.69
1032	Secretary I	OA3	11.79	14.74	17.69
1011	Clerk II	OA2	10.97	13.71	16.46
1010	Clerk I	OA1	10.23	12.79	15.34
1001	Mail Clerk	OA1	10.23	12.79	15.34
1005	Receptionist	OA1	10.23	12.79	15.34

Parks and Recreation

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
3026	Programs & Maintenance Manager	PR11	32.13	40.17	48.20
3023	Recreation Centers Manager	PR10	28.87	36.09	43.30
3025	Parks Maintenance Supervisor	PR9	25.91	32.38	38.86
3004	Golf Course Superintendent	PR8	23.21	29.01	34.82
3015	Therapeutic/Aquatics Recreation Supervisor	PR8	23.21	29.01	34.82
3016	Athletics Program Supervisor	PR7	20.76	25.95	31.14
3013	Recreation Coordinator	PR6	18.53	23.16	27.80
3012	Tennis Program Coordinator	PR6	18.53	23.16	27.80
3010	Recreation Center Coordinator	PR4	14.66	18.33	22.00
6411	Senior Centers Coordinator	PR4	14.66	18.33	22.00
3007	Campground Attendant	PR2	11.47	14.34	17.21
3002	Golf Shop Attendant	PR1	10.09	12.62	15.14

Risk and Insurance

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
1404	Risk and Insurance Manager	RI7	31.78	39.73	47.68
1051	Group Health/ Wellness Supervisor	RI6	28.87	36.09	43.30
1407	Safety Officer	RI4	20.76	25.95	31.14
1045	Claims Investigator	RI3	16.51	20.64	24.77
1050	Group Insurance Specialist	RI1	11.47	14.34	17.21

Storage and Security

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
1222	Warehouse Foreman	STSEC6	16.69	20.87	25.04
1221	Stores Clerk II	STSEC3	11.54	14.42	17.31
1224	Warehouse Worker	STSEC3	11.54	14.42	17.31
4440	Security Guard	STSEC1	10.09	12.62	15.14
1220	Stores Clerk I	STSEC1	10.09	12.62	15.14

Transit and Parking

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
4612	Transit and Parking Manager	TNP11	28.87	36.09	43.30
4408	Parking Administrator	TNP9	23.21	29.01	34.82
4611	Transit Supervisor	TNP9	23.21	29.01	34.82
4610	Assistant Transit Supervisor	TNP7	18.53	23.16	27.80
4601	Bus Operator	TNP5	14.66	18.33	22.00
4404	Parking Garage Supervisor	TNP5	14.66	18.33	22.00

4406	Parking Control Officer	TNP3	11.47	14.34	17.21
4402	Parking Garage Attendant	TNP1	8.51	10.64	12.77

Traffic Services

<u>Class</u>		<u>Pay</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
<u>Code</u>	<u>Class</u>	<u>Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
4205	Traffic Maintenance Supervisor	TS7	23.21	29.01	34.82
4021	Traffic Services Coordinator	TS6	20.76	25.95	31.14
2029	Traffic Signal Maintenance Foreman	TS6	20.76	25.95	31.14
4204	Traffic Signal Technician II	TS6	20.76	25.95	31.14
4203	Traffic Signal Technician I	TS5	18.53	23.16	27.80
4044	Sign & Marking Foreman	TS4	16.51	20.64	24.77
4020	Senior Sign & Marking Specialist	TS3	14.66	18.33	22.00
4430	Sign Fabricator	TS3	14.66	18.33	22.00
4019	Sign & Marking Specialist	TS1	11.47	14.34	17.21

Vehicle Maintenance

<u>Class</u> <u>Code</u>	<u>Class</u>	<u>Pay</u> <u>Range</u>	<u>Hourly</u> <u>Min</u>	<u>Hourly</u> <u>Mid</u>	<u>Hourly</u> <u>Max</u>
4340	Fleet Superintendent	VM11	29.24	36.54	43.85
4315	Fleet Mechanic Supervisor	VM8	19.23	24.03	28.84
4313	Fleet Mechanic	VM7	16.53	20.66	24.79
1225	Fleet Parts Supervisor	VM6	14.10	17.62	21.14
4305	Service Station Supervisor	VM6	14.10	17.62	21.14
4026	Fleet Equipment Inspector	VM5	11.92	14.90	17.88
1230	Fleet Maintenance Dispatcher	VM5	11.92	14.90	17.88
1226	Fleet Parts Specialist	VM5	11.92	14.90	17.88
4304	Service Station Assistant Supervisor	VM5	11.92	14.90	17.88
4320	Small Equipment Mechanic	VM5	11.92	14.90	17.88
4312	Fleet Mechanic Helper	VM4	9.96	12.44	14.93
1223	Fleet Parts Clerk	VM4	9.96	12.44	14.93
1228	Fleet Service Writer	VM4	9.96	12.44	14.93
4301	Service Station Attendant	VM4	9.96	12.44	14.93

Water/Wastewater

<u>Class</u>		<u>Pay</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
<u>Code</u>	<u>Class</u>	<u>Range</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
5221	Water/Wastewater Operations Manager	WWW12	41.34	51.68	62.01
5220	Wastewater Collection Superintendent	WWW9	30.21	37.77	45.32
5135	Water Distribution Superintendent	WWW9	30.21	37.77	45.32
5012	Wastewater Maintenance Supervisor	WWW8	26.88	33.60	40.32
5212	Water / Wastewater Plant Operations Supervisor	WWW8	26.88	33.60	40.32
5044	Water / Wastewater Supervisor	WWW7	23.90	29.87	35.84
5334	Water Plant Maintenance Foreman	WWW7	23.90	29.87	35.84
5103	Chief Operator Water / Wastewater	WWW5	18.83	23.54	28.25
5015	Plant Instrument Mechanic II	WWW5	18.83	23.54	28.25
5019	Plant Maintenance Mechanic II	WWW4	16.69	20.87	25.04
5214	Water / Wastewater Trouble Shooter	WWW4	16.69	20.87	25.04
5014	Plant Instrument Mechanic I	WWW3	14.78	18.48	22.17
5211	Wastewater Plant Operator	WWW3	14.78	18.48	22.17
5102	Water Plant Operator	WWW3	14.78	18.48	22.17
5018	Plant Maintenance Mechanic I	WWW2	13.07	16.34	19.61
5110	Water Meter Technician	WWW2	13.07	16.34	19.61