

Mid-Year 2008-2009 PAY PLAN(s)

As a normal process, the City conducts periodic market analysis for the purpose of determining what wages are generally prevailing in similar cities within the Denver metropolitan area. This analysis encompasses governmental organizations that meet the following criteria:

- Those that are contiguous with the City of Wheat Ridge (excepting Denver); or,
- Those that are similar in size to the City of Wheat Ridge (as determined by population served that is no more than double the size of Wheat Ridge population or no less than half the size of Wheat Ridge; and/or operating budget size that is no more than double the size of Wheat Ridge operating budget or no less than half the Wheat Ridge budget; or,
- Those special districts that represent a significant employer in the metropolitan area for a given discipline, (e.g., parks and recreation districts).

Thus far, the organizations that meet these criteria include:

Arvada	Englewood	Littleton
Brighton	Golden	Louisville
Broomfield	Greenwood Village	Northglenn
Castle Rock	Lafayette	Thornton
Commerce City	Lakewood	Westminster

(For Part-Time/Seasonal positions the review also included S. Suburban, Foothills, & N. Jeffco)

SUMMARY

- Review Process and Implementation Effective Date – Comparison data is collected from our “market” at the first of each year to ensure we have the most current and complete data possible. A thorough analysis is conducted on as many of the positions as possible; recommendations are made accordingly; and, implementation of all pay adjustments is effective mid-year in the year for which the survey is completed.
- Market Placement - The placement within the market is established at 55th percentile of the market for civilian positions and 70th percentile for sworn positions.

RECOMMENDATION

Survey Results - The final analysis of the mid-year market comparison indicated the pay range minimums and maximums for the majority of civilian positions and all sworn positions warranted adjustment in order to remain competitive in the market.

FINAL RESULT(S)

All recommendations were approved by Council for implementation on June 28, 2008.

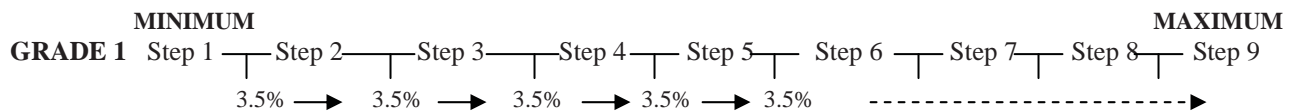
PAY PLAN STRUCTURE

- The City’s Pay Plan consists of eight (8) “Job Family” categories where positions are assigned, similar to the EEOC (Equal Opportunity Commission) placement:
 - Administrative/Management Support
 - Executive
 - Labor/Trade/Crafts
 - Law Enforcement
 - Management
 - Professional
 - Technical
 - Part-Time/Seasonal

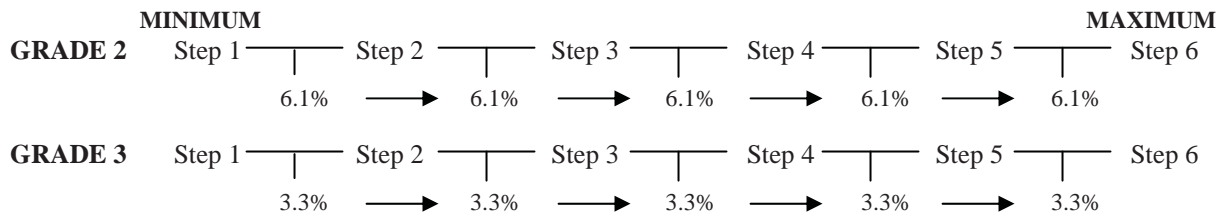
- **Wage Minimums and Maximums** – The formation of pay ranges are market-based with the minimums and maximums established around a pre-determined percentile of the Market Range. As approved, the percentile placement in the market for Civilian positions is at 55th and 70th for Sworn.

- **Pay Range Design** - There are two (2) Step-Based Pay Range designs housed within a single Compensation Plan:

Intermittent Part-Time/Seasonal & “Regular” (Benefited) Civilian positions (excludes Executive class)
 Each Pay Range consists of nine (9) Steps with a consistent 3.5% between each Pay Step, (“Executive” class is a Pay for Performance plan). As a result of this consistent percentage between Steps, there is no guarantee the minimums and maximums for every position are at the exact 55th percentile but the City makes every effort meet this goal.



Police “Career-Path” Sworn positions, as maintained in the Law Enforcement category
 The pay plan for this category is a six (6) Step design. As a result of the commitment to establish the pay range minimums and maximums at the established percentile (70th), the percentage rate between each step may vary from year to year, as well as from position to position.



SUMMARY

In conclusion, the 2008-2009 Pay Plan is designed to maintain competitive relationships with the market and provide an unbiased relationship in pay between positions and departments.

PAY GRADE	POSITION TITLE	Workers				RANGE		
		FLSA Status	Comp Code	EEO Code		MINIMUM	MIDPOINT	MAXIMUM
AMS-1	Administrative Clerk	NE	8810	Suprt	Annual	\$ 27,248	\$ 31,268	\$ 35,880
	Receptionist	NE	8810	Suprt	Month	\$ 2,271	\$ 2,606	\$ 2,990
	Recreation Clerk II	NE	8810	Suprt	Hour	\$ 13.1000	\$ 15.0326	\$ 17.2502
AMS-2	Recreation Clerk III	NE	8810	Suprt	Annual	\$ 29,029	\$ 33,311	\$ 38,226
	Staff Assistant	NE	8810	Suprt	Month	\$ 2,419	\$ 2,776	\$ 3,185
					Hour	\$ 13.9563	\$ 16.0151	\$ 18.3777
AMS-3	Recreation Leader	NE	9102	Para	Annual	\$ 31,805	\$ 36,497	\$ 41,881
		NE	8810	Suprt	Month	\$ 2,650	\$ 3,041	\$ 3,490
					Hour	\$ 15.2909	\$ 17.5466	\$ 20.1351
AMS-4	Deputy Court Clerk I	NE	8810	Suprt	Annual	\$ 33,672	\$ 38,639	\$ 44,339
	Facility Assistant	NE	9102	Suprt	Month	\$ 2,806	\$ 3,220	\$ 3,695
	Police Support Clerk	NE	8810	Suprt	Hour	\$ 16.1882	\$ 18.5764	\$ 21.3168
	Records Management Specialist	NE	8810	Suprt				
	Sr. Staff Assistant	NE	8810	Suprt				
AMS-5	Recreation Support Technician	NE	8810	Suprt	Annual	\$ 34,899	\$ 40,047	\$ 45,955
					Month	\$ 2,908	\$ 3,337	\$ 3,830
					Hour	\$ 16.7784	\$ 19.2536	\$ 22.0939
AMS-6	Accounting Technician	NE	8810	Suprt	Annual	\$ 36,896	\$ 42,339	\$ 48,585
	Payroll Technician	NE	8810	Suprt	Month	\$ 3,075	\$ 3,528	\$ 4,049
	Sales Tax Technician	NE	8810	Suprt	Hour	\$ 17.7385	\$ 20.3553	\$ 23.3582
AMS-7	Deputy Court Clerk II	NE	8810	Suprt	Annual	\$ 37,995	\$ 43,600	\$ 50,032
					Month	\$ 3,166	\$ 3,633	\$ 4,169
					Hour	\$ 18.2668	\$ 20.9616	\$ 24.0539
AMS-8	Administrative Assistant	NE	8810	Suprt	Annual	\$ 39,622	\$ 45,467	\$ 52,175
	Police Support Technician	NE	8810	Suprt	Month	\$ 3,302	\$ 3,789	\$ 4,348
					Hour	\$ 19.0490	\$ 21.8592	\$ 25.0839
AMS-9	Marketing Coordinator	NE	9102	Suprt	Annual	\$ 41,095	\$ 47,157	\$ 54,114
	Recreation Coordinator	NE	9102	Para	Month	\$ 3,425	\$ 3,930	\$ 4,510
					Hour	\$ 19.7572	\$ 22.6719	\$ 26.0165
AMS-10	Administrative Assistant to the Mayor & Council	NE	8810	Suprt	Annual	\$ 42,123	\$ 48,337	\$ 55,468
	Deputy City Clerk	NE	8810	Suprt	Month	\$ 3,510	\$ 4,028	\$ 4,622
					Hour	\$ 20.2514	\$ 23.2390	\$ 26.6673
AMS-11	Human Resources Technician	NE	8810	Para	Annual	\$ 44,190	\$ 50,709	\$ 58,190
					Month	\$ 3,683	\$ 4,226	\$ 4,849
					Hour	\$ 21.2452	\$ 24.3793	\$ 27.9759
AMS-12	Executive Assistant	NE	8810	Suprt	Annual	\$ 45,645	\$ 52,379	\$ 60,106
					Month	\$ 3,804	\$ 4,365	\$ 5,009
					Hour	\$ 21.9447	\$ 25.1821	\$ 28.8970

Administrative/Management Support

Revised 07/08

PAY GRADE		RANGE	STEP	STEP	STEP	Range Midpoint:	STEP	STEP	STEP	STEP	RANGE
		MINIMUM	2	3	4	STEP	5	6	7	8	MAXIMUM
AMS-1	Annual	\$ 27,248	\$ 28,202	\$ 29,189	\$ 30,210	\$ 31,268	\$ 32,362	\$ 33,495	\$ 34,667	\$ 35,880	
	Month	\$ 2,271	\$ 2,350	\$ 2,432	\$ 2,518	\$ 2,606	\$ 2,697	\$ 2,791	\$ 2,889	\$ 2,990	
	Hour	\$ 13.1000	\$ 13.5585	\$ 14.0330	\$ 14.5242	\$ 15.0326	\$ 15.5587	\$ 16.1032	\$ 16.6669	\$ 17.2502	
AMS-2	Annual	\$ 29,029	\$ 30,045	\$ 31,097	\$ 32,185	\$ 33,311	\$ 34,477	\$ 35,684	\$ 36,933	\$ 38,226	
	Month	\$ 2,419	\$ 2,504	\$ 2,591	\$ 2,682	\$ 2,776	\$ 2,873	\$ 2,974	\$ 3,078	\$ 3,185	
	Hour	\$ 13.9563	\$ 14.4447	\$ 14.9503	\$ 15.4735	\$ 16.0151	\$ 16.5756	\$ 17.1558	\$ 17.7562	\$ 18.3777	
AMS-3	Annual	\$ 31,805	\$ 32,918	\$ 34,070	\$ 35,263	\$ 36,497	\$ 37,774	\$ 39,096	\$ 40,465	\$ 41,881	
	Month	\$ 2,650	\$ 2,743	\$ 2,839	\$ 2,939	\$ 3,041	\$ 3,148	\$ 3,258	\$ 3,372	\$ 3,490	
	Hour	\$ 15.2909	\$ 15.8260	\$ 16.3800	\$ 16.9533	\$ 17.5466	\$ 18.1608	\$ 18.7964	\$ 19.4543	\$ 20.1351	
AMS-4	Annual	\$ 33,672	\$ 34,850	\$ 36,070	\$ 37,332	\$ 38,639	\$ 39,991	\$ 41,391	\$ 42,840	\$ 44,339	
	Month	\$ 2,806	\$ 2,904	\$ 3,006	\$ 3,111	\$ 3,220	\$ 3,333	\$ 3,449	\$ 3,570	\$ 3,695	
	Hour	\$ 16.1882	\$ 16.7548	\$ 17.3412	\$ 17.9482	\$ 18.5764	\$ 19.2265	\$ 19.8995	\$ 20.5959	\$ 21.3168	
AMS-5	Annual	\$ 34,899	\$ 36,120	\$ 37,385	\$ 38,693	\$ 40,047	\$ 41,449	\$ 42,900	\$ 44,401	\$ 45,955	
	Month	\$ 2,908	\$ 3,010	\$ 3,115	\$ 3,224	\$ 3,337	\$ 3,454	\$ 3,575	\$ 3,700	\$ 3,830	
	Hour	\$ 16.7784	\$ 17.3656	\$ 17.9734	\$ 18.6025	\$ 19.2536	\$ 19.9274	\$ 20.6249	\$ 21.3468	\$ 22.0939	
AMS-6	Annual	\$ 36,896	\$ 38,187	\$ 39,524	\$ 40,907	\$ 42,339	\$ 43,821	\$ 45,355	\$ 46,942	\$ 48,585	
	Month	\$ 3,075	\$ 3,182	\$ 3,294	\$ 3,409	\$ 3,528	\$ 3,652	\$ 3,780	\$ 3,912	\$ 4,049	
	Hour	\$ 17.7385	\$ 18.3593	\$ 19.0019	\$ 19.6669	\$ 20.3553	\$ 21.0677	\$ 21.8051	\$ 22.5683	\$ 23.3582	
AMS-7	Annual	\$ 37,995	\$ 39,325	\$ 40,701	\$ 42,126	\$ 43,600	\$ 45,126	\$ 46,706	\$ 48,340	\$ 50,032	
	Month	\$ 3,166	\$ 3,277	\$ 3,392	\$ 3,510	\$ 3,633	\$ 3,761	\$ 3,892	\$ 4,028	\$ 4,169	
	Hour	\$ 18.2668	\$ 18.9062	\$ 19.5679	\$ 20.2528	\$ 20.9616	\$ 21.6953	\$ 22.4546	\$ 23.2405	\$ 24.0539	
AMS-8	Annual	\$ 39,622	\$ 41,009	\$ 42,444	\$ 43,930	\$ 45,467	\$ 47,059	\$ 48,706	\$ 50,410	\$ 52,175	
	Month	\$ 3,302	\$ 3,417	\$ 3,537	\$ 3,661	\$ 3,789	\$ 3,922	\$ 4,059	\$ 4,201	\$ 4,348	
	Hour	\$ 19.0490	\$ 19.7158	\$ 20.4058	\$ 21.1200	\$ 21.8592	\$ 22.6243	\$ 23.4161	\$ 24.2357	\$ 25.0839	
AMS-9	Annual	\$ 41,095	\$ 42,533	\$ 44,022	\$ 45,563	\$ 47,157	\$ 48,808	\$ 50,516	\$ 52,284	\$ 54,114	
	Month	\$ 3,425	\$ 3,544	\$ 3,668	\$ 3,797	\$ 3,930	\$ 4,067	\$ 4,210	\$ 4,357	\$ 4,510	
	Hour	\$ 19.7572	\$ 20.4487	\$ 21.1644	\$ 21.9052	\$ 22.6719	\$ 23.4654	\$ 24.2867	\$ 25.1367	\$ 26.0165	
AMS-10	Annual	\$ 42,123	\$ 43,597	\$ 45,123	\$ 46,703	\$ 48,337	\$ 50,029	\$ 51,780	\$ 53,592	\$ 55,468	
	Month	\$ 3,510	\$ 3,633	\$ 3,760	\$ 3,892	\$ 4,028	\$ 4,169	\$ 4,315	\$ 4,466	\$ 4,622	
	Hour	\$ 20.2514	\$ 20.9602	\$ 21.6939	\$ 22.4531	\$ 23.2390	\$ 24.0524	\$ 24.8942	\$ 25.7655	\$ 26.6673	
AMS-11	Annual	\$ 44,190	\$ 45,737	\$ 47,337	\$ 48,994	\$ 50,709	\$ 52,484	\$ 54,321	\$ 56,222	\$ 58,190	
	Month	\$ 3,683	\$ 3,811	\$ 3,945	\$ 4,083	\$ 4,226	\$ 4,374	\$ 4,527	\$ 4,685	\$ 4,849	
	Hour	\$ 21.2452	\$ 21.9688	\$ 22.7584	\$ 23.5549	\$ 24.3793	\$ 25.2326	\$ 26.1158	\$ 27.0298	\$ 27.9759	
AMS-12	Annual	\$ 45,645	\$ 47,243	\$ 48,896	\$ 50,607	\$ 52,379	\$ 54,212	\$ 56,109	\$ 58,073	\$ 60,106	
	Month	\$ 3,804	\$ 3,937	\$ 4,075	\$ 4,217	\$ 4,365	\$ 4,518	\$ 4,676	\$ 4,839	\$ 5,009	
	Hour	\$ 21.9447	\$ 22.7128	\$ 23.5077	\$ 24.3305	\$ 25.1821	\$ 26.0634	\$ 26.9757	\$ 27.9198	\$ 28.8970	

Executive

Revised 07/08

PAY GRADE	POSITION TITLE	FLSA Status	Workers		EEO Code		RANGE	
			Comp Code				MINIMUM	MAXIMUM
E-1	Community Development Director	E	9410	Off	Annual	\$ 95,398	\$ 132,696	
	Parks & Recreation Director	E	9102	Off	Month	\$ 7,950	\$ 11,058	
	Public Works Director	E	9410	Off	Hour	\$ 45,8644	\$ 63,7962	
E-2	Chief of Police	E	7720	Off	Annual	\$ 101,681	\$ 136,113	
					Month	\$ 8,473	\$ 11,343	
					Hour	\$ 48,8851	\$ 65,4389	
E-3	Deputy City Manager	E	8810	Off	Annual	\$ 113,422	\$ 142,212	
					Month	\$ 9,452	\$ 11,851	
					Hour	\$ 54,5298	\$ 68,3712	

Labor/Trades/Crafts

Revised 07/08

PAY GRADE	POSITION TITLE	Workers				RANGE		
		FLSA Status	Comp Code	EEO Code		MINIMUM	MIDPOINT	MAXIMUM
LTC-1	Custodian	NE	9015	Serv	Annual	\$ 26,714	\$ 30,655	\$ 35,177
					Month	\$ 2,226	\$ 2,555	\$ 2,931
					Hour	\$ 12.8433	\$ 14.7379	\$ 16.9121
LTC-2	Horticulture Assistant Maintenance Worker I - Parks Maintenance Worker I - Public Wks	NE	9102	Serv	Annual	\$ 29,029	\$ 33,311	\$ 38,226
					Month	\$ 2,419	\$ 2,778	\$ 3,185
					Hour	\$ 13.9563	\$ 16.0151	\$ 18.3777
LTC-3	Forestry Assistant Maintenance Worker II - Parks Maintenance Worker II - Public Works	NE	9102	Serv	Annual	\$ 33,949	\$ 38,957	\$ 44,704
					Month	\$ 2,829	\$ 3,246	\$ 3,725
					Hour	\$ 16.3216	\$ 18.7295	\$ 21.4925
LTC-4	Equipment Operator I Facilities Maintenance Technician Traffic Control Technician	NE	5506	Skill	Annual	\$ 37,037	\$ 42,501	\$ 48,771
					Month	\$ 3,086	\$ 3,542	\$ 4,064
					Hour	\$ 17.8063	\$ 20.4331	\$ 23.4474
LTC-5	Forestry Technician	NE	9102	Serv	Annual	\$ 38,800	\$ 44,524	\$ 51,092
					Month	\$ 3,233	\$ 3,710	\$ 4,258
					Hour	\$ 18.6538	\$ 21.4057	\$ 24.5636
LTC-6	Mechanic	NE	8380	Skill	Annual	\$ 40,281	\$ 46,223	\$ 53,042
					Month	\$ 3,357	\$ 3,852	\$ 4,420
					Hour	\$ 19.3659	\$ 22.2228	\$ 25.5011
LTC-7	Crew Leader - Parks Equipment Operator II/Crew Leader Lead Mechanic	NE	9102	Serv	Annual	\$ 42,123	\$ 48,337	\$ 55,468
					Month	\$ 3,510	\$ 4,028	\$ 4,622
					Hour	\$ 20.2514	\$ 23.2390	\$ 26.6673

Labor/Trades/Crafts

Revised 07/08

PAY GRADE		RANGE	STEP	STEP	STEP	Range Midpoint	STEP	STEP	STEP	STEP	RANGE
		MINIMUM	2	3	4	5	6	7	8	MAXIMUM	
LTC-1	Annual	\$ 26,714	\$ 27,649	\$ 28,617	\$ 29,618	\$ 30,655	\$ 31,728	\$ 32,838	\$ 33,988	\$ 35,177	
	Month	\$ 2,226	\$ 2,304	\$ 2,385	\$ 2,468	\$ 2,555	\$ 2,644	\$ 2,737	\$ 2,832	\$ 2,931	
	Hour	\$ 12.8433	\$ 13.2928	\$ 13.7580	\$ 14.2396	\$ 14.7379	\$ 15.2538	\$ 15.7877	\$ 16.3402	\$ 16.9121	
LTC-2	Annual	\$ 29,029	\$ 30,045	\$ 31,097	\$ 32,185	\$ 33,311	\$ 34,477	\$ 35,684	\$ 36,933	\$ 38,226	
	Month	\$ 2,419	\$ 2,504	\$ 2,591	\$ 2,682	\$ 2,776	\$ 2,873	\$ 2,974	\$ 3,078	\$ 3,185	
	Hour	\$ 13.9563	\$ 14.4447	\$ 14.9503	\$ 15.4735	\$ 16.0151	\$ 16.5756	\$ 17.1558	\$ 17.7562	\$ 18.3777	
LTC-3	Annual	\$ 33,949	\$ 35,137	\$ 36,367	\$ 37,640	\$ 38,957	\$ 40,321	\$ 41,732	\$ 43,193	\$ 44,704	
	Month	\$ 2,829	\$ 2,928	\$ 3,031	\$ 3,137	\$ 3,246	\$ 3,360	\$ 3,478	\$ 3,599	\$ 3,725	
	Hour	\$ 16.3216	\$ 16.8929	\$ 17.4841	\$ 18.0961	\$ 18.7295	\$ 19.3850	\$ 20.0635	\$ 20.7657	\$ 21.4925	
LTC-4	Annual	\$ 37,037	\$ 38,333	\$ 39,675	\$ 41,064	\$ 42,501	\$ 43,988	\$ 45,528	\$ 47,121	\$ 48,771	
	Month	\$ 3,086	\$ 3,194	\$ 3,306	\$ 3,422	\$ 3,542	\$ 3,666	\$ 3,794	\$ 3,927	\$ 4,064	
	Hour	\$ 17.8063	\$ 18.4295	\$ 19.0745	\$ 19.7421	\$ 20.4331	\$ 21.1482	\$ 21.8884	\$ 22.6545	\$ 23.4474	
LTC-5	Annual	\$ 38,800	\$ 40,158	\$ 41,564	\$ 43,018	\$ 44,524	\$ 46,082	\$ 47,695	\$ 49,364	\$ 51,092	
	Month	\$ 3,233	\$ 3,347	\$ 3,464	\$ 3,585	\$ 3,710	\$ 3,840	\$ 3,975	\$ 4,114	\$ 4,258	
	Hour	\$ 18.6538	\$ 19.3067	\$ 19.9625	\$ 20.6819	\$ 21.4057	\$ 22.1549	\$ 22.9303	\$ 23.7329	\$ 24.5636	
LTC-6	Annual	\$ 40,281	\$ 41,691	\$ 43,150	\$ 44,660	\$ 46,223	\$ 47,841	\$ 49,516	\$ 51,249	\$ 53,042	
	Month	\$ 3,357	\$ 3,474	\$ 3,596	\$ 3,722	\$ 3,852	\$ 3,987	\$ 4,126	\$ 4,271	\$ 4,420	
	Hour	\$ 19.3659	\$ 20.0437	\$ 20.7452	\$ 21.4713	\$ 22.2228	\$ 23.0006	\$ 23.8056	\$ 24.6388	\$ 25.5011	
LTC-7	Annual	\$ 42,123	\$ 43,597	\$ 45,123	\$ 46,703	\$ 48,337	\$ 50,029	\$ 51,780	\$ 53,592	\$ 55,468	
	Month	\$ 3,510	\$ 3,633	\$ 3,760	\$ 3,892	\$ 4,028	\$ 4,169	\$ 4,315	\$ 4,466	\$ 4,622	
	Hour	\$ 20.2514	\$ 20.9602	\$ 21.6939	\$ 22.4531	\$ 23.2390	\$ 24.0524	\$ 24.8942	\$ 25.7655	\$ 26.6673	

Law Enforcement

Revised 07/08

PAY GRADE	POSITION TITLE	Workers			RANGE MINIMUM	RANGE MAXIMUM
		FLSA Status	Comp Code	EEO Code		
P-1	Police Recruit	NE	7720	Prof	Annual \$ 45,285 Month \$ 3,774 Hour \$ 21.7716	
P-2	Police Officer	NE	7720	Prof	Annual \$ 49,667 Month \$ 4,139 Hour \$ 23.8784	\$ 69,930 \$ 5,828 \$ 33.6202
P-3	Police Sergeant	NE	7720	Tech	Annual \$ 70,564 Month \$ 5,880 Hour \$ 33.9250	\$ 87,246 \$ 7,271 \$ 41.9452
P-4	Police Lieutenant	E	7720	Prof	Annual \$ 87,372 Month \$ 7,281 Hour \$ 42.0058	\$ 101,206 \$ 8,434 \$ 48.6567
P-5	Police Commander	E	7720	Off	Annual \$ 98,433 Month \$ 8,203 Hour \$ 47.3236	\$ 111,283 \$ 9,274 \$ 53.5014

Law Enforcement

Revised 07/08

PAY GRADE		RANGE		STEP	STEP	STEP	STEP	STEP	RANGE	
		MINIMUM		2	3	4	5	6	MAXIMUM	
P-1	Annual	\$ 45,285								
	Month	\$ 3,774								
	Hour	\$ 21.7716								
P-2	Annual	\$ 49,667	\$ 52,582	\$ 55,667	\$ 58,934	\$ 62,392	\$ 66,054	\$ 69,930		
	Month	\$ 4,139	\$ 4,382	\$ 4,639	\$ 4,911	\$ 5,199	\$ 5,504	\$ 5,827		
	Hour	\$ 23.8784	\$ 25.2796	\$ 26.7631	\$ 28.3336	\$ 29.9963	\$ 31.7566	\$ 33.6202		
P-3	Annual	\$ 70,564	\$ 73,104	\$ 75,736	\$ 78,463	\$ 81,287	\$ 84,214	\$ 87,246		
	Month	\$ 5,880	\$ 6,092	\$ 6,311	\$ 6,539	\$ 6,774	\$ 7,018	\$ 7,270		
	Hour	\$ 33.9250	\$ 35.1463	\$ 36.4116	\$ 37.7225	\$ 39.0805	\$ 40.4874	\$ 41.9452		
P-4	Annual	\$ 87,372	\$ 89,539	\$ 91,759	\$ 94,035	\$ 96,367	\$ 98,757	\$ 101,206		
	Month	\$ 7,281	\$ 7,462	\$ 7,647	\$ 7,836	\$ 8,031	\$ 8,230	\$ 8,434		
	Hour	\$ 42.0058	\$ 43.0475	\$ 44.1150	\$ 45.2090	\$ 46.3302	\$ 47.4791	\$ 48.6567		
P-5	Annual	\$ 98,433	\$ 100,467	\$ 102,542	\$ 104,661	\$ 106,823	\$ 109,030	\$ 111,283		
	Month	\$ 8,203	\$ 8,372	\$ 8,545	\$ 8,722	\$ 8,902	\$ 9,086	\$ 9,274		
	Hour	\$ 47.3236	\$ 48.3013	\$ 49.2992	\$ 50.3177	\$ 51.3572	\$ 52.4183	\$ 53.5014		

Management

Revised 07/08

PAY GRADE	POSITION TITLE	Workers				RANGE		
		FLSA Status	Comp Code	EEO Code		MINIMUM	MIDPOINT	RANGE MAXIMUM
M-1	Records Supervisor	NE	8810	Suprl	Annual	\$ 47,977	\$ 55,055	\$ 63,177
	Community Services Unit Supervisor	NE	8810	Prof	Month	\$ 3,998	\$ 4,588	\$ 5,265
					Hour	\$ 23.0659	\$ 26.4686	\$ 30.3733
M-2	Building Maintenance Supervisor	NE	9015	Skill	Annual	\$ 49,659	\$ 56,985	\$ 65,391
					Month	\$ 4,138	\$ 4,749	\$ 5,449
					Hour	\$ 23.8745	\$ 27.3966	\$ 31.4382
M-3	Operations Supervisor - Facilities	E	9102	Prof	Annual	\$ 53,385	\$ 61,261	\$ 70,298
	Operations Supervisor - Parks	E	9102	Tech	Month	\$ 4,449	\$ 5,105	\$ 5,858
	Operations Supervisor - Public Wrks	E	5506	Tech	Hour	\$ 25.6659	\$ 29.4522	\$ 33.7970
	Recreation Supervisor	E	9102	Prof				
M-4	Accounting Supervisor	E	8810	Prof	Annual	\$ 57,090	\$ 65,512	\$ 75,177
	Communications Manager	E	8810	Off	Month	\$ 4,758	\$ 5,459	\$ 6,265
					Hour	\$ 27.4471	\$ 31.4962	\$ 36.1426
M-5	Court Administrator	E	8810	Off	Annual	\$ 66,282	\$ 76,060	\$ 87,281
					Month	\$ 5,524	\$ 6,338	\$ 7,273
					Hour	\$ 31.8663	\$ 36.5674	\$ 41.9619
M-6	Chief Building Official	E	9410	Off	Annual	\$ 73,782	\$ 84,667	\$ 97,157
	Operations Manager	E	9410	Off	Month	\$ 6,149	\$ 7,056	\$ 8,096
	Parks, Open Space, Forestry Manager	E	9102	Off	Hour	\$ 35.4721	\$ 40.7051	\$ 46.7100
	Recreation Manager	E	9102	Off				
M-7	IT Manager	E	9410	Off	Annual	\$ 75,829	\$ 87,016	\$ 99,852
					Month	\$ 6,319	\$ 7,251	\$ 8,321
					Hour	\$ 36.4563	\$ 41.8344	\$ 48.0059
M-8	Engineering Manager	E	8810	Off	Annual	\$ 79,729	\$ 91,491	\$ 104,988
	Human Resources Manager	E	8810	Off	Month	\$ 6,644	\$ 7,624	\$ 8,749
					Hour	\$ 38.3313	\$ 43.9860	\$ 50.4749

Management

Revised 07/08

PAY GRADE		RANGE	STEP	STEP	STEP	Range Midpoint	STEP	STEP	STEP	RANGE
		MINIMUM	2	3	4	5	6	7	8	MAXIMUM
M-1	Annual	\$ 47,977	\$ 49,656	\$ 51,394	\$ 53,193	\$ 55,055	\$ 56,982	\$ 58,976	\$ 61,040	\$ 63,177
	Month	\$ 3,998	\$ 4,138	\$ 4,283	\$ 4,433	\$ 4,588	\$ 4,748	\$ 4,915	\$ 5,087	\$ 5,265
	Hour	\$ 23.0659	\$ 23.8732	\$ 24.7087	\$ 25.5735	\$ 26.4686	\$ 27.3950	\$ 28.3538	\$ 29.3462	\$ 30.3733
M-2	Annual	\$ 49,659	\$ 51,397	\$ 53,196	\$ 55,058	\$ 56,985	\$ 58,979	\$ 61,044	\$ 63,180	\$ 65,391
	Month	\$ 4,138	\$ 4,283	\$ 4,433	\$ 4,588	\$ 4,749	\$ 4,915	\$ 5,087	\$ 5,265	\$ 5,449
	Hour	\$ 23.8745	\$ 24.7101	\$ 25.5750	\$ 26.4701	\$ 27.3966	\$ 28.3554	\$ 29.3479	\$ 30.3751	\$ 31.4382
M-3	Annual	\$ 53,385	\$ 55,253	\$ 57,187	\$ 59,189	\$ 61,261	\$ 63,405	\$ 65,624	\$ 67,921	\$ 70,298
	Month	\$ 4,449	\$ 4,604	\$ 4,766	\$ 4,932	\$ 5,105	\$ 5,284	\$ 5,469	\$ 5,660	\$ 5,858
	Hour	\$ 25.6659	\$ 26.5642	\$ 27.4939	\$ 28.4562	\$ 29.4522	\$ 30.4830	\$ 31.5499	\$ 32.6541	\$ 33.7970
M-4	Annual	\$ 57,090	\$ 59,088	\$ 61,156	\$ 63,297	\$ 65,512	\$ 67,805	\$ 70,178	\$ 72,634	\$ 75,177
	Month	\$ 4,758	\$ 4,924	\$ 5,096	\$ 5,275	\$ 5,459	\$ 5,650	\$ 5,848	\$ 6,053	\$ 6,265
	Hour	\$ 27.4471	\$ 28.4078	\$ 29.4020	\$ 30.4311	\$ 31.4962	\$ 32.5986	\$ 33.7395	\$ 34.9204	\$ 36.1426
M-5	Annual	\$ 66,282	\$ 68,602	\$ 71,003	\$ 73,488	\$ 76,060	\$ 78,722	\$ 81,478	\$ 84,329	\$ 87,281
	Month	\$ 5,524	\$ 5,717	\$ 5,917	\$ 6,124	\$ 6,338	\$ 6,560	\$ 6,790	\$ 7,027	\$ 7,273
	Hour	\$ 31.8663	\$ 32.9817	\$ 34.1360	\$ 35.3308	\$ 36.5674	\$ 37.8472	\$ 39.1719	\$ 40.5429	\$ 41.9619
M-6	Annual	\$ 73,782	\$ 76,364	\$ 79,037	\$ 81,803	\$ 84,667	\$ 87,630	\$ 90,697	\$ 93,871	\$ 97,157
	Month	\$ 6,149	\$ 6,364	\$ 6,586	\$ 6,817	\$ 7,056	\$ 7,302	\$ 7,558	\$ 7,823	\$ 8,096
	Hour	\$ 35.4721	\$ 36.7136	\$ 37.9986	\$ 39.3286	\$ 40.7051	\$ 42.1297	\$ 43.6043	\$ 45.1304	\$ 46.7100
M-7	Annual	\$ 75,829	\$ 78,483	\$ 81,230	\$ 84,073	\$ 87,016	\$ 90,061	\$ 93,213	\$ 96,476	\$ 99,852
	Month	\$ 6,319	\$ 6,540	\$ 6,769	\$ 7,006	\$ 7,251	\$ 7,505	\$ 7,768	\$ 8,040	\$ 8,321
	Hour	\$ 36.4563	\$ 37.7322	\$ 39.0528	\$ 40.4197	\$ 41.8344	\$ 43.2986	\$ 44.8140	\$ 46.3825	\$ 48.0059
M-8	Annual	\$ 79,729	\$ 82,520	\$ 85,408	\$ 88,397	\$ 91,491	\$ 94,693	\$ 98,007	\$ 101,438	\$ 104,988
	Month	\$ 6,644	\$ 6,877	\$ 7,117	\$ 7,366	\$ 7,624	\$ 7,891	\$ 8,167	\$ 8,453	\$ 8,749
	Hour	\$ 38.3313	\$ 39.6728	\$ 41.0614	\$ 42.4985	\$ 43.9860	\$ 45.5255	\$ 47.1189	\$ 48.7681	\$ 50.4749

Professional

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM			
PR-1	Planner I	E	9410	Prof	Annual	\$ 45,858	\$ 52,623	\$ 60,386			
					Month	\$ 3,822	\$ 4,385	\$ 5,032			
					Hour	\$ 22.0471	\$ 25.2996	\$ 29.0318			
PR-2	Police Training/Public Relations Officer	NE	8810	Para	Annual	\$ 47,977	\$ 55,055	\$ 63,177			
					Month	\$ 3,998	\$ 4,588	\$ 5,265			
					Hour	\$ 23.0659	\$ 26.4686	\$ 30.3733			
PR-3	Sales Tax Auditor	E	9410	Prof	Annual	\$ 48,775	\$ 56,970	\$ 64,227			
					Month	\$ 4,065	\$ 4,664	\$ 5,352			
					Hour	\$ 23.4495	\$ 26.9089	\$ 30.8785			
PR-4	GIS Specialist	E	8810	Tech	Annual	\$ 49,920	\$ 57,284	\$ 65,735			
					Month	\$ 4,160	\$ 4,774	\$ 5,478			
					Hour	\$ 24.0000	\$ 27.5406	\$ 31.6034			
PR-5	Open Space Coordinator Parks Project Coordinator Planner II	E	9102	Serv	Annual	\$ 51,018	\$ 58,544	\$ 67,181			
					E	9410	Tech	Month	\$ 4,252	\$ 4,879	\$ 5,598
								Annual	\$ 24,5279	\$ 28,1463	\$ 32,2985
PR-6	Purchasing Agent Sr. Sales Tax Auditor	E	8810	Off	Annual	\$ 53,385	\$ 61,261	\$ 70,298			
					E	9410	Prof	Month	\$ 4,449	\$ 5,105	\$ 5,858
								Annual	\$ 25,6659	\$ 29,4522	\$ 33,7970
PR-7	Civil Engineer I Sr. Human Resources Analyst	E	8801	Prof	Annual	\$ 55,531	\$ 63,723	\$ 73,124			
					E	8810	Prof	Month	\$ 4,628	\$ 5,310	\$ 6,094
								Hour	\$ 26.6976	\$ 30.6361	\$ 35.1556
PR-8	Assistant to the City Manager Economic Development Specialist	E	8810	Prof	Annual	\$ 57,090	\$ 65,512	\$ 75,177			
					E	8810	Prof	Month	\$ 4,758	\$ 5,459	\$ 6,265
								Hour	\$ 27.4471	\$ 31.4962	\$ 36.1426
PR-9	Network Administrator Sr. Planner	E	9410	Prof	Annual	\$ 59,815	\$ 68,639	\$ 78,765			
					E	9410	Prof	Month	\$ 4,985	\$ 5,720	\$ 6,564
								Hour	\$ 28.7572	\$ 32.9996	\$ 37.8678
PR-10	Civil Engineer II	E	8801	Prof	Annual	\$ 67,155	\$ 77,062	\$ 88,430			
					E	8801	Prof	Month	\$ 5,596	\$ 6,422	\$ 7,369
								Hour	\$ 32.2861	\$ 37.0400	\$ 42.5146

Professional

Revised 07/08

PAY GRADE		RANGE	STEP	STEP	STEP	Range Midpoint	STEP	STEP	STEP	STEP	RANGE
		MINIMUM	2	3	4	5	6	7	8	MAXIMUM	
PR-1	Annual	\$ 45,858	\$ 47,463	\$ 49,124	\$ 50,844	\$ 52,623	\$ 54,465	\$ 56,371	\$ 58,344	\$ 60,386	
	Month	\$ 3,822	\$ 3,955	\$ 4,094	\$ 4,237	\$ 4,385	\$ 4,539	\$ 4,698	\$ 4,862	\$ 5,032	
	Hour	\$ 22.0471	\$ 22.8188	\$ 23.6174	\$ 24.4440	\$ 25.2996	\$ 26.1851	\$ 27.1015	\$ 28.0501	\$ 29.0318	
PR-2	Annual	\$ 47,977	\$ 49,656	\$ 51,394	\$ 53,193	\$ 55,055	\$ 56,982	\$ 58,976	\$ 61,040	\$ 63,177	
	Month	\$ 3,998	\$ 4,138	\$ 4,283	\$ 4,433	\$ 4,588	\$ 4,748	\$ 4,915	\$ 5,087	\$ 5,265	
	Hour	\$ 23.0659	\$ 23.8732	\$ 24.7087	\$ 25.5735	\$ 26.4686	\$ 27.3950	\$ 28.3538	\$ 29.3462	\$ 30.3733	
PR-3	Annual	\$ 48,775	\$ 50,482	\$ 52,249	\$ 54,078	\$ 55,970	\$ 57,929	\$ 59,957	\$ 62,055	\$ 64,227	
	Month	\$ 4,065	\$ 4,207	\$ 4,354	\$ 4,506	\$ 4,664	\$ 4,827	\$ 4,996	\$ 5,171	\$ 5,352	
	Hour	\$ 23.4495	\$ 24.2703	\$ 25.1197	\$ 25.9989	\$ 26.9089	\$ 27.8507	\$ 28.8254	\$ 29.8343	\$ 30.8785	
PR-4	Annual	\$ 49,920	\$ 51,667	\$ 53,476	\$ 55,347	\$ 57,284	\$ 59,289	\$ 61,364	\$ 63,512	\$ 65,735	
	Month	\$ 4,160	\$ 4,306	\$ 4,456	\$ 4,612	\$ 4,774	\$ 4,941	\$ 5,114	\$ 5,293	\$ 5,478	
	Hour	\$ 24.0000	\$ 24.8400	\$ 25.7094	\$ 26.6092	\$ 27.5406	\$ 28.5045	\$ 29.5021	\$ 30.5347	\$ 31.6034	
PR-5	Annual	\$ 51,018	\$ 52,804	\$ 54,652	\$ 56,565	\$ 58,544	\$ 60,593	\$ 62,714	\$ 64,909	\$ 67,181	
	Month	\$ 4,252	\$ 4,400	\$ 4,554	\$ 4,714	\$ 4,879	\$ 5,049	\$ 5,226	\$ 5,409	\$ 5,598	
	Hour	\$ 24.5279	\$ 25.3864	\$ 26.2749	\$ 27.1945	\$ 28.1463	\$ 29.1314	\$ 30.1510	\$ 31.2063	\$ 32.2985	
PR-6	Annual	\$ 53,385	\$ 55,253	\$ 57,187	\$ 59,189	\$ 61,261	\$ 63,405	\$ 65,624	\$ 67,921	\$ 70,298	
	Month	\$ 4,449	\$ 4,604	\$ 4,768	\$ 4,932	\$ 5,105	\$ 5,284	\$ 5,469	\$ 5,660	\$ 5,858	
	Hour	\$ 25.6659	\$ 26.5642	\$ 27.4939	\$ 28.4562	\$ 29.4522	\$ 30.4830	\$ 31.5499	\$ 32.6541	\$ 33.7970	
PR-7	Annual	\$ 55,531	\$ 57,475	\$ 59,486	\$ 61,568	\$ 63,723	\$ 65,953	\$ 68,262	\$ 70,651	\$ 73,124	
	Month	\$ 4,628	\$ 4,790	\$ 4,957	\$ 5,131	\$ 5,310	\$ 5,496	\$ 5,688	\$ 5,888	\$ 6,094	
	Hour	\$ 26.6976	\$ 27.8320	\$ 28.5991	\$ 29.6001	\$ 30.6361	\$ 31.7084	\$ 32.8182	\$ 33.9668	\$ 35.1556	
PR-8	Annual	\$ 57,090	\$ 59,088	\$ 61,156	\$ 63,297	\$ 65,512	\$ 67,805	\$ 70,178	\$ 72,634	\$ 75,177	
	Month	\$ 4,758	\$ 4,924	\$ 5,096	\$ 5,275	\$ 5,459	\$ 5,650	\$ 5,848	\$ 6,053	\$ 6,265	
	Hour	\$ 27.4471	\$ 28.4078	\$ 29.4020	\$ 30.4311	\$ 31.4962	\$ 32.5986	\$ 33.7395	\$ 34.9204	\$ 36.1426	
PR-9	Annual	\$ 59,815	\$ 61,909	\$ 64,075	\$ 66,318	\$ 68,639	\$ 71,041	\$ 73,528	\$ 76,101	\$ 78,765	
	Month	\$ 4,985	\$ 5,159	\$ 5,340	\$ 5,526	\$ 5,720	\$ 5,920	\$ 6,127	\$ 6,342	\$ 6,564	
	Hour	\$ 28.7572	\$ 29.7637	\$ 30.8054	\$ 31.8836	\$ 32.9996	\$ 34.1545	\$ 35.3500	\$ 36.5872	\$ 37.8678	
PR-10	Annual	\$ 67,155	\$ 69,505	\$ 71,938	\$ 74,456	\$ 77,062	\$ 79,759	\$ 82,551	\$ 85,440	\$ 88,430	
	Month	\$ 5,596	\$ 5,792	\$ 5,995	\$ 6,205	\$ 6,422	\$ 6,647	\$ 6,879	\$ 7,120	\$ 7,369	
	Hour	\$ 32.2861	\$ 33.4161	\$ 34.5856	\$ 35.7961	\$ 37.0490	\$ 38.3457	\$ 39.6878	\$ 41.0769	\$ 42.5146	

Technical

Revised 07/08

PAY GRADE	POSITION TITLE	Workers				RANGE		
		FLSA Status	Comp Code	EEO Code		MINIMUM	MIDPOINT	MAXIMUM
T-1	Permit Technician Pool Manager	NE	8810	Suprl	Annual	\$ 34,899	\$ 40,047	\$ 45,955
		NE	9102	Prot	Month	\$ 2,908	\$ 3,337	\$ 3,830
					Hour	\$ 16.7784	\$ 19.2536	\$ 22.0939
T-2	Engineering Assistant Evidence Technician	NE	9410	Suprl	Annual	\$ 36,896	\$ 42,339	\$ 48,585
		NE	9410	Suprl	Month	\$ 3,075	\$ 3,528	\$ 4,049
					Hour	\$ 17.7385	\$ 20.3553	\$ 23.3582
T-3	Planning Technician	NE	8810	Suprl	Annual	\$ 38,800	\$ 44,524	\$ 51,092
					Month	\$ 3,233	\$ 3,710	\$ 4,258
					Hour	\$ 18.6538	\$ 21.4057	\$ 24.5636
T-4	Emergency Services Specialist Help Desk Technician Probation Officer	NE	9410	Suprl	Annual	\$ 39,622	\$ 45,467	\$ 52,175
		NE	9410	Tech	Hour	\$ 3,302	\$ 3,789	\$ 4,348
		NE	8742	Prof	Month	\$ 19,0490	\$ 21.8592	\$ 25.0839
T-5	Community Services Officer Sr. Evidence Technician	NE	8831	Prot	Annual	\$ 41,095	\$ 47,157	\$ 54,114
		NE	9410	Para	Month	\$ 3,425	\$ 3,930	\$ 4,510
					Hour	\$ 19.7572	\$ 22.6719	\$ 26.0165
T-6	GIS Technician Web & Imaging Technician	NE	9410	Tech	Annual	\$ 42,123	\$ 48,337	\$ 55,468
		NE	8810	Tech	Month	\$ 3,510	\$ 4,028	\$ 4,622
					Hour	\$ 20.2514	\$ 23.2390	\$ 26.6673
T-7	Engineering Technician	NE	8601	Skill	Annual	\$ 43,750	\$ 50,204	\$ 57,610
					Month	\$ 3,646	\$ 4,184	\$ 4,801
					Hour	\$ 21.0337	\$ 24.1366	\$ 27.8973
T-8	Court Marshal IT Support Technician Property Inspector	NE	8810	Prot	Annual	\$ 44,190	\$ 50,709	\$ 58,190
		NE	9410	Tech	Month	\$ 3,683	\$ 4,226	\$ 4,849
		NE	9410	Off	Hour	\$ 21.2452	\$ 24.3793	\$ 27.9759
T-9	Lead Emergency Services Specialist	NE	9410	Suprl	Annual	\$ 47,977	\$ 55,055	\$ 63,177
					Month	\$ 3,998	\$ 4,588	\$ 5,265
					Hour	\$ 23.0659	\$ 26.4686	\$ 30.3733
T-10	Combination Inspector Sr. IT Support Technician	NE	9410	Off	Annual	\$ 48,775	\$ 55,970	\$ 64,227
		NE	9410	Tech	Month	\$ 4,065	\$ 4,664	\$ 5,352
					Hour	\$ 23.4495	\$ 26.9089	\$ 30.8785

Technical

Revised 07/08

PAY GRADE		RANGE	STEP	STEP	STEP	Range Midpoint	STEP	STEP	STEP	STEP	RANGE
		MINIMUM	2	3	4	5	6	7	8	MAXIMUM	
T-1	Annual	\$ 34,899	\$ 36,120	\$ 37,385	\$ 38,693	\$ 40,047	\$ 41,449	\$ 42,900	\$ 44,401	\$ 45,955	
	Month	\$ 2,908	\$ 3,010	\$ 3,115	\$ 3,224	\$ 3,337	\$ 3,454	\$ 3,575	\$ 3,700	\$ 3,830	
	Hour	\$ 16.7784	\$ 17.3656	\$ 17.9734	\$ 18.6025	\$ 19.2536	\$ 19.9274	\$ 20.6249	\$ 21.3468	\$ 22.0939	
T-2	Annual	\$ 36,896	\$ 38,187	\$ 39,524	\$ 40,907	\$ 42,339	\$ 43,821	\$ 45,355	\$ 46,942	\$ 48,585	
	Month	\$ 3,075	\$ 3,182	\$ 3,294	\$ 3,409	\$ 3,528	\$ 3,652	\$ 3,780	\$ 3,912	\$ 4,049	
	Hour	\$ 17.7385	\$ 18.3593	\$ 19.0019	\$ 19.6669	\$ 20.3553	\$ 21.0677	\$ 21.8051	\$ 22.5683	\$ 23.3582	
T-3	Annual	\$ 38,800	\$ 40,158	\$ 41,564	\$ 43,018	\$ 44,524	\$ 46,082	\$ 47,695	\$ 49,364	\$ 51,092	
	Month	\$ 3,233	\$ 3,347	\$ 3,464	\$ 3,585	\$ 3,710	\$ 3,840	\$ 3,975	\$ 4,114	\$ 4,258	
	Hour	\$ 18.6538	\$ 19.3067	\$ 19.9825	\$ 20.6819	\$ 21.4057	\$ 22.1549	\$ 22.9303	\$ 23.7329	\$ 24.5636	
T-4	Annual	\$ 39,622	\$ 41,009	\$ 42,444	\$ 43,930	\$ 45,467	\$ 47,059	\$ 48,706	\$ 50,410	\$ 52,175	
	Month	\$ 3,302	\$ 3,417	\$ 3,537	\$ 3,661	\$ 3,789	\$ 3,922	\$ 4,059	\$ 4,201	\$ 4,348	
	Hour	\$ 19.0490	\$ 19.7158	\$ 20.4058	\$ 21.1200	\$ 21.8592	\$ 22.6243	\$ 23.4161	\$ 24.2357	\$ 25.0839	
T-5	Annual	\$ 41,095	\$ 42,533	\$ 44,022	\$ 45,563	\$ 47,157	\$ 48,808	\$ 50,516	\$ 52,284	\$ 54,114	
	Month	\$ 3,425	\$ 3,544	\$ 3,668	\$ 3,797	\$ 3,930	\$ 4,067	\$ 4,210	\$ 4,357	\$ 4,510	
	Hour	\$ 19.7572	\$ 20.4487	\$ 21.1644	\$ 21.9052	\$ 22.6719	\$ 23.4654	\$ 24.2867	\$ 25.1367	\$ 26.0165	
T-6	Annual	\$ 42,123	\$ 43,597	\$ 45,123	\$ 46,703	\$ 48,337	\$ 50,029	\$ 51,780	\$ 53,592	\$ 55,468	
	Month	\$ 3,510	\$ 3,633	\$ 3,760	\$ 3,892	\$ 4,028	\$ 4,169	\$ 4,315	\$ 4,466	\$ 4,622	
	Hour	\$ 20.2514	\$ 20.9602	\$ 21.6939	\$ 22.4531	\$ 23.2390	\$ 24.0524	\$ 24.8942	\$ 25.7655	\$ 26.6673	
T-7	Annual	\$ 43,750	\$ 45,281	\$ 46,866	\$ 48,506	\$ 50,204	\$ 51,961	\$ 53,780	\$ 55,662	\$ 57,610	
	Month	\$ 3,646	\$ 3,773	\$ 3,906	\$ 4,042	\$ 4,184	\$ 4,330	\$ 4,482	\$ 4,639	\$ 4,801	
	Hour	\$ 21.0337	\$ 21.7698	\$ 22.5318	\$ 23.3204	\$ 24.1366	\$ 24.9814	\$ 25.8557	\$ 26.7607	\$ 27.6973	
T-8	Annual	\$ 44,190	\$ 45,737	\$ 47,337	\$ 48,994	\$ 50,709	\$ 52,484	\$ 54,321	\$ 56,222	\$ 58,190	
	Month	\$ 3,683	\$ 3,811	\$ 3,945	\$ 4,083	\$ 4,226	\$ 4,374	\$ 4,527	\$ 4,685	\$ 4,849	
	Hour	\$ 21.2452	\$ 21.9888	\$ 22.7584	\$ 23.5549	\$ 24.3793	\$ 25.2326	\$ 26.1158	\$ 27.0298	\$ 27.9759	
T-9	Annual	\$ 47,977	\$ 49,656	\$ 51,394	\$ 53,193	\$ 55,055	\$ 56,982	\$ 58,976	\$ 61,040	\$ 63,177	
	Month	\$ 3,998	\$ 4,138	\$ 4,283	\$ 4,433	\$ 4,588	\$ 4,748	\$ 4,915	\$ 5,087	\$ 5,265	
	Hour	\$ 23.0659	\$ 23.8732	\$ 24.7087	\$ 25.5735	\$ 26.4686	\$ 27.3950	\$ 28.3538	\$ 29.3462	\$ 30.3733	
T-10	Annual	\$ 48,775	\$ 50,482	\$ 52,249	\$ 54,078	\$ 55,970	\$ 57,929	\$ 59,957	\$ 62,055	\$ 64,227	
	Month	\$ 4,065	\$ 4,207	\$ 4,354	\$ 4,506	\$ 4,664	\$ 4,827	\$ 4,996	\$ 5,171	\$ 5,352	
	Hour	\$ 23.4495	\$ 24.2703	\$ 25.1197	\$ 25.9989	\$ 26.9089	\$ 27.8507	\$ 28.8254	\$ 29.8343	\$ 30.8785	

Part-Time/Seasonal

Revised 07/08

PAY GRADE	POSITION TITLE	FLSA Status	W. C. Code	EEO Code		RANGE MINIMUM	MIDPOINT	RANGE MAXIMUM
PT-1	Pool Aide	NE	9102	Prot	Hour	\$ 7.0200		\$ 9.2440
PT-2	Concession Worker	NE	9102	Suprt	Hour	\$ 7.6727		\$ 10.1035
	Scorekeeper	NE	9102	Skill				
	Recreation Aide	NE	9102	Suprt				
	Assistant Coach	NE	9102	Skill				
PT-3	Child Care Attendant	NE	8868	Prot	Hour	\$ 8.5170		\$ 11.2153
	Climbing Wall Attendant	NE	9102	Prot				
	Guest Service Attendant	NE	8810	Suprt				
	Weight Room Attendant	NE	9102	Prot				
PT-4	Coach	NE	9102	Skill	Hour	\$ 8.8264		\$ 11.6227
	Lifeguard	NE	9102	Prot				
	Instructor - (Non-Certified):							
		Recreation I	NE	9102	Para			
		Sports I	NE	9102	Para			
PT-5	Custodian	NE	9102	Serv	Hour	\$ 9.2456		\$ 12.1747
	Driver	NE	9102	Skill				
PT-6	Building Supervisor	NE	9102	Serv	Hour	\$ 9.4234		\$ 12.4088
	Seasonal Maintenance Worker	NE	9102	Serv				
	WSI	NE	9102	Prot				
	Recreation Clerk I	NE	8810	Suprt				
PT-7	Sports Official I	NE	9102	Skill	Hour	\$ 9.9397		\$ 13.0887
PT-8	Head Child Care Attendant	NE	9102	Prot	Hour	\$ 10.1882		\$ 13.4159
	Head Climbing Wall Attendant	NE	9102	Prot				
	Head Weight Room Attendant	NE	9102	Prot				
	Instructor - (Non-Certified):							
		Dance I	NE	9102	Para			
		Recreation II	NE	9102	Para			
		Specialty Fitness I	NE	9102	Prot			
PT-9	Concessions Manager	NE	8810	Suprt	Hour	\$ 10.3500		\$ 13.6290
	Head Lifeguard	NE	9102	Prot				
	Lifeguard Instructor	NE	9102	Para				
PT-10	Head Coach	NE	9102	Prot	Hour	\$ 10.8675		\$ 14.3104
PT-11	Food Services Worker	NE	9102	Skill	Hour	\$ 11.1377		\$ 14.6662
PT-12	Seasonal Community Services Officer (CSO)	NE	8868	Para	Hour	\$ 11.6274		\$ 15.3111
	Licensed Pre-School Group Leader	NE	9102	Para				
	Recreation Leader	NE	9102	Para				
	Instructor - (Non Certified+5 years):							
		Dance II	NE	9102	Para			
		Sports II	NE	8831	Serv			
PT-13	Administrative Clerk	NE	8810	Suprt	Hour	\$ 13.1000		\$ 17.2502
	Recreation Clerk II	NE	8810	Suprt				
PT-14	Licensed Pre-School Specialist	NE	8868	Para	Hour	\$ 13.3358		\$ 17.5607
	Summer Camp Specialist	NE	8868	Para				
	Facility Assistant	NE	9102	Suprt				
	Pool Manager	NE	9102	Prot				
	Sports Official II	NE	9102	Skill				
	Instructor - (Certified):							
		Aqua Fitness I	NE	9102	Para			
	(Certified):							
		Fitness I	NE	9102	Para			
	(Black Belt):							
		Martial Arts I	NE	9102	Para			
	(Non-Certified + 5 years.):							
		Specialty Fitness II						
PT-15	Recreation Clerk III	NE	8810	Prot	Hour	\$ 13.9563		\$ 18.3777
	Staff Assistant	NE	8810	Suprt				
	GIS Intern	NE	8810	Suprt				
PT-16	Sr. Staff Assistant	NE	8810	Suprt	Hour	\$ 16.1882		\$ 21.3168
PT-17	Personal Trainer	NE	9102	Para	Hour	\$ 16.6755		\$ 21.9584
	Instructor - (Certified+5 years):							
		Aqua Fitness II	NE	9102	Para			
		Fitness II	NE	9102	Para			
		Martial Arts II	NE	9102	Para			

Part-Time/Seasonal

Revised 07/08

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
PT-1	Hour	\$ 7.0200	\$ 7.2657	\$ 7.5200	\$ 7.7832	\$ 8.0556	\$ 8.3376	\$ 8.6294	\$ 8.9314	\$ 9.2440
PT-2	Hour	\$ 7.6727	\$ 7.9412	\$ 8.2192	\$ 8.5069	\$ 8.8046	\$ 9.1128	\$ 9.4317	\$ 9.7618	\$ 10.1035
PT-3	Hour	\$ 8.5170	\$ 8.8151	\$ 9.1236	\$ 9.4430	\$ 9.7735	\$ 10.1155	\$ 10.4696	\$ 10.8360	\$ 11.2153
PT-4	Hour	\$ 8.8264	\$ 9.1353	\$ 9.4551	\$ 9.7860	\$ 10.1285	\$ 10.4830	\$ 10.8499	\$ 11.2296	\$ 11.6227
PT-5	Hour	\$ 9.2456	\$ 9.5692	\$ 9.9041	\$ 10.2508	\$ 10.6095	\$ 10.9809	\$ 11.3652	\$ 11.7630	\$ 12.1747
PT-6	Hour	\$ 9.4234	\$ 9.7532	\$ 10.0946	\$ 10.4479	\$ 10.8136	\$ 11.1920	\$ 11.5838	\$ 11.9892	\$ 12.4088
PT-7	Hour	\$ 9.9397	\$ 10.2876	\$ 10.6477	\$ 11.0203	\$ 11.4060	\$ 11.8052	\$ 12.2184	\$ 12.6461	\$ 13.0887
PT-8	Hour	\$ 10.1882	\$ 10.5448	\$ 10.9139	\$ 11.2958	\$ 11.6912	\$ 12.1004	\$ 12.5239	\$ 12.9622	\$ 13.4159
PT-9	Hour	\$ 10.3500	\$ 10.7123	\$ 11.0872	\$ 11.4752	\$ 11.8769	\$ 12.2926	\$ 12.7228	\$ 13.1681	\$ 13.6290
PT-10	Hour	\$ 10.8675	\$ 11.2479	\$ 11.6415	\$ 12.0490	\$ 12.4707	\$ 12.9072	\$ 13.3589	\$ 13.8265	\$ 14.3104
PT-11	Hour	\$ 11.1377	\$ 11.5275	\$ 11.9310	\$ 12.3486	\$ 12.7808	\$ 13.2281	\$ 13.6911	\$ 14.1703	\$ 14.6682
PT-12	Hour	\$ 11.6274	\$ 12.0344	\$ 12.4556	\$ 12.8915	\$ 13.3427	\$ 13.8097	\$ 14.2930	\$ 14.7933	\$ 15.3111
PT-13	Hour	\$ 13.1000	\$ 13.5585	\$ 14.0330	\$ 14.5242	\$ 15.0326	\$ 15.5587	\$ 16.1032	\$ 16.6669	\$ 17.2502
PT-14	Hour	\$ 13.3358	\$ 13.8026	\$ 14.2856	\$ 14.7856	\$ 15.3031	\$ 15.8387	\$ 16.3931	\$ 16.9669	\$ 17.5607
PT-15	Hour	\$ 13.9563	\$ 14.4447	\$ 14.9503	\$ 15.4735	\$ 16.0151	\$ 16.5756	\$ 17.1558	\$ 17.7562	\$ 18.3777
PT-16	Hour	\$ 16.1882	\$ 16.7548	\$ 17.3412	\$ 17.9482	\$ 18.5764	\$ 19.2265	\$ 19.8995	\$ 20.5959	\$ 21.3168
PT-17	Hour	\$ 16.6755	\$ 17.2591	\$ 17.8632	\$ 18.4884	\$ 19.1355	\$ 19.8053	\$ 20.4984	\$ 21.2159	\$ 21.9584



Staffing Table

	2006 Authorized	2007 Authorized	2008 Authorized	2009 Authorized
GENERAL FUND				
LEGISLATIVE				
Legislative Services				
Mayor - 1 position	Elected	Elected	Elected	Elected
Council Member - 8 positions	Elected	Elected	Elected	Elected
Administrative Assistant	<u>0.000</u>	<u>0.000</u>	<u>1.000</u>	<u>1.000</u>
Total	0.000	0.000	1.000	1.000
TREASURY				
Treasury				
City Treasurer	Elected	Elected	Elected	Elected
CITY MANAGER'S OFFICE				
General Management Services				
City Manager	1.000	1.000	1.000	1.000
Economic Development Specialist	0.000	1.000	0.000	0.000
Assistant to the City Manager	<u>1.000</u>	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>
Total	2.000	2.000	1.000	1.000
CITY ATTORNEY				
Legal Services				
City Attorney	Contracted	Contracted	Contracted	Contracted
CITY CLERK				
City Clerk				
City Clerk	Elected	Elected	Elected	Elected
Deputy City Clerk	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	1.000	0.000	0.000
Receptionist	<u>0.500</u>	<u>0.500</u>	<u>0.000</u>	<u>0.000</u>
Total	2.500	2.500	1.000	1.000

Staffing Table

	2006	2007	2008	2009
	Authorized	Authorized	Authorized	Authorized
MUNICIPAL COURT				
Municipal Court				
Municipal Judge	<i>Contracted</i>	<i>Contracted</i>	<i>Contracted</i>	<i>Contracted</i>
Court Administrator	1.000	1.000	1.000	1.000
Deputy Court Clerk II	2.750	2.875	2.875	2.875
Deputy Court Clerk I	4.000	4.000	4.000	4.000
Probation Officer	1.000	1.000	1.000	1.000
Sr. Staff Assistant	0.000	0.000	0.000	0.000
Court Marshall	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Total	9.750	9.875	9.875	9.875
ADMINISTRATIVE SERVICES				
Administration				
Deputy City Manager	1.000	1.000	1.000	1.000
Executive Assistant	1.000	1.000	1.000	1.000
Assistant to the City Manager	0.000	1.000	1.000	1.000
Receptionist	<u>0.000</u>	<u>0.000</u>	<u>1.125</u>	<u>1.125</u>
<i>Subtotal</i>	2.000	3.000	4.125	4.125
Finance				
Accounting Supervisor	1.000	1.000	1.000	1.000
Accounting Technician	1.000	1.000	1.000	1.000
Payroll Technician	<u>0.500</u>	<u>0.750</u>	<u>0.750</u>	<u>0.750</u>
<i>Subtotal</i>	2.500	2.750	2.750	2.750
Sales Tax				
Senior Sales Tax Auditor	0.000	0.000	1.000	1.000
Sales Tax Auditor	2.000	2.000	1.000	1.000
Sales Tax Technician	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	3.000
Human Resources				
Human Resources Manager	1.000	1.000	1.000	1.000
Human Resources Representative	1.000	1.000	1.000	1.000
Human Resources Technician	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	3.000

Staffing Table

	2006	2007	2008	2009
	Authorized	Authorized	Authorized	Authorized
Purchasing and Contracting				
Purchasing and Contracting Agent	1.000	1.000	1.000	1.000
Senior Staff Assistant	0.500	0.500	0.000	0.000
Purchasing Technician	<u>0.000</u>	<u>0.000</u>	<u>0.500</u>	<u>0.500</u>
Subtotal	1.500	1.500	1.500	1.500
Information Systems				
IT Manager	1.000	1.000	1.000	1.000
Network Administrator	1.000	1.000	1.000	1.000
Sr. IT Support Technician	2.000	2.000	2.000	2.000
GIS Technician	0.000	1.000	1.000	1.000
Web & Imaging Technician	0.500	0.500	0.500	0.500
Help Desk Technician	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
Subtotal	5.000	6.000	6.000	6.000
Total	17.000	19.250	20.375	20.375

COMMUNITY DEVELOPMENT

Administration

Community Development Director	1.000	1.000	1.000	1.000
Administrative Assistant	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Subtotal	2.000	2.000	2.000	2.000

Economic Development

Economic Development Specialist	<u>0.000</u>	<u>0.000</u>	<u>1.000</u>	<u>1.000</u>
Subtotal	0.000	0.000	1.000	1.000

Planning

Senior Planner	2.000	2.000	2.000	1.000
Planner II	1.000	1.000	1.000	1.000
Planner I	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Subtotal	4.000	4.000	4.000	3.000

Staffing Table

	2006	2007	2008	2009
	Authorized	Authorized	Authorized	Authorized
Building				
Chief Building Official	1.000	1.000	1.000	1.000
Plans Examiner/Inspector	0.000	0.000	0.000	1.000
Combination Inspector	1.000	1.000	1.000	1.000
Permit Technician	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	4.000
Long Range Planning				
Senior Planner	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>	<u>1.000</u>
<i>Subtotal</i>	0.000	0.000	0.000	1.000
Total	9.000	9.000	10.000	11.000

POLICE DEPARTMENT

Administration

Chief of Police	1.000	1.000	1.000	1.000
Police Commander	1.000	1.000	1.000	1.000
Police Sergeant	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	1.000	1.000	1.000
Police Support Technician	<u>2.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	6.500	4.500	4.500	4.500

Community Services Unit

Community Service Supervisor	1.000	1.000	1.000	1.000
Community Service Officer	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	3.000

Communications

Communications Manager	1.000	1.000	1.000	1.000
Lead Emergency Services Specialist	1.000	1.000	1.000	1.000
Emergency Services Specialist	<u>9.000</u>	<u>9.000</u>	<u>9.000</u>	<u>9.000</u>
<i>Subtotal</i>	11.000	11.000	11.000	11.000

Crime Prevention

Police Sergeant	0.000	0.000	0.000	0.500
Police Officer	<u>2.000</u>	<u>3.500</u>	<u>3.500</u>	<u>2.000</u>
<i>Subtotal</i>	2.000	3.500	3.500	2.500

Staffing Table

	2006	2007	2008	2009
	Authorized	Authorized	Authorized	Authorized
Records Section				
Records Supervisor	1.000	1.000	1.000	1.000
Records Management Specialist	<u>4.000</u>	<u>4.000</u>	<u>4.000</u>	<u>4.000</u>
<i>Subtotal</i>	5.000	5.000	5.000	5.000
Training				
Training and Public Relations Officer	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	1.000	1.000	1.000	1.000
Patrol				
Police Commander	1.000	1.000	1.000	1.000
Police Lieutenant	0.000	2.000	2.000	2.000
Police Sergeant	7.000	6.000	6.000	6.000
Police Officer	35.000	35.000	35.000	37.000
Police Support Technician	0.500	0.500	0.500	0.500
Police Support Clerk	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>
<i>Subtotal</i>	45.500	46.500	46.500	48.500
Investigations				
Police Commander	1.000	0.000	0.000	0.000
Lieutenant	0.000	1.000	1.000	1.000
Police Sergeant	2.000	2.000	2.000	2.000
Police Officer	11.000	10.000	10.000	10.000
Police Support Technician	0.000	2.000	2.000	2.000
Sr. Evidence Technician	1.000	1.000	1.000	1.000
Evidence Technician	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	16.000	17.000	17.000	17.000
Traffic Enforcement				
Police Sergeant	1.000	1.000	1.000	1.000
Police Officer	<u>4.000</u>	<u>4.000</u>	<u>4.000</u>	<u>3.000</u>
<i>Subtotal</i>	5.000	5.000	5.000	4.000
Special Investigations				
Police Sergeant	1.000	0.000	0.000	0.000
Police Officer	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>	<u>2.000</u>
<i>Subtotal</i>	3.000	2.000	2.000	2.000
Total	98.000	98.500	98.500	98.500

Staffing Table

	2006	2007	2008	2009
	Authorized	Authorized	Authorized	Authorized
PUBLIC WORKS DEPARTMENT				
Administration				
Public Works Director	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	1.000	1.000	1.000	1.000
Engineering				
Engineering Manager	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	1.000	1.000	1.000
Civil Engineer II	2.000	2.000	2.000	2.000
Civil Engineer	1.000	1.000	1.000	1.000
Engineering Technician	<u>7.000</u>	<u>7.000</u>	<u>7.000</u>	<u>7.000</u>
<i>Subtotal</i>	12.000	12.000	12.000	12.000
Operations				
Operations Manager	1.000	1.000	1.000	1.000
Operations Supervisor	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	1.000	1.000	1.000
Equipment Operator II	3.000	3.000	3.000	3.000
Equipment Operator I	2.000	2.000	2.000	2.000
Maintenance Worker II	5.000	5.000	5.000	5.000
Traffic Control Technician	1.000	1.000	1.000	1.000
Lead Mechanic	1.000	1.000	1.000	1.000
Mechanic	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	16.000	16.000	16.000	16.000
Total	29.000	29.000	29.000	29.000

PARKS AND RECREATION

Administration

Parks & Recreation Director	1.000	1.000	1.000	1.000
Administrative Assistant	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	2.000	2.000	2.000	2.000

Recreation

Recreation Manager	1.000	1.000	1.000	1.000
Marketing Coordinator	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	1.500	1.500	1.500	1.500

Staffing Table

	2006	2007	2008	2009
	Authorized	Authorized	Authorized	Authorized
Parks Maintenance				
<i>Parks Maintenance Worker II</i>	3.000	3.000	4.000	4.000
<i>Parks Maintenance Worker I</i>	6.000	6.000	5.000	5.000
<i>Sr. Staff Assistant</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	10.000	10.000	10.000	10.000
Forestry				
<i>Forestry Technician</i>	1.000	1.000	1.000	1.000
<i>Forestry Assistant</i>	1.000	1.000	1.000	1.000
<i>Horticulture Assistant</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	3.000	3.000	3.000	3.000
Open Space				
<i>Open Space Coordinator</i>	0.000	1.000	1.000	1.000
<i>Parks Maintenance Worker II</i>	1.000	1.000	1.000	1.000
<i>Parks Maintenance Worker I</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	2.000	3.000	3.000	3.000
Athletics				
<i>Recreation Supervisor</i>	1.000	1.000	1.000	1.000
<i>Recreation Coordinator</i>	0.500	0.500	0.500	0.500
<i>Recreation Leader</i>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	2.000	2.000	2.000	2.000
General Programs				
<i>Recreation Supervisor</i>	1.000	1.000	1.000	1.000
<i>Recreation Coordinator</i>	0.000	0.500	0.500	0.500
<i>Recreation Leader</i>	<u>0.500</u>	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>
<i>Subtotal</i>	1.500	1.500	1.500	1.500
Senior/Community Center				
<i>Recreation Supervisor</i>	1.000	1.000	1.000	1.000
<i>Recreation Coordinator</i>	1.130	1.130	1.130	1.130
<i>Recreation Clerk III</i>	1.000	1.000	1.000	1.000
<i>Recreation Clerk II</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	4.130	4.130	4.130	4.130

Staffing Table

	2006	2007	2008	2009
	Authorized	Authorized	Authorized	Authorized
Building Maintenance				
<i>Building Maintenance Supervisor</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	1.000	1.000	1.000	1.000
Total	27.130	28.130	28.130	28.130
General Fund Total	194.380	198.255	198.880	199.880

OPEN SPACE FUND

<i>Parks, Open Space, Forestry Manager (P&R)</i>	1.000	1.000	1.000	1.000
<i>Operations Supervisor (P&R)</i>	1.000	1.000	1.000	1.000
<i>Parks Project Coordinator (P&R)</i>	1.000	1.000	1.000	1.000
<i>Open Space Coordinator (P&R)</i>	1.000	0.000	0.000	0.000
<i>Crew Leader - Parks Maintenance (P&R)</i>	2.000	2.000	2.000	2.000
<i>Maintenance Worker II (P&R)</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Open Space Fund Total	7.000	6.000	6.000	6.000

CRIME PREVENTION

<i>Police Sergeant (PD)</i>	0.000	0.500	0.500	0.500
<i>Police Officer (PD)</i>	2.000	1.000	1.000	1.000
<i>Community Service Officer - Comm. Services (PD)</i>	2.000	2.000	2.000	2.000
<i>Property Inspector (Comm Dev)</i>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
Crime Prevention Fund Total	5.000	4.500	4.500	4.500

Staffing Table

	2006	2007	2008	2009
	Authorized	Authorized	Authorized	Authorized
RECREATION CENTER OPERATIONS FUND				
Facility Operation				
Facilities Operations Supervisor	1.000	1.000	1.000	1.000
Facility Assistant	3.000	3.000	3.000	3.000
Recreation Support Technician	1.000	1.000	1.000	1.000
Office Technician	0.500	0.000	0.000	0.000
Custodian	2.000	2.000	2.000	2.000
Facility Maintenance Technician	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	8.500	8.000	8.000	8.000
Aquatics				
Recreation Supervisor	1.000	1.000	1.000	1.000
Pool Manager	<u>3.000</u>	<u>3.000</u>	<u>3.000</u>	<u>3.000</u>
<i>Subtotal</i>	4.000	4.000	4.000	4.000
Fitness				
Recreation Coordinator	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>	<u>1.000</u>
<i>Subtotal</i>	1.000	1.000	1.000	1.000
Marketing				
Marketing Coordinator	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>	<u>0.500</u>
<i>Subtotal</i>	0.500	0.500	0.500	0.500
Recreation Center Operations Fund Total	14.000	13.500	13.500	13.500
Grand Total	220.380	222.255	222.880	223.880

