

## - COMPENSATION ADMINISTRATION - FY 2019 - PAY PLAN

### NON-REPRESENTED EMPLOYEES

#### Management Philosophy:

The basis of any compensation program is the management philosophy between the employer and the employees. It is the City's position that the following issues must be addressed with respect to pay:

- The educational requirements and requisite knowledge, skills, and abilities required for each position;
- Supervisory responsibility, scope of authority, and demonstrated technology skills;
- The ability to attract, retain, and motivate quality staff in order to achieve organizational Mission, Vision, and Values;
- The availability of qualified applicants for recruitment, often times based on economic conditions found in the labor market;
- External comparative market/public sector compensation and internal equity and consistency;
- The financial incentive programs that are appropriate for reinforcing organizational goals.

#### Internal Pay Equity:

An internally equitable compensation system compensates employees according to differences in the knowledge, skills, abilities, level of responsibility, impact of work, public contact, supervisory responsibility, scope of authority, and work environment required to perform different jobs in the organization. Occasionally, changed job requirements and reassignments enhance the job duties and responsibilities that make the current incumbent's salary not adequately reflect required duties and responsibilities and it is necessary to address the situation. In these types of circumstances, Human Resources (HR) may recommend an equity adjustment to fairly compensate employees in relationship to the internal and external value of the positions, as approved by the City Manager.

The FY 2019 Proposed Budget includes a compensation philosophy to be utilized when HR recommends a Professional Technical, Operational Management, and/or Executive Management job title to be increased in pay grade, the incumbents in these classifications will receive a one time 2% pay adjustment for each range adjustment made in the pay plan. If the employee is not at the minimum of the range, the employee will be brought to the minimum, and then given a 2% pay adjustment so the employee is not at the minimum where new hires begin.

#### External Pay Equity:

The FY 2019 Proposed Budget includes 3.00% of total wages for non-represented and approximately 4.00% of total wages for IAFF employees' pay increases. The allocation of this amount will potentially vary based on tenure, and percentage through the pay range. Collective bargaining agreements outline the compensation and annual pay raises for CWA, IAFF-Supervisory, PBA, and PBA-Supervisory employees.

Based on external market conditions, in FY 2019 it is recommended that the non-represented pay ranges increase 2% on the pay range minimum and pay range maximum. Employees that reside at the current maximum of the pay range, and receive a 'meets standards' or better performance evaluation will progress 2% to the new maximum of the range. Employees who are less than 3% below the maximum for their position will have their wage rate increased to the new maximum. There will be no lump sum payments over the maximum for employees when the pay ranges move.

### Retirement Contribution

A 1% increase in the employer's retirement contribution (6% total employer contribution) to the 401(a) Defined Contribution Plan will be made for each non-represented and CWA employee, effective the first pay period of FY 2019.

### Performance Evaluation:

The most important purpose of a performance evaluation is to indicate, specifically and honestly, how the employee is performing and what the employee can do to continue being a productive, invaluable, and successful member of the organization. The performance evaluation serves as a useful tool for career development by serving as a tool for discussion with the employee of the following:

- recognize the employee's performance;
- to review strengths, areas requiring improvement, and areas for professional development;
- to provide performance feedback, to include citing specific examples;
- to identify specific and measurable goals for the upcoming review period;
- to serve as a record of accomplishments for future career opportunities.

### Personal Insurance Credits:

The Personal Insurance Credits (PICs) program is a cafeteria type, flexible benefit program where employees are provided a certain number of points (1 point equals 1 dollar) to purchase benefits from a menu of options. This allows employees the option to select benefits based on individual needs, allows the City to cap benefit costs incurred, and provides for equity among employees. The number of credits for non-represented employees for FY 2019 are calculated on a formula, which includes many factors, but is largely impacted by the cost for single CORE health insurance coverage. The PIC credits are adjusted not only for health insurance premium increases, but also for other benefit allowances (dental, life, and 3 Personal Option Days) included in the formula.

The credits are adjusted by the health insurance premium charge for CORE single coverage. A portion of the premium for the base health insurance plan for dual and family coverage is also added to the number of credits when the employee selects dual or family coverage. Employees who waive\* health insurance coverage will receive credits in an amount equal to base coverage as allocated in FY 2012. Only those employees who select group health insurance through the City will receive the increased credits for dual and family coverage. The number of Personal Insurance Credits for each employee group beginning fiscal year 2015 are displayed in the following table:

|         | Prof/Tech |       | Op. Mgmt. |        | Exec. Mgmt. |        | City Comm. |       | + Dual | +Family |
|---------|-----------|-------|-----------|--------|-------------|--------|------------|-------|--------|---------|
|         | Base      | Waive | Base      | Waive  | Base        | Waive  | Base       | Waive |        |         |
| FY 2015 | 10,072    | 9,208 | 11,963    | 10,907 | 13,838      | 12,543 | 7,931      | 7,150 | 3,107  | 7,060   |
| FY 2016 | 10,458    | 9,208 | 12,314    | 10,907 | 14,267      | 12,543 | 8,175      | 7,150 | 3,302  | 7,502   |
| FY 2017 | 11,254    | 9,208 | 13,179    | 10,907 | 15,138      | 12,543 | 8,927      | 7,150 | 3,622  | 8,242   |
| FY 2018 | 11,706    | 9,208 | 13,699    | 10,907 | 15,691      | 12,543 | 9,347      | 7,150 | 3,818  | 8,675   |
| FY 2019 | 13,208    | 9,208 | 15,613    | 10,907 | 17,882      | 12,543 | 10,532     | 7,150 | 4,276  | 9,717   |

*\*Applicable when an employee elects to waive health insurance through the City of Largo. To waive insurance an employee must prove coverage through another group plan. Another group plan is defined as a spouse's employer's group health insurance plan, a current or previous employer's group health insurance plan, Medicare, or military coverage. Personal insurance credits run on a fiscal year.*

### Vehicle Usage:

Employees who are required to regularly drive a personal vehicle in the performance of regular work assignments or City-related business may be eligible, at the discretion of the City Manager, for a bi-weekly car allowance up to a maximum of \$200. Employees who use personal vehicles on an incidental basis may be eligible for mileage reimbursement at the current IRS allowable rate, with Department Director approval.

### **VARIABLE/TEMPORARY EMPLOYEES**

In an effort to recognize the changing economy and to provide the ability to manage seasonal and peak work times, a 'Variable' pay group was established. Classifications in this group have one position control number for a pool of employees who work throughout the year on an as-needed basis and may be continuous or carried on throughout the year. These employees work less than 1040 hours in the fiscal year. Variable employees are eligible for longevity recognition, service awards, gift cards, 457 contributions, flu shots, health fair participation and merit increases as provided to non-represented staff. Variable employees are ineligible for group health benefits, leave time and retirement.

The 'Temporary' pay group differs in that these employees are hired for a specific period of time with an established start date and end date. Employees in this group also work less than 1040 hours in the fiscal year. Temporary classifications are not benefit eligible, but may participate in the health fair, flu shots, and 457 contributions. This group may include one position control number for a pool of employees who work throughout the year, or may be assigned to one position.

## REPRESENTED EMPLOYEES

Compensation, terms and conditions of employment are established for represented City employees through contracts with separate unions. The five bargaining units are as follows:

- a. Communications Workers of America (CWA) – general employees, including vocational and clerical.
- b. International Association of Fire Fighters (IAFF) – Firefighter/EMTs, Firefighter/Paramedics, and Fire Lieutenants.
- c. Police Benevolent Association (PBA) – Police Officers and Police Sergeants.
- d. International Association of Fire Fighters Supervisory Unit (IAFF)- District Chiefs and Assistant Chiefs
- e. Police Benevolent Association Supervisory Unit (PBA) – Police Lieutenants

The bargaining units exist pursuant to State Statutes and regulations of the Florida Public Employee Relations Commission (PERC).

### Current Contract Terms

IAFF – October 1, 2015 – September 30, 2018

CWA – October 1, 2016 – September 30, 2019

IAFF Supervisory – June 6, 2017 – September 30, 2019

PBA – October 1, 2017 – September 30, 2020

PBA Supervisory – January 2, 2018 – September 30, 2020

**PAY PLAN  
EFFECTIVE OCTOBER 1, 2018**

| <b>CLASSIFICATION</b>   | <b>GROUP</b> | <b>MINIMUM</b> | <b>MAXIMUM</b> |
|---|--------------|----------------|----------------|
| <b><u>ELECTED OFFICIALS</u></b>   |              |                |                |
|   |              | (Biweekly)     | (Annual)       |
| Mayor   | LEG          | 899.78         | 23,394.28      |
| Commissioner  | LEG          | 599.90         | 15,597.40      |
| <b><u>EXECUTIVE MANAGEMENT</u></b>  |              |                |                |
| City Manager  | EM           |                | Contract       |
| <b><u>Range A</u></b>   |              | 47.10          | 65.92          |
| Assistant City Manager  | EM           | 97,968.00      | 137,113.60     |
| Fire Chief  | EM           |                |                |
| Police Chief  | EM           |                |                |
| <b><u>Range B</u></b>   |              | 44.86          | 62.79          |
| Community Development Director  | EM           | 93,308.80      | 130,603.20     |
| Engineering Services Director   | EM           |                |                |
| Environmental Services Director   | EM           |                |                |
| Finance Director  | EM           |                |                |
| Human Resources Director  | EM           |                |                |
| IT Director/CIO   | EM           |                |                |
| Library Director  | EM           |                |                |
| Performance & Budget Director   | EM           |                |                |
| Public Works Director   | EM           |                |                |
| Recreation, Parks & Arts Director   | EM           |                |                |
| <b>PROFESSIONAL TECHNICAL (PT)<br/>and<br/><u>OPERATIONAL MANAGEMENT (OM)</u></b> |              |                |                |
| <b><u>Range I</u></b>   |              | 12.89          | 19.34          |
|   |              | 26,811.20      | 40,227.20      |
| <b><u>Range II</u></b>  |              | 13.49          | 20.27          |
|   |              | 28,059.20      | 42,161.60      |
| <b><u>Range III</u></b>   |              | 14.20          | 21.31          |
| Library Assistant II  | PT           | 29,536.00      | 44,324.80      |
| Operational Secretary   | PT           |                |                |
| <b><u>Range IV</u></b>  |              | 14.94          | 22.36          |
| Box Office Supervisor   | PT           | 31,075.20      | 46,508.80      |
| <b><u>Range V</u></b>   |              | 15.66          | 23.49          |
| Facility Management Specialist  | PT           | 32,572.80      | 48,859.20      |
| Human Resources Assistant   | PT           |                |                |

| CLASSIFICATION                          | GROUP | MINIMUM   | MAXIMUM   |
|---|-------|-----------|-----------|
| <b>Range VI</b>                         |       | 16.45     | 24.67     |
| Fire Resource Specialist                | PT    | 34,216.00 | 51,313.60 |
| Senior Accounting Clerk                 | PT    |           |           |
| <b>Range VII</b>                        |       | 17.27     | 25.92     |
| Nature Program Supervisor               | PT    | 35,921.60 | 53,913.60 |
| Office Administrator                    | PT    |           |           |
| <b>Range VIII</b>                       |       | 18.12     | 27.17     |
| Children's Program Supervisor           | PT    | 37,689.60 | 56,513.60 |
| Custodial Foreman                       | PT    |           |           |
| Librarian                               | PT    |           |           |
| Parks Foreman                           | PT    |           |           |
| Planning Technician                     | PT    |           |           |
| Solid Waste Foreman                     | PT    |           |           |
| <b>Range IX</b>                         |       | 19.04     | 28.52     |
| Crime Analyst                           | PT    | 39,603.20 | 59,321.60 |
| Civilian Support Supervisor             | PT    |           |           |
| Library Outreach Liaison                | PT    |           |           |
| Technical Operations Supervisor         | PT    |           |           |
| <b>Range X</b>                          |       | 19.98     | 29.99     |
| Communications & Marketing Specialist   | PT    | 41,558.40 | 62,379.20 |
| Executive Assistant to the City Manager | PT    |           |           |
| Housing Construction Specialist         | PT    |           |           |
| Housing Finance Specialist              | PT    |           |           |
| Human Resources Analyst                 | PT    |           |           |
| Lead Mechanic                           | PT    |           |           |
| Library Services Coordinator            | PT    |           |           |
| Non-Sworn Fire Inspector                | PT    |           |           |
| Procurement Analyst                     | PT    |           |           |
| Public Educator – Fire                  | PT    |           |           |
| Sustainability Coordinator              | PT    |           |           |
| Victim Advocate                         | PT    |           |           |
| Web & Marketing Specialist              | PT    |           |           |
| <b>Range XI</b>                         |       | 20.97     | 31.46     |
| Emergency Communications Supervisor     | PT    | 43,617.60 | 65,436.80 |
| Fleet Services Supervisor               | PT    |           |           |
| IT GIS Analyst                          | PT    |           |           |
| IT Technical Specialist                 | PT    |           |           |
| Parks Supervisor                        | PT    |           |           |
| Permitting Services Supervisor          | PT    |           |           |
| Planner I                               | PT    |           |           |
| Special Events Coordinator              | PT    |           |           |

| CLASSIFICATION                          | GROUP | MINIMUM   | MAXIMUM   |
|---|-------|-----------|-----------|
| <b>Range XII</b>                        |       | 22.06     | 33.04     |
| Accountant                              | PT    | 45,884.80 | 68,723.20 |
| Artistic Supervisor                     | PT    |           |           |
| Chief Building Inspector                | PT    |           |           |
| Compensation & Classification Analyst   | PT    |           |           |
| Custodial Supervisor                    | PT    |           |           |
| Facilities Maintenance Supervisor       | PT    |           |           |
| Housing Grants Specialist               | PT    |           |           |
| HR Analyst, Senior                      | PT    |           |           |
| HR Generalist                           | PT    |           |           |
| Management Analyst I                    | PT    |           |           |
| Multimedia Supervisor                   | PT    |           |           |
| Planner-Scheduler                       | PT    |           |           |
| Plans Examiner                          | PT    |           |           |
| Plans Examiner – Fire                   | PT    |           |           |
| Recreation Program Planner              | PT    |           |           |
| Recreation Program Supervisor           | PT    |           |           |
| Risk & Safety Specialist                | PT    |           |           |
| Solid Waste Supervisor                  | PT    |           |           |
| Streets & Stormwater Supervisor         | PT    |           |           |
| Treatment Plant Shift Supervisor        | PT    |           |           |
| Utilities Program Coordinator           | PT    |           |           |
| Utilities Supervisor                    | PT    |           |           |
| <b>Range XIII</b>                       |       | 23.13     | 34.69     |
| Assistant Parks Superintendent          | PT    | 48,110.40 | 72,155.20 |
| Construction Project Supervisor         | PT    |           |           |
| Engineer I                              | PT    |           |           |
| Greens Superintendent                   | PT    |           |           |
| IT GIS Administrator                    | PT    |           |           |
| Records & Property Manager              | OM    |           |           |
| <b>Range XIV</b>                        |       | 24.29     | 36.42     |
| Asset Management Data Coordinator       | PT    | 50,523.20 | 75,753.60 |
| Assistant Streets & Stormwater Manager  | PT    |           |           |
| Assistant Solid Waste Manager           | PT    |           |           |
| Chief Building Inspector                | PT    |           |           |
| Chief Construction Inspector            | PT    |           |           |
| Community Outreach Coordinator          | PT    |           |           |
| Contracts & Procurement Administrator   | PT    |           |           |
| Performing Arts Center Manager          | OM    |           |           |
| Deputy City Clerk                       | PT    |           |           |
| Economic Development Coordinator        | PT    |           |           |
| Environmental Compliance Supervisor     | PT    |           |           |
| Environmental Control Supervisor        | PT    |           |           |
| HR Generalist, Senior                   | PT    |           |           |
| Intergovernmental Relations Coordinator | PT    |           |           |
| IT Network Administrator                | PT    |           |           |
| Management Analyst II                   | PT    |           |           |
| Planner II                              | PT    |           |           |
| Recreation Program Manager              | OM    |           |           |
| Stormwater Program Administrator        | PT    |           |           |

| CLASSIFICATION                          | GROUP | MINIMUM            | MAXIMUM             |
|---|-------|--------------------|---------------------|
| <b><u>Range XV</u></b>                  |       |                    |                     |
| Borrower Services Manager               | OM    | 25.50<br>53,040.00 | 38.26<br>79,580.80  |
| Communications & Marketing Manager      | OM    |                    |                     |
| Engineer II                             | PT    |                    |                     |
| Golf Course Manager                     | OM    |                    |                     |
| IT Business Analyst                     | PT    |                    |                     |
| IT Enterprise Application Administrator | PT    |                    |                     |
| Library Services Manager                | OM    |                    |                     |
| Plans Examiner, Sr.                     | PT    |                    |                     |
| Principal Planner                       | PT    |                    |                     |
| <b><u>Range XVI</u></b>                 |       |                    |                     |
| Environmental Manager                   | OM    | 26.78<br>55,702.40 | 40.15<br>83,512.00  |
| Housing Manager                         | OM    |                    |                     |
| HR & Benefits Supervisor                | PT    |                    |                     |
| IT Project Manager                      | PT    |                    |                     |
| IT Security Administrator               | PT    |                    |                     |
| IT Systems Administrator                | PT    |                    |                     |
| Management Analyst III                  | PT    |                    |                     |
| <b><u>Range XVII</u></b>                |       |                    |                     |
| Assistant Building Official             | PT    | 28.11<br>58,468.80 | 42.16<br>87,692.80  |
| Code Enforcement Manager                | OM    |                    |                     |
| Parks Superintendent                    | OM    |                    |                     |
| Recreation Business Manager             | OM    |                    |                     |
| Treasury Manager                        | OM    |                    |                     |
| Wastewater Collection System Manager    | OM    |                    |                     |
| <b><u>Range XVIII</u></b>               |       |                    |                     |
| Assistant Library Director              | OM    | 29.57<br>61,505.60 | 44.28<br>92,102.40  |
| Facilities Manager                      | OM    |                    |                     |
| Fleet Manager                           | OM    |                    |                     |
| IT Customer Service Manager             | OM    |                    |                     |
| Program Engineer                        | OM    |                    |                     |
| Senior Engineer                         | PT    |                    |                     |
| Solid Waste Manager                     | OM    |                    |                     |
| Streets & Stormwater Manager            | OM    |                    |                     |
| Wastewater Manager                      | OM    |                    |                     |
| <b><u>Range XIX (A)</u></b>             |       |                    |                     |
| Building Official                       | OM    | 31.01<br>64,500.80 | 46.51<br>96,740.80  |
| Economic Development Manager            | OM    |                    |                     |
| IT Business Services Manager            | OM    |                    |                     |
| IT Infrastructure Manager               | OM    |                    |                     |
| Planning Manager                        | OM    |                    |                     |
| <b><u>Range XIX (B)</u></b>             |       |                    |                     |
| Division Fire Chief                     | OM    | 37.58<br>78,166.40 | 52.61<br>109,428.80 |
| Police Major                            | OM    |                    |                     |



| <b>CLASSIFICATION</b>                   | <b>GROUP</b> | <b>MINIMUM</b> | <b>MAXIMUM</b> |
|---|--------------|----------------|----------------|
| <b>Range XX</b>                         |              | 32.56          | 48.82          |
| Asst. Engineering Services Director     | OM           | 67,724.80      | 101,545.60     |
| Asst. Environmental Services Director   | OM           |                |                |
| Asst. Human Resources Director          | OM           |                |                |
| Asst. Recreation, Parks & Arts Director | OM           |                |                |
| Performance & Budget Manager            | OM           |                |                |
| City Clerk                              | OM           |                |                |
| IT Assistant Director                   | OM           |                |                |
| Risk Manager                            | OM           |                |                |
| <b>Range XXI (A)</b>                    |              | 34.18          | 51.29          |
| Assistant City Attorney                 | OM           | 71,094.40      | 106,683.20     |
| Asst. Community Development Director    | OM           |                |                |
| Assistant Finance Director              | OM           |                |                |
| <b>Range XXI (B)</b>                    |              | 41.04          | 57.47          |
| Deputy Fire Chief                       | OM           | 85,363.20      | 119,537.60     |
| Deputy Police Chief                     | OM           |                |                |

| CLASSIFICATION | GROUP | MINIMUM | MAXIMUM |
|----------------|-------|---------|---------|
|----------------|-------|---------|---------|

**VARIABLE / TEMPORARY**

**Range 1**

|                              |           |      |  |
|------------------------------|-----------|------|--|
| Intern – High School Student | Temporary | 8.25 |  |
|------------------------------|-----------|------|--|

**Range 2**

|                     |          |      |       |
|---------------------|----------|------|-------|
| Party Attendant     | Variable | 9.00 | 11.25 |
| Snack Bar Attendant | Variable |      |       |

**Range 3**

|                                |           |       |       |
|--------------------------------|-----------|-------|-------|
| Athletics Assistant            | Variable  | 10.00 | 12.50 |
| Events Assistant – Variable    | Variable  |       |       |
| Facility Attendant             | Variable  |       |       |
| Intern – Undergraduate Student | Temporary |       |       |
| Lifeguard – Variable           | Variable  |       |       |
| Snack Bar Operator             | Variable  |       |       |
| Summer Camp Leader             | Temporary |       |       |
| Temporary Worker               | Temporary |       |       |

**Range 4**

|                       |          |       |       |
|-----------------------|----------|-------|-------|
| School Crossing Guard | Variable | 12.25 | 15.31 |
| Bus Driver            | Variable |       |       |

**Range 5**

|                           |           |       |  |
|---------------------------|-----------|-------|--|
| Intern – Graduate Student | Temporary | 12.50 |  |
|---------------------------|-----------|-------|--|

**Range 6**

|                                   |           |   |  |
|-----------------------------------|-----------|---|--|
| Temporary / Non-Budgeted Employee | Temporary | Range Determined Based on Existing Position Placement In Pay Plan |  |
|-----------------------------------|-----------|---|--|

Note: Any position in a Regular (Represented, Professional/Technical or Operational Manager) and Non-Budgeted Temporary Position can be classified in the Variable or Temporary Category upon organizational need to complete special projects/assignments as approved by City Administration.

**Reserve School Resource Officer (SRO)**

**Range 1**

|                                       |     |       |  |
|---------------------------------------|-----|-------|--|
| Reserve School Resource Officer (SRO) | SRO | 22.60 |  |
|---------------------------------------|-----|-------|--|

| CLASSIFICATION                          | GROUP | MINIMUM            | MAXIMUM            |
|---|-------|--------------------|--------------------|
| <b><u>Range 11</u></b>                  |       |                    |                    |
| Courier                                 | CWA   | 12.24<br>25,459.20 | 17.89<br>37,211.20 |
| Custodian                               | CWA   |                    |                    |
| Event Assistant                         | CWA   |                    |                    |
| Grounds Maintenance Worker              | CWA   |                    |                    |
| Library Security Guard                  | CWA   |                    |                    |
| Lifeguard                               | CWA   |                    |                    |
| Office Assistant                        | CWA   |                    |                    |
| Pro Shop Clerk                          | CWA   |                    |                    |
| Recreation Leader I                     | CWA   |                    |                    |
| Service Worker                          | CWA   |                    |                    |
| <b><u>Range 12</u></b>                  |       |                    |                    |
| Library Assistant                       | CWA   | 12.89<br>26,811.20 | 18.77<br>39,041.60 |
| Office Specialist                       | CWA   |                    |                    |
| Solid Waste Service Specialist          | CWA   |                    |                    |
| <b><u>Range 13</u></b>                  |       |                    |                    |
| Accounting Clerk                        | CWA   | 13.54<br>28,163.20 | 19.71<br>40,996.80 |
| Box Office Coordinator                  | CWA   |                    |                    |
| Bus Driver                              | CWA   |                    |                    |
| Recreation Office Coordinator           | CWA   |                    |                    |
| Reclaimed Distribution Tech. Trainee    | CWA   |                    |                    |
| Streets & Stormwater Technician Trainee | CWA   |                    |                    |
| Technical Equipment Operator Trainee    | CWA   |                    |                    |
| Wastewater Collection Tech. Trainee     | CWA   |                    |                    |
| <b><u>Range 14</u></b>                  |       |                    |                    |
| Production Assistant                    | CWA   | 14.21<br>29,556.80 | 20.71<br>43,076.80 |
| Recreation Leader II                    | CWA   |                    |                    |
| Technical Assistant                     | CWA   |                    |                    |
| <b><u>Range 15</u></b>                  |       |                    |                    |
| Arborist I                              | CWA   | 14.92<br>31,033.60 | 21.75<br>45,240.00 |
| Business Tax Technician                 | CWA   |                    |                    |
| Fleet Inventory Specialist              | CWA   |                    |                    |
| Irrigation Technician                   | CWA   |                    |                    |
| Permit Technician                       | CWA   |                    |                    |
| Property & Evidence Specialist          | CWA   |                    |                    |
| Reclaimed Distribution Technician I     | CWA   |                    |                    |
| Streets & Stormwater Technician I       | CWA   |                    |                    |
| Technical Equipment Operator I          | CWA   |                    |                    |
| Tradesworker I                          | CWA   |                    |                    |
| Treatment Plant Operator Trainee        | CWA   |                    |                    |
| Wastewater Collection Technician I      | CWA   |                    |                    |
| <b><u>Range 16</u></b>                  |       |                    |                    |
|   |       | 15.67              | 22.84              |

| CLASSIFICATION                          | GROUP | MINIMUM   | MAXIMUM   |
|---|-------|-----------|-----------|
| Arborist II                             | CWA   | 32,593.60 | 47,507.20 |
| Athletics Program Specialist            | CWA   |           |           |
| Horticulture Technician                 | CWA   |           |           |
| Nature Program Specialist               | CWA   |           |           |
| Recreation System Specialist            | CWA   |           |           |
| Seniors Program Specialist              | CWA   |           |           |
| Solid Waste Driver I                    | CWA   |           |           |
| Spray Technician                        | CWA   |           |           |
| <b>Range 17</b>                         |       | 16.45     | 23.96     |
| Board Support Specialist                | CWA   | 34,216.00 | 49,836.80 |
| Graphics Assistant                      | CWA   |           |           |
| Reclaimed Distribution Technician II    | CWA   |           |           |
| Solid Waste Driver II                   | CWA   |           |           |
| Streets & Stormwater Technician II      | CWA   |           |           |
| Technical Equipment Operator II         | CWA   |           |           |
| Wastewater Collection Technician II     | CWA   |           |           |
| <b>Range 18</b>                         |       | 17.29     | 25.15     |
| Biosolids Operator                      | CWA   | 35,963.20 | 52,312.00 |
| Fleet Technician I                      | CWA   |           |           |
| Grounds Equipment Mechanic              | CWA   |           |           |
| Inventory Control Coordinator           | CWA   |           |           |
| Laboratory Technician                   | CWA   |           |           |
| Multimedia Technician                   | CWA   |           |           |
| Reclaimed Distribution Technician, Sr.  | CWA   |           |           |
| Solid Waste Driver III                  | CWA   |           |           |
| Streets & Stormwater Technician, Sr.    | CWA   |           |           |
| Technical Equipment Operator, Sr.       | CWA   |           |           |
| Telecommunicator                        | CWA   |           |           |
| Tradesworker II                         | CWA   |           |           |
| Traffic Sign & Marking Technician       | CWA   |           |           |
| Treatment Plant Operator C              | CWA   |           |           |
| Utilities Mechanic I                    | CWA   |           |           |
| Wastewater Collection Technician, Sr.   | CWA   |           |           |
| <b>Range 19</b>                         |       | 18.15     | 26.42     |
| Code Enforcement Officer                | CWA   | 37,752.00 | 54,953.60 |
| Engineering Technician I                | CWA   |           |           |
| Environmental Specialist I              | CWA   |           |           |
| <b>Range 20</b>                         |       | 19.05     | 27.73     |
| Aquatics Facility Coordinator           | CWA   | 39,624.00 | 57,678.40 |
| Code Compliance Officer                 | CWA   |           |           |
| Construction Inspector                  | CWA   |           |           |
| Construction Project Coordinator        | CWA   |           |           |
| Engineering Technician II               | CWA   |           |           |
| Facility Maintenance Coordinator        | CWA   |           |           |
| Fleet Technician II                     | CWA   |           |           |
| Streets & Stormwater Maint. Coordinator | CWA   |           |           |
| Treatment Plant Operator B              | CWA   |           |           |
| Utilities Mechanic II                   | CWA   |           |           |

| CLASSIFICATION                        | GROUP | MINIMUM   | MAXIMUM   |
|---------------------------------------|-------|-----------|-----------|
| <b>Range 21</b>                       |       | 19.99     | 29.12     |
| Engineering Technician III            | CWA   | 41,579.20 | 60,569.60 |
| Environmental Specialist II           | CWA   |           |           |
| Treatment Plant Operator A            | CWA   |           |           |
| Wastewater Instrumentation Technician | CWA   |           |           |
| Utilities Mechanic, III               | CWA   |           |           |
| <b>Range 22</b>                       |       | 20.99     | 30.59     |
| Building Inspector                    | CWA   | 43,659.20 | 63,627.20 |
| <b>Range 23</b>                       |       | 22.04     | 32.12     |
| Environmental Specialist, Sr.         | CWA   | 45,843.20 | 66,809.60 |

**POLICE BENEVOLENT ASSOCIATION (PBA)**

|                 |     |           |           |
|-----------------|-----|-----------|-----------|
| <b>Range 1</b>  |     | 22.60     | 34.40     |
| Police Officer  | PBA | 47,008.00 | 71,552.00 |
| <b>Range 2</b>  |     | 35.10     | 41.96     |
| Police Sergeant | PBA | 73,008.00 | 87,276.80 |

**POLICE BENEVOLENT ASSOCIATION (PBA) - SUPERVISORY UNIT**

|                   |           |           |            |
|-------------------|-----------|-----------|------------|
| Police Cadet      | Non-Union | 18.60     |            |
|                   |           | 36,688.00 |            |
| Police Lieutenant | PBA       | 41.69     | 49.27      |
|                   |           | 86,715.20 | 102,481.60 |

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF)**

|                         |        |           |           |
|-------------------------|--------|-----------|-----------|
| Firefighter / EMT       | IAFF   | 1,629.44  | 2,421.00  |
|                         | Draw*: | 42,326.88 | 62,888.64 |
| Firefighter / Paramedic | IAFF   | 1,872.15  | 2,785.58  |
|                         | Draw*  | 48,631.44 | 72,358.96 |
| Fire Lieutenant         | IAFF   | 2,542.86  | 2,953.75  |
|                         | Draw*  | 66,054.00 | 76,727.28 |

\*draw based on 2616 hours annually (draws require detailed calculation)

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) – SUPERVISORY UNIT**

|  |        |           |           |
|--|--------|-----------|-----------|
| Assistant Fire Chief (2080 Hours Annually) | IAFA   | 35.89     | 47.71     |
|  |        | 74,651.20 | 99,236.80 |
| District Fire Chief (*2616 hours annually) | IAFD   |           |           |
|  | Draw*: | 2,871.20  | 3,816.80  |
|  |        | 74,651.20 | 99,236.80 |



This Page Intentionally Left Blank.