## **RESOLUTION 15-28**

BE IT RESOLVED that the City hereby approves those certain recommendations prepared by Evergreen Solutions, LLC related to a proposed pay plan structure, position classifications and pay grade assignments for the City employees set forth therein, the implementation of which shall be phased in over a period up to two years, in substantially the form presented to the Council today, with such changes, insertions or omissions as may be approved by the City Manager, whose execution of such agreement shall be conclusive evidence of such approval.

THIS RESOLUTION shall be effective immediately upon passage.

PASSED in regular session this 11 day of December, 2014.

CITY OF PANAMA CITY BEACH

Gayle F. Oberst, Mayor

ATTEST:

Holly White, City Clerk

## **MEMORANDUM**

To:

City Council

From:

Mario Gisbert, City Manager

Subject:

**Salary Study** 

Date:

December 5, 2014

On October 15, 2014, the City Council directed staff to review and verify the Pay Plan Study presented by Evergreen Solutions, and to return to Council a recommendation for its approval and implementation.

Since that time, the Department Heads have reviewed their individual departments and identified inconsistencies and provided clarifications and recommendations related to additional class titles that better service the proposed or current department organizational structure. Evergreen has updated their file with all of the information that was discussed with Department Heads and verified any change with the market and internal equity. Attached is the updated pay plan structure, and listing of job classifications that resulted from that effort.

Staff recommends we adopt the Proposed Pay Grade Assignments, which are "Capped at Peer Average." (Please Note. Cap is for initial implementation, positive performance evaluations will provide for additional compensation opportunities.) Because the Pay Plan Study recommends some individual adjustments that are greater than 5%, staff further recommends these be phased in over 2 years.

In order to implement these new pay grade assignments, Staff will need to bring back to Council a Budget Amendment that accounts for the budget changes in the January meeting. The Budget Amendment will propose to make all adjustments and cap maximum adjustments to 5% or \$5,000 whichever is greater.

Upon implementation of this solution all staff will be equal with the average public sector market peers. During January and February we will start the evaluation process. The evaluations will provide opportunities for all employees and management to better understand their salary goals and performance objectives.

Option	BRING TO MIN		CURRENT RANGE PEN CAPPED AT MID		
Total Cost	\$	52,029.99	\$	427,387.45	
# Adj		36		161	
Avg Adj (\$)	\$	1,445.28	\$	2,654.58	
Avg Adj (%)		4.6%		6.8%	

Division	Recommended Title	Recommended Pay Grade	Proposed Grade Minimum	Proposed Grade Midpoint	Proposed Grade Maximum
Water Department	Accounts Payable & Receivable Specialist	27	\$13.60	\$18.02	\$22.44
Building and Planning	Administrative Aide - Licensing	29	\$14.99	\$19.86	\$24.73
Building and Planning	Administrative Aide - Planning	29	\$14.99	\$19,86	\$24.73
Police	Administrative Aide - Police	29	\$14.99	\$19.86	\$24.73
Public Works Administration	Administrative Alde - Public Works	29	\$14.99	\$19.86	\$24.73
Building and Planning	Administrative Support Specialist - Building Department	25	\$12.34	\$16.04	\$19.74
Recreation	Administrative Support Specialist - Recreation	25	\$12.34	\$16.04	\$19.74
Aquatic Center	Aquatics Lifeguard Crew Chief	27	\$13.60	\$18.02	\$22.44
Building and Planning	Assistant City Manager/CRA Engineer	47	\$36.06	\$48.68	\$61.31
	Beach & Aquatics Administration and Communications Supervisor	28	\$14.28	\$18.92	\$23.56
Aquatic Center					<del>                                     </del>
Aquatic Center	Beach & Aquatics Maintenance Worker I	24	\$11.75	\$15.27	\$18.80
Aquatic Center	Beach & Aquatics Maintenance Worker II	25	\$12.34	\$16.04	\$19.74
Aquatic Center	Beach & Aquatics Superintendent	36	\$21.09	\$27.94	\$34.79
Police	Beach and Surf Officer	28	\$14.28	\$18.92	\$23.56
Wastewater Treatment	Belt Press Operator	30	\$15.74	\$20.86	\$25.97
Building and Planning	Building & Planning Director	46	\$34.34	\$46.36	\$58.38
Building and Planning	Building Inspector	35	\$20.09	\$26.61	\$33.14
Building and Planning	Building Official	42	\$28.26	\$38.15	\$48.04
Public Works Administration	CAD Operator I	29	\$14.99	\$19.86	\$24.73
	CAD Operator II	31	\$16.53	\$21.90	\$27.27
Public Works Administration					
Administration	City Clerk	40	\$25.63	\$34.60	\$43.57
Public Works Administration	City Engineer/Utilities Director	48	\$37.85	\$51.10	\$64.35
Administration	City Manager	Council			
Building and Planning	Code Enforcement/Animal Control Officer	30	\$15.74	\$20.86	\$25.97
Police	Communications Officer	28	\$14.28	\$18.92	\$23.56
Police	Communications Supervisor	32	\$17.35	\$22.99	\$28.63
Public Works Administration	Cross Connection Control Technician I	29	\$14.99	\$19.86	\$24.73
Public Works Administration	Cross Connection Control Technician II	31	\$16.53	\$21.90	\$27.27
		22		+	+
Administration	Custodian		\$10.66	\$13.85	\$17.05
Water Department	Customer Service Representative I	25	\$12.34	\$16.04	\$19.74
Water Department	Customer Service Representative II	27	\$13.60	\$18.02	\$22.44
Fire	Deputy Fire Chief	43	\$29.67	\$40.05	\$50.44
Police	Deputy Police Chief	43	\$29.67	\$40.05	\$50.44
Wastewater Treatment	Electrician I	28	\$14.28	\$18.92	\$23.56
Wastewater Treatment	Electrician II	30	\$15.74	\$20.86	\$25.97
Public Works Administration	Engineer I	40	\$25.63	\$34.60	\$43.57
		44	\$31.15	\$42.06	\$52.96
Public Works Administration	Engineer II			+	
Fire	Engineer/EMT	27	\$13.60	\$18.02	\$22.44
Fire	Engineer/Paramedic	28	\$14.28	\$18.92	\$23.56
Underground Utilities	Equipment Maintenance Mechanic	33	\$18.23	\$24.15	\$30.07
Administration	Executive Assistant/Deputy City Clerk	35	\$20.09	\$26.61	\$33.14
Recreation	Facilities & Grounds Maintenance Worker	23	\$11.18	\$14.54	\$17.90
Recreation	Facilities & Special Events Coordinator	31	\$16.53	\$21.90	\$27.27
Public Works Administration	Field Inspector I	28	\$14.28	\$18.92	\$23.56
Public Works Administration	Field Inspector II	31	\$16.53	\$21.90	\$27.27
Public Works Administration	Field Inspector III	33	\$16.53	\$21.90	\$27.27
			<del></del>	+	
Administration	Finance Director	46	\$34.34	\$46.36	\$58.38
Fire	Fire Battallon Chief	38	\$23.25	\$30.81	\$38.37
Fire	Fire Captain	36	\$21.09	\$27.94	\$34.79
Fire	Fire Chief	46	\$34.34	\$46.36	\$58.38
Fire	Fire Inspector	40	\$25.63	\$34.60	\$43.57
Fire	Fire Lieutenant	32	\$17.35	\$22.99	\$28.63
Fire	Firefighter/EMT	25	\$12.34	\$16.04	\$19.74
Fire	Firefighter/Paramedic	26	\$12.95	\$17.16	\$21.37
Administration	Human Resources Analyst	30	\$15.74	\$20.86	\$25.97
	Human Resources Director	42	<del></del>	\$38.15	\$48.04
Administration		<del> </del>	\$28.26		<del></del>
Administration	Information Technology Analyst	35	\$20.09	\$26.61	\$33.14
Administration	Information Technology Director	43	\$29.67	\$40.05	\$50.44
Wastewater Treatment	Instrumentation & Controls Technician I	30	\$15.74	\$20.86	\$25.97
Wastewater Treatment	Instrumentation & Controls Technician II	33	\$18.23	\$24.15	\$30.07
Wastewater Treatment	Instrumentation & Controls Technician III	35	\$20.09	\$26.61	\$33.14
Police	Lead Beach and Surf Officer	29	\$14.99	\$19.86	\$24.73
Wastewater Treatment	Lift Station Mechanic A	29	\$14.99	\$19.86	\$24.73
Wastewater Treatment	Lift Station Mechanic B	28	\$14.28	\$18.92	\$23.56
Wastewater Treatment	Lift Station Mechanic C	26	\$12.95	\$17.16	\$21.37
Wastewater Treatment	Lift Station Mechanic Trainee	24	\$11.75	\$15.27	\$18.80
Wastewater Treatment		+		\$24.15	\$30.07
	Lift Station Supervisor	33	\$18.23		
Recreation	Maintenance Worker I	23	\$11.18	\$14.54	\$17.90
Recreation	Maintenance Worker II	25	\$12.34	\$16.04	\$19.74
Water Department	Meter Reader I	24	\$11.75	\$15.27	\$18.80
Water Department	Meter Reader II	26	\$12.95	\$17.16	\$21.37
Water Department	Meter Reset Technician	26	\$12.95	\$17.16	\$21.37
Underground Utilities	Meter Service Technician I	26	\$12.95	\$17.16	\$21.37
Underground Utilities	Meter Service Technician II	28	\$14.28	\$18.92	\$23.56
	Parks & Facilities Maintenance Crew Chief-Athletic Field Maintenance Division	<del> </del>	\$12.95	\$17.16	\$23.37
Recreation					
Recreation	Parks & Facilities Maintenance Crew Chief-Turf and Irrigation Division	27	\$13.60	\$18.02	\$22.44
Recreation	Parks & Facilities Maintenance Superintendent	36	\$21.09	\$27.94	\$34.79
Recreation	Parks & Facilities Maintenance Supervisor-Athletic Field Maintenance Divisio		\$14.99	\$19.86	\$24.73
Neorealion	Parks & Facilities Maintenance Supervisor-Turf and Irrigation Division	31	\$16.53	\$21.90	\$27.27
Recreation	Fairs & Facilities Maintenance Supervisor-run and irrigation Division				
	Parks & Recreation Director	44	\$31.15	\$42.06	\$52.96
Recreation			\$31.15 \$15.74	\$42.06 \$20.86	\$52.96 \$25.97
Recreation Recreation	Parks & Recreation Director	44			<del>-</del>

Building and Planning	n:	The August of the Control	1 24		445.07	440.00
Wasterwater   Pear Operations & La Supervisor   37   \$22.15   \$29.34   \$39.54   \$45.57   Pelice   Pelice   Pelice Coperal   46   \$35.34   \$46.36   \$55.33   \$31.60   \$45.57   Pelice   Pelice Coperal   34   \$45.35   \$55.33   \$35.35   \$55.33   \$35.35   \$25.35   \$35.37   Pelice   Pelice Coperal   34   \$45.35   \$25.35   \$35.37   Pelice   Pelice Coperal   34   \$35.33   \$25.35   \$35.37   Pelice   Pelice Coperal   34   \$35.33   \$25.35   \$35.35   \$35.37   Pelice   Pelice Coperal   38   \$35.35   \$25.35   \$35.35   \$35.35   \$35.37   Pelice   Pelice Coperal   38   \$23.25   \$30.81   \$35.37   Pelice   Pelice Coperal   39   \$22.00   \$22.0	Pier Pier	Pier Attendant Crew Chief	24	\$11.75	\$15.27	\$18.80
Police Carplain Police College Police Police College Police College Police College Police College Police Police College Police						
Police Police Copyonal Police Copyonal 94 1310.3 929.35 133.57 Police Police Copyonal 94 1310.3 929.35 133.57 Police Police Copyonal 94 1310.3 929.35 133.57 Police Police Copyonal 93 131.57 Police Police Copyonal 93 131.57 Police Police Leuternart 98 132.25 130.81 138.37 Police 99 132.25 130.81 138.37 Police Police Police 99 132.25 130.81 138.37 Police Police Police 99 132.25 Police 99 132						
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Police   Police Lieutement			<del></del>	+		
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Police						
Police	Police	Police Lieutenant				
Police Police Sergent	Police		38	\$23.25	\$30.81	\$38.37
Police Sergent   Series   Se	Police	Police Lieutenant	38	\$23.25		\$38.37
Public Works Administration	Police	Police Officer	32	\$17.35	\$22.99	\$28.63
Administration         Reception of Architect Supervisor         31         \$15.83         \$15.27         \$18.80           Recreation         Recreation Alchitect Supervisor         31         \$15.63         \$21.90         \$27.27           Recreation         Recreation Coordinator         27         \$13.80         \$15.73         \$22.98         \$28.63           Free B         Recreation Coordinator         27         \$13.80         \$18.02         \$22.44           Street         Recreation Coordinator         27         \$13.60         \$18.02         \$22.97           Building and Planning         Senior Administrative Support Specialist I. Building Department         29         \$13.60         \$18.02         \$22.44           Administration         Senior Administrative Support Specialist I. Civil Service         27         \$13.60         \$18.02         \$22.44           Stormetter         Senior Administrative Support Specialist I. Civil Service         27         \$13.60         \$18.02         \$22.44           Stormetter         Senior Street Maintenance Worker         28         \$14.28         \$18.92         \$22.44           Stormetter         Senior Street Maintenance Worker B         27         \$15.30         \$18.02         \$22.44           Stormetter         Stormetter Mainte	Police	Police Sergeant	36	\$21.09	\$27.94	\$34.79
Recreation   Rec	Public Works Administration	Public Works Director	48	\$37.85	\$51.10	\$64.35
Recreation   Recreation Administration Supervisor   32   \$17.35   \$22.99   \$28.85	Administration	Receptionist	24	\$11.75	\$15.27	\$18.80
Recreation   Recreation Coordinator   27   \$13.860   \$15.02   \$22.44	Recreation	Recreation & Athletics Supervisor	31	\$16.53	\$21.90	\$27.27
Recreation   Recreation Coordinator   27   \$13.860   \$15.02   \$22.44	Recreation	Recreation Administration Supervisor	32	\$17.35	\$22.99	\$28.63
Seret   Roudside Maintenance Foreman   30   \$15.74   \$20.86   \$25.97	Recreation					
Building and Planning						
Administration         Senior Administrative Support Spealist - Civil Senice         27         \$13,60         \$18,02         \$22,44           Billaling and Planning         Senior Street Maintenance Worker         28         \$14,28         \$18,92         \$23,56           Stormwater         Stormwater Maintenance Worker A         29         \$14,69         \$19,86         \$22,47           Stormwater         Stormwater Maintenance Worker B         27         \$13,80         \$18,02         \$22,44           Stormwater         Stormwater Maintenance Worker G         29         \$14,93         \$16,04         \$21,73           Stormwater         Stormwater Maintenance Worker Trainee         24         \$11,75         \$15,527         \$18,80           Stormwater         Stormwater Supprisor         33         \$18,23         \$24,15         \$30,07           Street         Street Maintenance Worker Trainee         24         \$11,75         \$15,527         \$18,80           Street         Street Maintenance Worker Trainee         24         \$11,75         \$15,527         \$18,80           Street         Street Maintenance Worker Trainee         24         \$11,75         \$15,27         \$18,80           Street         Street Maintenance Worker Trainee         24         \$11,75		<u> </u>		<del></del>		
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Stormwater   Stormwater Maintenance Worker B   27   \$13.80   \$18.92   \$22.44				<del></del>		
Stormwater   Stormwater Maintenance Worker C   25   \$12.34   \$16.04   \$19.74   \$150rmwater Maintenance Worker C   25   \$12.34   \$16.04   \$19.74   \$150rmwater Maintenance Worker Trainee   24   \$11.75   \$15.27   \$18.80   \$150rmwater   \$150rmwater Maintenance Worker Trainee   24   \$11.75   \$15.27   \$18.80   \$150rmwater   \$150rmwater Supervisor   33   \$18.23   \$24.15   \$30.07   \$150rmwater   \$150rmwater Supervisor   25   \$12.34   \$16.04   \$19.74   \$15.27   \$18.80   \$150rmwater   \$150rmwate						
Stormwater   Stormwater Maintenance Worker C   25   \$12.34   \$15.04   \$19.74		<del></del>				
Stormwater   Stormwater Maintenance Worker Trainee   24   \$11.75   \$15.27   \$18.80						
Stormwater   Stormwater Supervisor   33   \$18.23   \$24.15   \$30.07						
Street   Street Maintenance Worker   25   \$12.34   \$16.04   \$11.75   \$15.27   \$18.80				+		
Street						
Street				+		
Police   Supply Clerk/Impound Clerk   \$19.74   \$16.04   \$19.74   \$10.04   \$19.74   \$10.04   \$19.74   \$10.04   \$19.74   \$10.04   \$10.07   \$10.00						
Underground Utilities   Underground Utilities Foreman   33   \$18.23   \$24.15   \$30.07   Underground Utilities   Underground Utilities Locator   26   \$12.95   \$17.16   \$22.37   Underground Utilities   Underground Utilities Locator   28   \$14.28   \$18.92   \$23.56   Underground Utilities   Underground Utilities Superintendent   39   \$24.41   \$32.34   \$40.27   Underground Utilities   Underground Utilities Superintendent   25   \$12.34   \$16.04   \$19.74   Underground Utilities   Utilities Service Worker   26   \$12.95   \$17.16   \$21.37   Underground Utilities   Utilities Service Worker   26   \$12.95   \$17.16   \$21.37   Underground Utilities   Utilities Service Worker   28   \$14.28   \$18.92   \$22.44   Underground Utilities   Utilities Service Worker   29   \$14.99   \$19.86   \$24.73   Underground Utilities   Utilities Service Worker   29   \$14.99   \$19.86   \$24.73   Underground Utilities   Utilities Service Worker   30   \$15.74   \$20.86   \$25.97   Water Department   Utilities Service Worker   30   \$15.74   \$20.86   \$25.97   Water Department   Utility Billing Supervisor   37   \$22.15   \$29.34   \$36.54   Wastewater Treatment   Wastewater Facility Maintenance Supervisor   33   \$18.23   \$24.15   \$30.07   Wastewater Treatment   Wastewater Facility Maintenance Worker   26   \$12.95   \$17.16   \$21.37   Wastewater Treatment   Wastewater Facility Maintenance Worker   27   \$13.60   \$18.02   \$22.44   Wastewater Treatment   Wastewater Facility Maintenance Worker   27   \$13.60   \$18.02   \$22.44   Wastewater Treatment   Wastewater Facility Maintenance Worker   27   \$13.60   \$18.02   \$22.44   Wastewater Treatment   Wastewater Facility Maintenance Worker   27   \$13.60   \$18.02   \$22.44   Wastewater Treatment   Wastewater Facility Maintenance Worker   32   \$17.35   \$18.29   \$23.56   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$22.99   \$28.63   Wastewater Treatment   Wastewater Plant Operator G   \$29   \$14.99   \$19.86   \$24.73   Wastewater Treatment   Wastewater Plant Operator G   \$29   \$14.99   \$19.86   \$24.73   W	Street		_			
Underground Utilities   Underground Utilities Locator	Police	Supply Clerk/Impound Clerk	25	\$12.34	\$16.04	\$19.74
Underground Utilities   Underground Utilities Superintendent   28   \$14.28   \$18.92   \$23.56   Underground Utilities   Underground Utilities Superintendent   39   \$24.41   \$32.34   \$40.27   Underground Utilities   Utilities Service Worker   25   \$12.34   \$16.04   \$19.74   Underground Utilities   Utilities Service Worker   26   \$12.95   \$17.16   \$21.37   Underground Utilities   Utilities Service Worker   27   \$13.60   \$18.02   \$22.44   Underground Utilities   Utilities Service Worker   28   \$14.28   \$18.92   \$23.56   Underground Utilities   Utilities Service Worker   28   \$14.28   \$18.92   \$23.56   Underground Utilities   Utilities Service Worker   29   \$14.99   \$19.86   \$24.73   Underground Utilities   Utilities Service Worker   30   \$15.74   \$20.86   \$25.97   Water Department   Utility Billing Supervisor   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utilities Service Worker   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utilities Service Worker   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utility Service Worker   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utility Service Worker   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utility Service Worker   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utility Service Worker   37   \$22.15   \$22.34   \$36.54   Underground Utilities   Utility Service Worker   38   \$18.23   \$24.15   \$30.07   Wastewater Freatment   Wastewater Facility Maintenance Supervisor   38   \$18.23   \$24.15   \$30.07   Wastewater Freatment   Wastewater Facility Maintenance Worker   26   \$12.95   \$17.16   \$22.37   Wastewater Treatment   Wastewater Facility Maintenance Worker   18   27   \$13.60   \$18.02   \$22.44   Wastewater Treatment   Wastewater Facility Maintenance Worker   18   28   \$14.28   \$18.92   \$23.56   Wastewater Freatment   Wastewater Facility Maintenance Worker   18   28   \$14.28   \$18.92   \$22.95   \$28.63   Wastewater Freatment   Wastewater Plant Operator A   32   \$17.35   \$22.99   \$28.63   Wastewater Freatment   Wastew		Underground Utilities Foreman	33	\$18.23	\$24.15	\$30.07
Underground Utilities   Uniderground Utilities Service Worker I   25   \$12.34   \$16.04   \$19.74   Underground Utilities   Utilities Service Worker II   26   \$12.95   \$17.16   \$22.37   Underground Utilities   Utilities Service Worker II   27   \$13.60   \$18.02   \$22.44   Underground Utilities   Utilities Service Worker II   27   \$13.60   \$18.02   \$22.44   Underground Utilities   Utilities Service Worker IV   28   \$14.28   \$18.92   \$23.56   Underground Utilities   Utilities Service Worker V   29   \$14.99   \$19.86   \$24.73   Underground Utilities   Utilities Service Worker V   29   \$14.99   \$19.86   \$25.97   Water Department   Utility Billing Supervisor   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utilities Service Worker V   30   \$15.74   \$20.86   \$25.97   Water Department   Utility Billing Supervisor   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utilities Service Worker Trainee   24   \$11.75   \$15.27   \$18.80   Wastewater Treatment   Wastewater Facility Maintenance Supervisor   33   \$18.23   \$24.15   \$30.07   Wastewater Treatment   Wastewater Facility Maintenance Worker I   26   \$12.95   \$17.16   \$21.37   Wastewater Treatment   Wastewater Facility Maintenance Worker II   27   \$13.60   \$18.02   \$22.44   Wastewater Treatment   Wastewater Facility Maintenance Worker II   28   \$14.28   \$18.92   \$23.56   Wastewater Treatment   Wastewater Facility Maintenance Worker II   28   \$14.28   \$18.92   \$23.56   Wastewater Treatment   Wastewater Pacility Maintenance Worker II   28   \$14.28   \$18.92   \$23.56   Wastewater Treatment   Wastewater Pacility Maintenance Worker II   28   \$14.28   \$18.92   \$23.56   Wastewater Treatment   Wastewater Pacility Maintenance Worker II   28   \$14.28   \$18.92   \$23.56   Wastewater Treatment   Wastewater Pacility Maintenance Worker II   29   \$14.99   \$19.86   \$24.73   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$22.99   \$28.63   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$22.99   \$28.63   Wastewater Treatment   Wastewater P	Underground Utilities	Underground Utilities Locator I	26	\$12.95	\$17.16	\$21.37
Underground Utilities   Utilities Service Worker   25   \$12.34   \$16.04   \$19.74   Underground Utilities   Utilities Service Worker II   26   \$12.95   \$17.16   \$21.37   Underground Utilities   Utilities Service Worker II   27   \$13.60   \$18.02   \$22.44   Underground Utilities   Utilities Service Worker IV   28   \$14.28   \$18.92   \$23.56   Underground Utilities   Utilities Service Worker IV   28   \$14.99   \$19.86   \$24.73   Underground Utilities   Utilities Service Worker V   29   \$14.99   \$19.86   \$24.73   Underground Utilities   Utilities Service Worker V   29   \$14.99   \$19.86   \$22.97   Water Department   Utility Billing Supervisor   37   \$22.15   \$29.34   \$36.54   Underground Utilities   Utility Service Worker Trainee   24   \$11.75   \$15.27   \$18.80   Wastewater Treatment   Wastewater Facility Maintenance Supervisor   33   \$18.23   \$24.15   \$30.07   Wastewater Treatment   Wastewater Facility Maintenance Worker I   26   \$12.95   \$17.16   \$21.37   Wastewater Treatment   Wastewater Facility Maintenance Worker II   27   \$13.60   \$18.02   \$22.44   Wastewater Treatment   Wastewater Facility Maintenance Worker II   28   \$14.28   \$18.92   \$23.56   Wastewater Treatment   Wastewater Facility Maintenance Worker II   28   \$14.28   \$18.92   \$23.56   Wastewater Treatment   Wastewater Facility Maintenance Worker III   28   \$14.28   \$18.92   \$23.56   Wastewater Treatment   Wastewater Facility Maintenance Worker Trainee   24   \$11.75   \$15.27   \$18.80   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$22.99   \$28.63   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$22.99   \$28.63   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$22.99   \$28.63   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$19.80   \$24.73   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$22.99   \$28.63   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$19.80   \$43.57   Wastewater Treatment   Wastewater Plant Operator A   32   \$17.35   \$2	Underground Utilities	Underground Utilities Locator II	28	\$14.28	\$18.92	\$23.56
Underground Utilities   Utilities Service Worker II	Underground Utilities	Underground Utilities Superintendent	39	\$24.41	\$32.34	\$40.27
Underground Utilities         Utilities Service Worker III         27         \$13.60         \$18.02         \$22.44           Underground Utilities         Utilities Service Worker V         28         \$14.28         \$18.92         \$23.56           Underground Utilities         Utilities Service Worker V         29         \$14.99         \$19.86         \$25.97           Water Department         Utility Billing Supervisor         30         \$15.74         \$20.86         \$25.97           Waster Department         Utility Service Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Seality Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Seality Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Facility Maintenance Worker I         26         \$12.95         \$17.16         \$21.37           Wastewater Treatment         Wastewater Facility Maintenance Worker III         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Trea	Underground Utilities	Utilities Service Worker I	25	\$12.34	\$16.04	\$19.74
Underground Utilities         Utilities Service Worker III         27         \$13.60         \$18.02         \$22.44           Underground Utilities         Utilities Service Worker V         28         \$14.28         \$18.92         \$23.56           Underground Utilities         Utilities Service Worker V         29         \$14.99         \$19.86         \$25.97           Water Department         Utility Billing Supervisor         30         \$15.74         \$20.86         \$25.97           Waster Department         Utility Service Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Seality Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Seality Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Facility Maintenance Worker I         26         \$12.95         \$17.16         \$21.37           Wastewater Treatment         Wastewater Facility Maintenance Worker III         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Trea	Underground Utilities	Utilities Service Worker II	26	\$12.95	\$17.16	\$21.37
Underground Utilities         Utilities Service Worker IV         28         \$14.28         \$18.92         \$23.56           Underground Utilities         Utilities Service Worker V         29         \$14.99         \$19.86         \$24.73           Underground Utilities         Utilities Service Worker VI         30         \$15.74         \$20.86         \$25.97           Water Department         Utility Billing Supervisor         37         \$22.15         \$29.34         \$36.54           Underground Utilities         Utility Service Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Facility Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Facility Maintenance Worker II         26         \$12.95         \$17.16         \$21.37           Wastewater Treatment         Wastewater Facility Maintenance Worker III         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Flacility Maintenance Worker II						
Underground Utilities         Utilities Service Worker V         29         \$14.99         \$19.86         \$24.73           Underground Utilities         Utilities Service Worker VI         30         \$15.74         \$20.86         \$25.97           Water Department         Utility Service Worker VI         37         \$22.15         \$29.34         \$36.54           Underground Utilities         Utility Service Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Greatlity Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Facility Maintenance Worker I         26         \$12.95         \$17.16         \$21.37           Wastewater Treatment         Wastewater Acallity Maintenance Worker II         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Facility Maintenance Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Operator B         31         \$16.53         \$21.99         \$28.63           Wastewa						
Underground Utilities         Utilities Service Worker VI         30         \$15.74         \$20.86         \$25.97           Water Department         Utility Billing Supervisor         37         \$22.15         \$29.34         \$36.54           Underground Utilities         Utility Service Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Facility Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Facility Maintenance Worker I         26         \$12.95         \$17.16         \$21.37           Wastewater Treatment         Wastewater Acade Facility Maintenance Worker II         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Gallity Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Wastewater Treatment         Wastewater Plant Operator B         31         \$16.53         \$21.90         \$27.27           Wastewater Treatment         Wastewater Plant Operator G         29         \$14.99         \$19.86         \$24.73           Wastewater Plant Oper						
Water Department         Utility Billing Supervisor         37         \$22.15         \$29.34         \$36.54           Underground Utilities         Utility Service Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Facility Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Facility Maintenance Worker I         26         \$12.95         \$17.16         \$21.34           Wastewater Treatment         Wastewater Facility Maintenance Worker II         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Practility Maintenance Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Practility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Practility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Practility Maintenance Worker III         28         \$17.35         \$22.99 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td></t<>						
Underground Utilities         Utility Service Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Facility Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Facility Maintenance Worker I         26         \$12.95         \$17.16         \$21.37           Wastewater Treatment         Wastewater Facility Maintenance Worker II         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Facility Maintenance Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Wastewater Treatment         Wastewater Plant Operator G         29         \$14.99         \$19.86         \$24.73           Wastewater Treatment         Wastewater Plant Operator G         29         \$14.99         \$19.86         \$24.73           Wastewater Treatment         Wastewater Plant Operator G         29         \$14.99         \$19.86         \$24.73           Was			_	<del>-</del>		
Wastewater Treatment         Wastewater Facility Maintenance Supervisor         33         \$18.23         \$24.15         \$30.07           Wastewater Treatment         Wastewater Facility Maintenance Worker I         26         \$12.95         \$17.16         \$21.37           Wastewater Treatment         Wastewater Facility Maintenance Worker III         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Facility Maintenance Worker III         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Wastewater Treatment         Wastewater Plant Operator B         31         \$16.53         \$21.90         \$27.27           Wastewater Treatment         Wastewater Plant Operator C         29         \$14.99         \$19.86         \$24.73           Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plant Operator B	<del></del>					
Wastewater Treatment         Wastewater Facility Maintenance Worker I         26         \$12.95         \$17.16         \$21.37           Wastewater Treatment         Wastewater Facility Maintenance Worker II         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Facility Maintenance Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Wastewater Treatment         Wastewater Plant Operator B         31         \$16.53         \$21.90         \$27.27           Wastewater Treatment         Wastewater Plant Operator C         29         \$14.99         \$19.86         \$24.73           Wastewater Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Plant Superintendent         40         \$25.63         \$34.60         \$43.57           Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plant Operator B         30         \$15.74         \$20.86         \$25.97						
Wastewater Treatment         Wastewater Facility Maintenance Worker II         27         \$13.60         \$18.02         \$22.44           Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Facility Maintenance Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Wastewater Treatment         Wastewater Plant Operator B         31         \$16.53         \$21.90         \$27.27           Wastewater Treatment         Wastewater Plant Operator C         29         \$14.99         \$19.86         \$24.73           Wastewater Treatment         Wastewater Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Plants         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator C				_		
Wastewater Treatment         Wastewater Facility Maintenance Worker III         28         \$14.28         \$18.92         \$23.56           Wastewater Treatment         Wastewater Facility Maintenance Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Wastewater Plant Operator B         31         \$16.53         \$21.90         \$27.27           Wastewater Treatment         Wastewater Plant Operator C         29         \$14.99         \$19.86         \$24.73           Wastewater Treatment         Wastewater Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Plants         Wastewater Plant Superintendent         40         \$25.63         \$34.60         \$43.57           Water Plants         Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plant Operator C         29         \$14.99         \$19.86         \$24.73 <t< td=""><td></td><td></td><td></td><td><del></del></td><td><del></del></td><td></td></t<>				<del></del>	<del></del>	
Wastewater Treatment         Wastewater Facility Maintenance Worker Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Wastewater Treatment         Wastewater Plant Operator B         31         \$16.53         \$21.90         \$27.27           Wastewater Treatment         Wastewater Plant Operator C         29         \$14.99         \$19.86         \$22.73           Wastewater Treatment         Wastewater Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Superintendent         40         \$25.63         \$34.60         \$43.57           Water Plants         Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plant Operator G         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27						
Wastewater Treatment         Wastewater Plant Operator A         32         \$17.35         \$22.99         \$28.63           Wastewater Treatment         Wastewater Plant Operator B         31         \$16.53         \$21.90         \$27.27           Wastewater Treatment         Wastewater Plant Operator C         29         \$14.99         \$19.86         \$24.73           Wastewater Treatment         Wastewater Plant Operator Trainee         24         \$11.75         \$15.27         \$18.20           Wastewater Treatment         Wastewater Plant Superintendent         40         \$25.63         \$34.60         \$43.57           Water Plants         Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37						<del> </del>
Wastewater Treatment         Wastewater Plant Operator B         31         \$16.53         \$21.90         \$27.27           Wastewater Treatment         Wastewater Plant Operator C         29         \$14.99         \$19.86         \$24.73           Wastewater Treatment         Wastewater Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Superintendent         40         \$25.63         \$34.60         \$43.57           Water Plants         Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.63           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37					<del>-</del>	<u> </u>
Wastewater Treatment         Wastewater Plant Operator C         29         \$14.99         \$19.86         \$24.73           Wastewater Treatment         Wastewater Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Superintendent         40         \$25.63         \$34.60         \$43.57           Water Plants         Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37		<del></del>				
Wastewater Treatment         Wastewater Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Wastewater Treatment         Wastewater Plant Superintendent         40         \$25.63         \$34.60         \$43.57           Water Plants         Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$25.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37					<del>}</del>	
Wastewater Treatment         Wastewater Plant Superintendent         40         \$25.63         \$34.60         \$43.57           Water Plants         Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37		<u> </u>			+	
Water Plants         Water Plant Operator A         32         \$17.35         \$22.99         \$28.63           Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37	Wastewater Treatment					
Water Plants         Water Plant Operator B         30         \$15.74         \$20.86         \$25.97           Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37	Wastewater Treatment	Wastewater Plant Superintendent	40	\$25.63	\$34.60	\$43.57
Water Plants         Water Plant Operator C         29         \$14.99         \$19.86         \$24.73           Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37	Water Plants	Water Plant Operator A	32	\$17.35	\$22.99	\$28.63
Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37	Water Plants	Water Plant Operator B	30	\$15.74	\$20.86	\$25.97
Water Plants         Water Plant Operator Trainee         24         \$11.75         \$15.27         \$18.80           Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37	Water Plants	Water Plant Operator C	29	\$14.99	\$19.86	\$24.73
Water Plants         Water Plant Superintendent         38         \$23.25         \$30.81         \$38.37						
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	Police	Police Network Engineer/Forensic Investigator	35	\$20.09	\$26.61	\$33.14