



FY2006–07 SALARY SCHEDULE

The City Council has approved the Fiscal Year 2006/2007 budget, which includes funding for next year's step increases, performance pay and forecast (ATB) increases for all pay plans. The budget also includes funding for market increases to specific classifications. The compensation plan for FY 2006/2007 will be implemented at the beginning of pay period 21 (September 30, 2006). The forecast and market increases for those eligible employees will be effective the beginning of pay period 21.

Pay increases for the forecast, market and performance pay will be included in the first paycheck of FY 2006/2007. The payday for this check will be October 20, 2006, the second paycheck in October.

Following are the general guidelines and information on the implementation of salary increases for this year. Salary increases for this year will be limited in general to no more than 7.5% for general employees and 11.5% for Civil Service employees based on a combination of market increases, forecast, performance pay, or step increases. There will be some exceptions. These exceptions will be detailed in the information below. This information needs to be shared with staff responsible for completing the appropriate paperwork.

I. Non-exempt Employee Step Plan (Non-Civil Service)

- All non-exempt employees will receive a 2.5% forecast increase on pay period 21. This forecast increase will be applied as an across the board increase and will be done automatically, unless an exception is made by a department director.
- No employee will be permitted to receive more than a 7.5% salary increase based on either the forecast and a market or a step increase. If an employee receives a market increase at the beginning of this fiscal year (pay period 21), the employee will not be eligible to receive a step increase until the employee's anniversary date in the next fiscal year. Employees in this category will have this limitation stated on their PRD.
- Employees who have their anniversary dates during pay period 21 (September 30 – October 13) and who do not receive a market increase will be eligible for a step increase beginning pay period 21 (September 30). Non-exempt employees will be limited to one step increase. The amount of the step increase will be either 2.5% or 5% depending on what step the employee will move to. No employee will be permitted to exceed the top step (L) of the range.

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- The only exception to the one-step requirement is for non-exempt employees who are currently at the “A” step and who are not eligible for a market increase. These employees will be eligible for more than a one-step increase during FY 2006/2007 on their scheduled anniversary dates. Once the employee reaches the “C” step, the employee will not be eligible for another step increase until the next fiscal year.
- Non-exempt employees who are currently on the “A” step as of September 30, 2006, and who also receive a market increase will have their anniversary date moved to April 1, 2007. These employees will then be allowed to move to the “B” step in April if rated at least “Good Solid Performance”. This will prevent an employee on the “A” step who also receives a market increase from exceeding the 7.5% salary limitation by any more than 2.5%. Employees who receive a market increase and are currently at the “B” step will be allowed to move to step “C” on their normal anniversary date in FY 2006/2007. Employees eligible for this type of step movement will be identified on their PRDs.
- Employees currently at or above the “L” step and who do not receive a market increase will be eligible for a lump-sum performance bonus on their anniversary date. Employees in this situation must receive at least “Good Solid Performance” (2.5 – 3.5) rating on their annual performance review to receive a 1% performance bonus. The bonus will be paid at the end of the appropriate pay period associated with the employee’s anniversary date. The bonus will not be added to base pay.
- Individuals with anniversary dates other than October 1st who do not receive a market increase will be eligible for a step increase based on their normal anniversary date. The 7.5% limitation on salary increases based on the forecast and either the market increase or step increase will apply throughout the year

II. Exempt Employee Pay Plan (Non-Civil Service)

- Exempt employees will receive a 2.5% forecast increase on pay period 21. This forecast increase will be applied as an across the board increase and will be done automatically, unless an exception is made by a department director.
- No employee will be permitted to receive a salary increase greater than 7.5% based on the forecast increase and either a performance pay or market increase.
- Exempt employees categorized as iAî through iGî key codes and appointed officials will be eligible for the forecast increase and market or performance pay increase beginning pay period 21 (September 30, 2006).
- The performance pay increase will be based on the rating received on the annual performance evaluation. Rating of at least iGood Solid Performanceî (2.5 – 3.5) will receive a 2% merit increase; rating of “Superior” (3.6 – 4.4) or “Distinguished” (4.6 – 5.0) will receive a 4% merit increase. Employees who receive a market increase will not be eligible for a performance pay increase. PRDs for exempt employees will be sent to depart-

ments no later than Monday, October 9, 2006.

- Information related to performance increases for exempt employees who were hired after October 1, 2005; are currently in a probationary status; have had an extended absence during the evaluation period; have had their initial probationary period extended; or who are currently on disciplinary probation can be found in the Personnel Rules and Regulations, Pay section, page 8 or on the intranet at <http://www.cfwnet.org/hr/prr/pay.asp#prde>.
- No employee will be permitted to receive salary increases that result in the employee's pay exceeding the top of the range.

II. Market Increases [Exempt and Non-Exempt Employees (non-Civil Service)]

- [Market increases](#) to specific classifications will be made effective September 30, 2006. Classifications will receive either a 5% or 10% market increase as appropriate. Employees in classifications receiving a 10% market increase will be limited to a 5% increase in pay. The forecast increase of 2.5% and the maximum market increase of 5% will equal the 7.5% maximum salary increase any one employee may receive. The only exception to this limitation will be for employees who are below the minimum of the salary range after receiving a 7.5% increase. These employees will be brought to the new entry level.
- Market increases will be made by changing the classification's pay grade to a new grade level. Employees will maintain their relative position in the new pay grade. A list of all classifications receiving market increases is currently listed on the HR web site.
- **Human Resources will make the appropriate changes to implement the 2.5% forecast and the market increases unless a Department Head requests an exception. Departments will not have to submit any paperwork for the forecast or market increases unless you have an employee who is below the current range for disciplinary or other reasons. In addition, if you have an employee who should not receive a forecast or market increase due to special circumstances, a written request should be submitted to Richard Hodapp in the Human Resources Department. In both cases, HR should be informed of your intent in regards to the employee as soon as possible, but no later than September 29, 2006.**

IV. Sworn Police

- A 2.5% forecast and a 4% market increase to the salary range of all sworn ranks will be made effective September 30th.
- Individuals eligible for a regular step increase will receive it based on their normal anniversary date.

V. Sworn Fire

- A 2.5% forecast and a 4% market increase to the salary range of all sworn ranks will be made effective September 30th.
- Individuals eligible for a regular step increase will receive it based on their normal anniversary date.

VI. Performance Appraisals and PRDs

- Due to the need to make market adjustments after checks are run for pay period 20, PRDs will be sent to departments on October 9, 2006. Supervisors should be encouraged to have their October 1st employee evaluations completed and the information available for speedy completion and return of the PRDs to Human Resources. The Appraisers Summary and Annual Overall Performance Assessment sheet must be attached to the PRD. This sheet must be signed by the employee.
- PRDs should be returned to Human Resources – HRIS/Records Division as soon as possible. The deadline date for return of PRDs to avoid the need for backpays is October 13th.
- PRDs will contain information on the amount of any market adjustment, current step and possible limitations as applicable to the pay plan of the employee. Employees eligible for a lump-sum performance bonus will also be identified.
- PRDs submitted without an attached “Appraisers Summary and Annual Overall Performance Assessment” sheet or without the employee’s signature on this sheet will be sent back to the department director or designee for completion. If an employee is not available to sign the “Appraisers Summary and Annual Overall Performance Assessment” sheet or if any other exceptions exist, a memo of explanation should be attached to the PRD and “Appraisers Summary and Annual Overall Performance Assessment” sheet when they are sent to Human Resources, HRIS/Records division.

VII. General Information

- To simplify the implementation of the salary increases, HR is requesting that all personnel actions affecting an employee’s pay rate, excluding new hires and terminations, be frozen for the time period of September 30th to October 13th. This includes promotions, transfers, demotions, reclassifications or any other transaction that affects rate of pay.
- All S01 positions are eligible for the 2.5% forecast. HR will perform this 2.5% increase automatically, **unless a request is received from a Department Director to reduce or freeze a salary increase on an individual S01. If giving the 2.5% forecast to S01s will not be financially feasible for a department, please inform Richard Hodapp by**

September 29th so the automatic increase will not be passed on to the S01s.

- Since S01 positions shadow regular classifications in terms of the type and level of work, it will be left to the discretion of the Department Director to decide if a market increase of no more than 5% will be passed on to an S01 if the equivalent classification received a market increase. This may be done if the classification that an S01 position shadows receives a market increase. If a market increase is to be passed on to an S01, a PAR will need to be submitted for the individual in the position. To help control costs, these market increases can be applied at any time within the fiscal year. There will be no back pays for S01 employees. All salary increases for S01s must be made within a department's FY 2006/2007 approved budget.
- At the discretion of the Department Director, S01 positions and the employees in them that are not eligible for a market adjustment may receive up to a 4% performance increase at the appropriate time during the fiscal year. To be eligible for the performance increase the S01 employee must have completed at least one full year of employment in their current position. If a performance increase is to be given to an S01, a PAR and an Appraisers Summary and Annual Overall Performance Assessment sheet will need to be submitted for the individual in the position.
- Departments must submit appropriate paperwork (PAR) to Human Resources – HRIS/Records Division to process all other budget changes. This includes but is not limited to changing Fund Account Center numbers, or moving positions from one division to another. If any of these changes will affect your positions, a PAR for both the position and any incumbent will need to be submitted by September 29, 2006 for processing. Large volume changes should be coordinated with the HRIS/Records Division of Human Resources. Contact Trisha Thomason at 817-392-7798. Budget will provide HR with a list of all positions either created or deleted. HR will make the appropriate changes to the HRIS for these positions. Departments will be requested to complete the DOT audit form for new positions.
- A new salary schedule will be prepared for release by November 17, 2006.

Feel free to contact Dick Hodapp, 392-7770, Jose Moreno, 392-7772 or Trisha Thomason, 392-7798, if you have questions about implementation procedures.

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KEY	CLASS/TITLE	SALARY RANGE	MARKET
J21	ACCOUNT CLERK	\$2,203 - \$3,113	5.00%
J23	ACCOUNT TECHNICIAN	\$2,551 - \$3,598	5.00%
C10	ACCOUNTANT	\$3,333 - \$5,333	
G10	ACCOUNTING SERVICES SUPERVISOR	\$4,467 - \$7,147	
G12	ACCOUNTS PAYABLE SUPERVISOR	\$3,675 - \$5,879	
K03	ADMINISTRATIVE ASST	\$2,813 - \$3,971	
J14	ADMINISTRATIVE SECRETARY	\$2,430 - \$3,429	
D26	ADMINISTRATIVE SERVICES MANAGER	\$4,924 - \$7,879	
J12	ADMINISTRATIVE TECHNICIAN	\$2,551 - \$3,598	10.00%
D76	AIRPORT MANAGER	\$4,690 - \$7,505	
A77	AIRPORT OPERATIONS COORDINATOR	\$2,879 - \$4,607	
F76	AIRPORT SYSTEMS DIRECTOR	\$8,984 - \$14,823	
W24	ALARM ENFORCEMENT TECHNICIAN	\$2,680 - \$3,780	
D60	ANIMAL CONTROL MANAGER	\$4,254 - \$6,806	5.00%
W50	ANIMAL CONTROL OFFICER	\$2,551 - \$3,598	5.00%
A50	ANIMAL CONTROL SUPERVISOR	\$3,333 - \$5,333	5.00%
W54	ANIMAL CRUELTY INVESTIGATOR	\$3,101 - \$4,377	5.00%
D55	ANIMAL SERVICES ADMINISTRATOR	\$4,690 - \$7,505	5.00%
N63	ANIMAL SHELTER ATTENDANT	\$1,997 - \$2,822	5.00%
N61	ARBORIST	\$1,997 - \$2,822	5.00%
D59	ARCHITECTURAL SERVICES MANAGER	\$5,429 - \$8,686	5.00%
K16	ASSOCIATE PLANNER	\$2,813 - \$3,971	
E67	ASST AIRPORT SYSTEMS DIRECTOR	\$6,517 - \$10,754	
D32	ASST BUILDING OFFICIAL	\$4,467 - \$7,147	5.00%
D11	ASST CHIEF ACCOUNTING OFFICER	\$4,924 - \$7,879	
C34	ASST CITY ATTORNEY	\$4,924 - \$7,879	
E16	ASST CITY AUDITOR	\$6,517 - \$10,754	
F05	ASST CITY MANAGER	\$9,857 - \$16,265	
E10	ASST CITY SECRETARY	\$6,517 - \$10,754	
G13	ASST CITY TREASURER	\$3,675 - \$5,879	
E20	ASST CODE COMPLIANCE DIRECTOR	\$6,517 - \$10,754	
W17	ASST COMMUNICATION SHIFT SUPERVISOR	\$3,590 - \$5,065	5.00%
A92	ASST CUSTOMER SERVICE MANAGER	\$3,675 - \$5,879	
E44	ASST DEVELOPMENT DIRECTOR	\$6,517 - \$10,754	
E18	ASST ECONOMIC AND COMMUNITY DEVELOPMENT DIRECTOR	\$6,517 - \$10,754	
E45	ASST ENGINEERING DIRECTOR	\$6,517 - \$10,754	
E41	ASST ENVIRONMENTAL MANAGEMENT DIRECTOR	\$7,169 - \$11,829	
E39	ASST EQUIPMENT SERVICES DIRECTOR	\$6,517 - \$10,754	
A43	ASST FIELD OPERATIONS SUPERVISOR	\$3,500 - \$5,599	10.00%
E12	ASST FINANCE DIRECTOR	\$6,517 - \$10,754	
K60	ASST GOLF PROFESSIONAL	\$2,551 - \$3,598	5.00%
E65	ASST GOVERNMENTAL AFFAIRS COORDINATOR	\$7,169 - \$11,829	
E50	ASST HEALTH DIRECTOR	\$7,169 - \$11,829	
B67	ASST HISTORICAL CURATOR	\$3,023 - \$4,837	5.00%
E47	ASST HOUSING DIRECTOR	\$6,517 - \$10,754	
E25	ASST HUMAN RESOURCES DIRECTOR	\$6,517 - \$10,754	
E81	ASST ITS DIRECTOR-BUSINESS SERVICES	\$6,517 - \$10,754	
E80	ASST ITS DIRECTOR-OPERATIONS	\$7,169 - \$11,829	
E83	ASST LIBRARIES DIRECTOR	\$6,517 - \$10,754	
E29	ASST MUNICIPAL COURT SERVICES DIR	\$6,517 - \$10,754	
E60	ASST PARKS/COMMUNITY SERVICES DIRECTOR	\$7,169 - \$11,829	

KEY	CLASS/TITLE	SALARY RANGE	MARKET
P30	ASST PARTS/MATERIALS SUPERVISOR	\$2,954 - \$4,169	5.00%
E57	ASST PLANNING DIRECTOR	\$6,517 - \$10,754	
A29	ASST PLANS EXAMINER SUPERVISOR	\$3,675 - \$5,879	5.00%
E14	ASST POLICE DIRECTOR	\$6,517 - \$10,754	
E78	ASST PUBLIC FACILITIES/EVENTS DIRECTOR	\$6,517 - \$10,754	
E74	ASST PUBLIC FACILITIES/EVENTS MARKETING DIR	\$5,212 - \$8,600	
G72	ASST PUBLIC SAFETY SUPPORT MANAGER	\$4,690 - \$7,505	
E19	ASST RETIREMENT FUND DIRECTOR	\$6,517 - \$10,754	
G47	ASST SURVEY SUPERINTENDENT	\$4,254 - \$6,806	5.00%
F01	ASST TO CITY MANAGER	\$5,212 - \$8,600	
D02	ASST TO THE MAYOR	\$3,333 - \$5,333	
G49	ASST TPW SUPERINTENDENT	\$4,467 - \$7,147	
E49	ASST TRANSPORTATION/PUBLIC WORKS DIR	\$7,169 - \$11,829	
E90	ASST WATER DIRECTOR	\$7,169 - \$11,829	
A93	ASST WATER SYSTEMS PLANT SUPERVISOR	\$3,333 - \$5,333	
A96	ASST WATER SYSTEMS SUPERINTENDENT	\$4,467 - \$7,147	
A65	ASST ZOO CURATOR	\$3,023 - \$4,837	
G64	ATHLETIC COORDINATOR	\$3,858 - \$6,173	5.00%
N80	AUDIO/VISUAL SPECIALIST	\$2,097 - \$2,962	5.00%
C13	AUDIT INVESTIGATOR	\$4,467 - \$7,147	
D35	AUDIT MANAGER	\$5,429 - \$8,686	
C14	AUDITOR	\$3,675 - \$5,879	
N52	AUTO BODY REPAIRER	\$2,430 - \$3,429	5.00%
D22	BENEFITS ADMINISTRATOR	\$6,285 - \$10,056	
K11	BENEFITS SPECIALIST	\$3,590 - \$5,065	
F07	BUDGET DIRECTOR	\$8,171 - \$13,482	
D10	BUDGET MANAGER	\$5,429 - \$8,686	
E43	BUILDING OFFICIAL	\$6,517 - \$10,754	
A41	BUILDING SERVICES SUPERVISOR	\$3,858 - \$6,173	
D05	BUSINESS DEVELOPMENT COORDINATOR	\$4,467 - \$7,147	
D01	BUSINESS DIVERSITY COORDINATOR	\$4,467 - \$7,147	
B31	BUYER	\$3,174 - \$5,078	5.00%
B89	CABLE PRODUCER/DIRECTOR	\$2,879 - \$4,607	
D89	CABLE SERVICES MANAGER	\$4,254 - \$6,806	
G89	CABLE SERVICES SUPERVISOR	\$3,333 - \$5,333	
D09	CAPITAL PROJECTS MANAGER	\$5,985 - \$9,576	
B96	CHEMIST	\$3,333 - \$5,333	
D12	CHIEF ACCOUNTING OFFICER	\$5,429 - \$8,686	
A21	CHIEF DEPUTY CITY MARSHAL	\$3,858 - \$6,173	
D70	CHIEF HELICOPTER PILOT	\$4,467 - \$7,147	
AJ1	CHIEF JUDGE	\$8,171 - \$13,482	
AE3	CITY ATTORNEY	\$12,140 - \$20,031	
AE5	CITY AUDITOR	\$8,171 - \$13,482	
G65	CITY FORESTER	\$4,051 - \$6,481	5.00%
AE1	CITY MANAGER	\$12,140 - \$20,031	
E31	CITY MARSHAL	\$6,517 - \$10,754	
AE7	CITY SECRETARY	\$8,171 - \$13,482	
D47	CITY TRAFFIC ENGINEER	\$6,285 - \$10,056	5.00%
D14	CITY TREASURER	\$5,429 - \$8,686	
A14	CLERICAL SUPERVISOR	\$2,612 - \$4,179	5.00%
E30	CLERK OF MUNICIPAL COURT	\$6,517 - \$10,754	

KEY	CLASS/TITLE	SALARY RANGE	MARKET
F23	CODE COMPLIANCE DIRECTOR	\$8,171 - \$13,482	
W20	CODE COMPLIANCE OFFICER	\$2,954 - \$4,169	
D38	CODE COMPLIANCE SUPERINTENDENT	\$4,254 - \$6,806	
A36	CODE COMPLIANCE SUPERVISOR	\$3,675 - \$5,879	
W21	CODE COMPLIANCE TECHNICIAN	\$2,314 - \$3,266	
W18	COMMUNICATION SHIFT SUPERVISOR	\$3,770 - \$5,316	5.00%
N55	COMMUNITY CENTER AIDE	\$1,997 - \$2,822	5.00%
G62	COMMUNITY CENTER COORDINATOR	\$4,254 - \$6,806	5.00%
A69	COMMUNITY CENTER SUPERVISOR	\$3,675 - \$5,879	5.00%
C61	COMMUNITY COUNSELOR	\$3,333 - \$5,333	
G06	COMMUNITY DEVELOPMENT COORDINATOR	\$4,051 - \$6,481	
B58	COMMUNITY HEALTH NURSE	\$3,675 - \$5,879	5.00%
J50	COMMUNITY HEALTH WORKER	\$1,901 - \$2,683	5.00%
D64	COMMUNITY OPERATIONS MANAGER	\$5,429 - \$8,686	5.00%
D67	COMMUNITY SERVICES MANAGER	\$5,171 - \$8,273	
B55	CONSERVATION SPECIALIST	\$3,675 - \$5,879	5.00%
G45	CONSTRUCTION INSPECTION SUPERVISOR	\$4,254 - \$6,806	5.00%
K27	CONSTRUCTION INSPECTOR I	\$2,813 - \$3,971	5.00%
K29	CONSTRUCTION INSPECTOR II	\$3,255 - \$4,595	5.00%
D31	CONSTRUCTION SUPERINTENDENT	\$4,690 - \$7,505	5.00%
D50	CONSUMER HEALTH MANAGER	\$4,690 - \$7,505	5.00%
K53	CONSUMER HEALTH SPECIALIST	\$3,255 - \$4,595	5.00%
G50	CONSUMER HEALTH SUPERVISOR	\$4,051 - \$6,481	5.00%
B43	CONTRACT COMPLIANCE SPECIALIST	\$3,174 - \$5,078	
K43	CONTRACT COMPLIANCE TECHNICIAN	\$2,203 - \$3,113	5.00%
D27	CONTRACT SERVICES ADMINISTRATOR	\$4,924 - \$7,879	
N12	COURIER	\$2,551 - \$3,598	
K08	COURT INTERPRETER	\$2,680 - \$3,780	5.00%
K05	COURT REPORTER	\$3,101 - \$4,377	5.00%
B79	CRIME ANALYST	\$3,174 - \$5,078	
G71	CRIME LAB QA COORDINATOR	\$4,690 - \$7,505	
B30	CRIMINAL INTELLIGENCE ANALYST	\$4,924 - \$7,879	
N92	CROSS CONNECTION TECHNICIAN	\$2,680 - \$3,780	
P81	CUSTODIAL SERVICES SUPERVISOR	\$2,314 - \$3,266	5.00%
N23	CUSTODIAN	\$1,811 - \$2,557	5.00%
J33	CUSTOMER SERVICE INFORMATION SPECIALIST	\$2,813 - \$3,971	5.00%
J30	CUSTOMER SERVICE REPRESENTATIVE I	\$2,203 - \$3,113	5.00%
J32	CUSTOMER SERVICE REPRESENTATIVE II	\$2,314 - \$3,266	5.00%
A90	CUSTOMER SERVICE SUPERVISOR	\$3,333 - \$5,333	
C91	DATABASE ADMINISTRATOR	\$4,924 - \$8,371	
A74	DECOR SHIFT SUPERVISOR	\$3,023 - \$4,837	
J70	DECOR TECHNICIAN	\$2,430 - \$3,429	5.00%
A72	DECOR UNIT SUPERVISOR	\$3,333 - \$5,333	
AJ3	DEPUTY CHIEF JUDGE	\$5,701 - \$9,121	
E13	DEPUTY CITY ATTORNEY	\$8,171 - \$13,482	
W07	DEPUTY CITY MARSHAL	\$2,954 - \$4,169	
A23	DEPUTY COURT CLERK	\$3,675 - \$5,879	
E92	DEPUTY DEPARTMENT DIRECTOR	\$8,171 - \$13,482	
F43	DEVELOPMENT DIRECTOR	\$8,984 - \$14,823	
A34	DEVELOPMENT INSPECTION SUPERVISOR	\$3,858 - \$6,173	5.00%
K38	DEVELOPMENT INSPECTOR	\$3,101 - \$4,377	5.00%

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KEY	CLASS/TITLE	SALARY RANGE	MARKET
G40	DEVELOPMENT PROJECT COORDINATOR	\$4,051 - \$6,481	
D36	DEVELOPMENT SERVICES ADMINISTRATOR	\$5,429 - \$8,686	
D61	DISTRICT SUPERINTENDENT	\$5,171 - \$8,273	5.00%
N68	DROVER	\$2,203 - \$3,113	
F09	ECONOMIC AND COMMUNITY DEVELOPMENT DIRECTOR	\$8,171 - \$13,482	
C07	ECONOMIC DEVELOPMENT SPECIALIST	\$3,675 - \$5,879	
D04	ECONOMIC/COMMUNITY DEVELOPMENT MANAGER	\$5,429 - \$8,686	
G23	EDP AUDIT SUPERVISOR	\$4,924 - \$7,879	
K72	ELECTRONICS TECHNICIAN	\$2,314 - \$3,266	
K20	ELIGIBILITY SPECIALIST	\$2,314 - \$3,266	
D74	EMERGENCY MANAGEMENT COORDINATOR	\$4,690 - \$7,505	
B26	EMERGENCY MANAGEMENT OFFICER I	\$3,174 - \$5,078	
B27	EMERGENCY MANAGEMENT OFFICER II	\$3,858 - \$6,173	
F45	ENGINEERING DIRECTOR	\$8,984 - \$14,823	
D45	ENGINEERING MANAGER	\$5,985 - \$9,576	5.00%
G31	ENGINEERING PROGRAM ADMINISTRATOR	\$4,924 - \$7,879	
K30	ENGINEERING TECHNICIAN I	\$2,551 - \$3,598	5.00%
K32	ENGINEERING TECHNICIAN II	\$2,954 - \$4,169	5.00%
F56	ENVIRONMENTAL MANAGEMENT DIRECTOR	\$8,171 - \$13,482	
D56	ENVIRONMENTAL PROGRAM MANAGER	\$5,171 - \$8,273	5.00%
K19	ENVIRONMENTAL SPECIALIST	\$3,418 - \$4,822	5.00%
G56	ENVIRONMENTAL SUPERVISOR	\$4,690 - \$7,505	5.00%
B54	EPIDEMIOLOGIST	\$3,675 - \$5,879	5.00%
G52	EPIDEMIOLOGY COORDINATOR	\$4,467 - \$7,147	5.00%
B52	EPIDEMIOLOGY SPECIALIST	\$3,023 - \$4,837	5.00%
K73	EQUIPMENT COORDINATOR	\$2,954 - \$4,169	5.00%
N25	EQUIPMENT OPERATOR	\$2,430 - \$3,429	5.00%
P41	EQUIPMENT SERVICES CREWLEADER	\$3,255 - \$4,595	5.00%
F41	EQUIPMENT SERVICES DIRECTOR	\$8,984 - \$14,823	
G43	EQUIPMENT SERVICES MANAGER	\$4,690 - \$7,505	5.00%
N47	EQUIPMENT SERVICES MECHANIC I	\$2,203 - \$3,113	5.00%
N49	EQUIPMENT SERVICES MECHANIC II	\$2,551 - \$3,598	5.00%
A42	EQUIPMENT SERVICES SUPERVISOR	\$4,051 - \$6,481	10.00%
K48	EQUIPMENT SERVICES TECHNICIAN	\$1,997 - \$2,822	5.00%
AR1	EXECUTIVE DIRECTOR RETIREMENT FUND	\$8,984 - \$14,823	
J16	EXECUTIVE SECRETARY	\$2,813 - \$3,971	5.00%
J18	EXECUTIVE SECRETARY TO MAYOR/COUNCIL	\$2,954 - \$4,169	5.00%
D43	FACILITIES MANAGER	\$5,985 - \$9,576	
P43	FIELD OPERATIONS CREWLEADER	\$2,954 - \$4,169	10.00%
D44	FIELD OPERATIONS SUPERINTENDENT	\$4,924 - \$7,879	10.00%
A45	FIELD OPERATIONS SUPERVISOR	\$4,051 - \$6,481	10.00%
J34	FIELD SERVICES REPRESENTATIVE	\$2,314 - \$3,266	5.00%
F14	FINANCE DIRECTOR	\$8,984 - \$14,823	
D19	FINANCIAL SERVICES MANAGER	\$5,171 - \$8,273	
Y05	FIRE BATTALION CHIEF	\$7,119 - \$7,849	3.70%
Y04	FIRE CAPTAIN	\$6,510 - \$6,836	3.70%
F72	FIRE CHIEF	\$8,984 - \$14,823	
Y11	FIRE DEPUTY CHIEF	\$8,478 - \$9,348	3.70%
Y02	FIRE ENGINEER	\$5,242 - \$5,503	3.70%
Y01	FIRE FIGHTER	\$3,883 - \$4,957	3.70%
Y03	FIRE LIEUTENANT	\$5,810 - \$6,101	3.70%

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KEY	CLASS/TITLE	SALARY RANGE	MARKET
C41	FIRE PROTECTION SPECIALIST	\$4,254 - \$6,806	5.00%
Y17	FIRE TRAINEE	\$3,016 - \$3,016	3.70%
J86	FOOD AND BEVERAGE OPERATOR	\$2,551 - \$3,598	5.00%
D28	FORENSIC DIVISION MANAGER	\$5,171 - \$8,273	
C72	FORENSIC SCIENTIST	\$3,675 - \$5,879	
B74	FORESTER	\$2,879 - \$4,607	5.00%
N56	GARDENER	\$2,314 - \$3,266	
D66	GOLF COURSE MAINT/OPERATIONS SUPERINTENDENT	\$4,924 - \$7,879	5.00%
A63	GOLF PROFESSIONAL	\$3,858 - \$6,173	5.00%
J82	GOLF SHOP ATTENDANT	\$1,997 - \$2,822	5.00%
F04	GOVERNMENTAL AFFAIRS COORDINATOR	\$8,171 - \$13,482	
C43	GRADUATE ENGINEER	\$4,051 - \$6,481	5.00%
D08	GRANTS MANAGER	\$4,924 - \$7,879	
B60	GRANTS SPECIALIST	\$3,333 - \$5,333	
K12	GRAPHIC ARTIST	\$2,954 - \$4,169	
N58	GREENHOUSE ATTENDANT	\$2,314 - \$3,266	
G34	GROUND TRANSPORTATION COORDINATOR	\$4,254 - \$6,806	
D52	HEALTH INFORMATION ASSESSMENT MANAGER	\$4,690 - \$7,505	5.00%
D54	HEALTH OUTREACH MANAGER	\$4,690 - \$7,505	5.00%
AJ7	HEARING OFFICER	\$3,023 - \$4,837	
N70	HELICOPTER MECHANIC	\$3,770 - \$5,316	
K70	HELICOPTER PILOT	\$3,770 - \$5,316	
B69	HISTORICAL CURATOR	\$3,500 - \$5,599	5.00%
W60	HORSE TRAINER	\$2,314 - \$3,266	
D65	HORTICULTURE SUPERINTENDENT	\$4,924 - \$7,879	5.00%
B70	HORTICULTURIST	\$3,333 - \$5,333	5.00%
B05	HOUSING DEVELOPMENT SPECIALIST	\$3,858 - \$6,173	
F47	HOUSING DIRECTOR	\$8,984 - \$14,823	
D29	HOUSING PROGRAM MANAGER	\$5,171 - \$8,273	5.00%
G29	HOUSING PROGRAM SUPERVISOR	\$3,858 - \$6,173	5.00%
K23	HOUSING REHABILITATION TECHNICIAN I	\$2,551 - \$3,598	5.00%
K25	HOUSING REHABILITATION TECHNICIAN II	\$2,813 - \$3,971	5.00%
C25	HRI SPECIALIST	\$3,500 - \$5,949	
F36	HUMAN RELATIONS DIRECTOR	\$8,171 - \$13,482	
D80	HUMAN RELATIONS MANAGER	\$5,171 - \$8,273	
B41	HUMAN RELATIONS SPECIALIST	\$3,858 - \$6,173	
B21	HUMAN RESOURCES ANALYST	\$3,675 - \$5,879	
B25	HUMAN RESOURCES CONSULTANT	\$4,690 - \$7,505	
G25	HUMAN RESOURCES COORDINATOR	\$4,690 - \$7,505	
F25	HUMAN RESOURCES DIRECTOR	\$8,984 - \$14,823	
D23	HUMAN RESOURCES MANAGER	\$5,429 - \$8,686	
G67	HUMAN SERVICES COORDINATOR	\$3,675 - \$5,879	
D68	HUMAN SERVICES MANAGER	\$4,690 - \$7,505	5.00%
K10	HUMAN SERVICES SPECIALIST	\$2,680 - \$3,780	
G68	HUMAN SERVICES SUPERVISOR	\$3,675 - \$5,879	
W62	IDENTIFICATION TECHNICIAN	\$2,430 - \$3,429	
N07	INDUSTRIAL SEWING TECHNICIAN	\$2,314 - \$3,266	
A99	INSTRUMENTATION/ELECTRICAL SUPERVISOR	\$3,858 - \$6,173	
K90	INSTRUMENTATION/ELECTRICAL TECHNICIAN	\$2,813 - \$3,971	
W64	INTOXILYZER OPERATOR	\$2,430 - \$3,429	
G78	IT BUSINESS PLANNER	\$4,254 - \$7,231	

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KEY	CLASS/TITLE	SALARY RANGE	MARKET
G81	IT BUSINESS SYSTEMS COORDINATOR	\$4,254 - \$7,231	
G83	IT COMMUNICATIONS CONSULTANT	\$3,858 - \$6,559	
K85	IT COMMUNICATIONS TECHNICIAN	\$3,255 - \$4,595	
C90	IT LEAD PROGRAMMER/ANALYST	\$5,171 - \$8,790	
D81	IT MANAGER	\$5,171 - \$8,790	
K81	IT OPERATIONS SPECIALIST	\$2,314 - \$3,266	
K79	IT PC SUPPORT SPECIALIST	\$3,101 - \$4,377	
C85	IT PROGRAMMER/ANALYST I	\$3,333 - \$5,666	
C87	IT PROGRAMMER/ANALYST II	\$3,858 - \$6,559	
G86	IT PROJECT CONSULTANT	\$5,429 - \$9,229	
G88	IT QUALITY ASSURANCE COORDINATOR	\$4,467 - \$7,594	
K83	IT SERVICES SPECIALIST	\$2,813 - \$3,971	
F80	IT SOLUTIONS DIRECTOR	\$8,984 - \$14,823	
A81	IT SUPERVISOR	\$3,333 - \$5,333	
C81	IT TECHNICAL SUPPORT ANALYST I	\$3,174 - \$5,395	
C83	IT TECHNICAL SUPPORT ANALYST II	\$3,675 - \$6,247	
K88	IT TECHNICIAN	\$2,314 - \$3,266	
K07	JURY COORDINATOR	\$2,680 - \$3,780	
K55	LABORATORY ASST	\$2,203 - \$3,113	5.00%
G54	LABORATORY SUPERVISOR	\$4,051 - \$6,481	
C92	LAKE WORTH COORDINATOR	\$4,051 - \$6,481	5.00%
B38	LAND AGENT	\$3,675 - \$5,879	5.00%
C53	LANDSCAPE ARCHITECT	\$3,675 - \$5,879	5.00%
G63	LANDSCAPE ARCHITECT SUPERVISOR	\$4,690 - \$7,505	5.00%
W66	LATENT PRINT TECHNICIAN	\$2,813 - \$3,971	
G80	LEAD IT BUSINESS PLANNER	\$5,171 - \$8,790	
J10	LEGAL SECRETARY	\$2,551 - \$3,598	5.00%
B83	LIBRARIAN	\$3,174 - \$5,078	5.00%
D69	LIBRARIAN MANAGER	\$4,924 - \$7,879	5.00%
G70	LIBRARIAN SUPERVISOR	\$4,254 - \$6,806	5.00%
K86	LIBRARY ASST	\$2,680 - \$3,780	5.00%
F83	LIBRARY DIRECTOR	\$8,984 - \$14,823	
B87	LIBRARY MATERIALS COORDINATOR	\$4,467 - \$7,147	5.00%
J83	LIBRARY PAGE	\$1,811 - \$2,557	5.00%
K26	LOAN SERVICES REPRESENTATIVE	\$2,954 - \$4,169	
D07	M/WBE PROGRAM COORDINATOR	\$4,467 - \$7,147	
N20	MAINTENANCE WORKER	\$1,997 - \$2,822	5.00%
B14	MANAGEMENT ANALYST I	\$3,333 - \$5,333	
B16	MANAGEMENT ANALYST II	\$4,051 - \$6,481	
K35	MEDIA SERVICES SPECIALIST	\$2,954 - \$4,169	
N90	METER SERVICES TECHNICIAN	\$2,314 - \$3,266	5.00%
B61	MICROBIOLOGIST	\$3,333 - \$5,333	
F30	MUNICIPAL COURT SERVICES DIRECTOR	\$8,171 - \$13,482	
AJ5	MUNICIPAL JUDGE	\$5,171 - \$8,273	
D51	NATURE CENTER MANAGER	\$4,924 - \$7,879	5.00%
J03	OFFICE ASST I	\$1,901 - \$2,683	5.00%
J05	OFFICE ASST II	\$1,997 - \$2,822	5.00%
B76	PARK NATURALIST	\$2,742 - \$4,387	5.00%
B75	PARK NATURALIST ASST	\$2,487 - \$3,980	5.00%
F60	PARKS/COMMUNITY SERVICES DIRECTOR	\$8,984 - \$14,823	
J45	PARTS EXPEDITER	\$2,430 - \$3,429	

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KEY	CLASS/TITLE	SALARY RANGE	MARKET
A18	PARTS/MATERIALS SUPERVISOR	\$3,500 - \$5,599	5.00%
N69	PESTICIDE APPLICATOR	\$2,314 - \$3,266	
C57	PLANNER	\$3,500 - \$5,599	
K14	PLANNING ASST	\$2,813 - \$3,971	5.00%
F57	PLANNING DIRECTOR	\$8,171 - \$13,482	
D58	PLANNING MANAGER	\$4,924 - \$7,879	
K34	PLANS EXAMINER	\$3,255 - \$4,595	5.00%
A32	PLANS EXAMINER SUPERVISOR	\$3,858 - \$6,173	5.00%
X09	POLICE CAPTAIN	\$7,244 - \$8,384	4.00%
F70	POLICE CHIEF	\$8,984 - \$14,823	
X04	POLICE CORPORAL	\$4,902 - \$6,256	4.00%
X10	POLICE DEPUTY CHIEF	\$8,355 - \$9,672	4.00%
G07	POLICE EMPLOYMENT SPECIALIST	\$3,858 - \$6,173	
X08	POLICE LIEUTENANT	\$6,257 - \$7,608	4.00%
X03	POLICE OFFICER	\$3,838 - \$5,670	4.00%
W68	POLICE RANGE TECHNICIAN	\$2,097 - \$2,962	5.00%
X07	POLICE SERGEANT	\$5,673 - \$6,895	4.00%
X17	POLICE TRAINEE	\$3,025 - \$3,025	4.00%
W70	POLYGRAPH EXAMINER	\$4,157 - \$5,866	
C45	PROFESSIONAL ENGINEER	\$4,690 - \$7,505	5.00%
N14	PROPERTY CONTROL ATTENDANT	\$2,314 - \$3,266	
J43	PROPERTY CONTROL SPECIALIST	\$2,430 - \$3,429	
A16	PROPERTY CONTROL SUPERVISOR	\$3,333 - \$5,333	5.00%
C30	PROSECUTING ATTORNEY	\$4,467 - \$7,147	
G32	PUBLIC EDUCATION PROGRAM COORDINATOR	\$3,858 - \$6,173	
B34	PUBLIC EDUCATION SPECIALIST	\$3,174 - \$5,078	
N78	PUBLIC EVENTS ATTENDANT	\$1,901 - \$2,683	5.00%
P78	PUBLIC EVENTS COORDINATOR	\$3,101 - \$4,377	
D79	PUBLIC EVENTS MANAGER	\$4,467 - \$7,147	10.00%
F78	PUBLIC FACILITIES/EVENTS DIRECTOR	\$8,984 - \$14,823	
F50	PUBLIC HEALTH DIRECTOR	\$8,984 - \$14,823	
W12	PUBLIC SAFETY COMMUNICATOR I	\$2,430 - \$3,429	5.00%
W13	PUBLIC SAFETY COMMUNICATOR II	\$2,813 - \$3,971	5.00%
D72	PUBLIC SAFETY SUPPORT MANAGER	\$5,429 - \$8,686	
D16	PURCHASING MANAGER	\$5,429 - \$8,686	5.00%
G18	PURCHASING SUPERVISOR	\$3,858 - \$6,173	5.00%
B65	QUALITY CONTROL SPECIALIST	\$3,333 - \$5,333	
D40	REAL PROPERTY MANAGER	\$5,171 - \$8,273	5.00%
C18	RECORDS ANALYST	\$3,333 - \$5,333	
D18	RECORDS MANAGER	\$5,171 - \$8,273	
B78	RECREATION PROGRAMMER	\$2,742 - \$4,387	5.00%
G69	REGIONAL LIBRARIAN SUPERVISOR	\$4,467 - \$7,147	5.00%
C51	REGISTERED ARCHITECT	\$4,254 - \$6,806	5.00%
D90	REGULATORY/ENVIRONMENTAL COORDINATOR	\$5,171 - \$8,273	5.00%
G38	REPROGRAPHICS COORDINATOR	\$3,858 - \$6,173	
N03	REPROGRAPHICS TECHNICIAN	\$2,430 - \$3,429	
A30	RETAIL SALES SUPERVISOR	\$2,879 - \$4,607	5.00%
C21	RISK MANAGEMENT ANALYST	\$3,675 - \$5,879	
D20	RISK MANAGER	\$5,171 - \$8,273	
W40	SECURITY GUARD	\$2,551 - \$3,598	10.00%
A76	SECURITY SUPERVISOR	\$2,879 - \$4,607	10.00%

KEY	CLASS/TITLE	SALARY RANGE	MARKET
C19	SENIOR RECORDS ANALYST	\$3,675 - \$5,879	
N35	SIGNS FABRICATOR	\$2,097 - \$2,962	
N45	SKILLED TRADES TECHNICIAN I	\$2,551 - \$3,598	
N46	SKILLED TRADES TECHNICIAN II	\$2,813 - \$3,971	
B07	SPECIAL ASST TO CITY MANAGER	\$3,333 - \$5,333	
P23	SR ACCOUNT CLERK	\$2,430 - \$3,429	5.00%
P25	SR ACCOUNT TECHNICIAN	\$2,813 - \$3,971	5.00%
C12	SR ACCOUNTANT	\$4,051 - \$6,481	
B10	SR ADMINISTRATIVE ASST	\$3,333 - \$5,333	
D24	SR ADMINISTRATIVE SERVICES MANAGER	\$5,429 - \$8,686	
W52	SR ANIMAL CONTROL OFFICER	\$2,813 - \$3,971	5.00%
C36	SR ASST CITY ATTORNEY	\$6,285 - \$10,056	
F03	SR ASST TO CITY MANAGER	\$6,517 - \$10,754	
C16	SR AUDITOR	\$4,051 - \$6,481	
B32	SR BUYER	\$3,675 - \$5,879	5.00%
B98	SR CHEMIST	\$3,858 - \$6,173	
W22	SR CODE COMPLIANCE OFFICER	\$3,418 - \$4,822	
P29	SR CONSTRUCTION INSPECTOR	\$3,590 - \$5,065	5.00%
K54	SR CONSUMER HEALTH SPECIALIST	\$3,418 - \$4,822	5.00%
B45	SR CONTRACT COMPLIANCE SPECIALIST	\$3,858 - \$6,173	
P14	SR CUSTOMER SERVICE REPRESENTATIVE	\$2,551 - \$3,598	5.00%
P70	SR DECOR TECHNICIAN	\$2,680 - \$3,780	5.00%
W09	SR DEPUTY CITY MARSHAL	\$3,418 - \$4,822	
P38	SR DEVELOPMENT INSPECTOR	\$3,255 - \$4,595	5.00%
P72	SR ELECTRONICS TECHNICIAN	\$2,551 - \$3,598	
B29	SR EMERGENCY MANAGEMENT OFFICER	\$4,254 - \$6,806	
P32	SR ENGINEERING TECHNICIAN	\$3,418 - \$4,822	5.00%
B57	SR ENVIRONMENTAL SPECIALIST	\$4,051 - \$6,481	5.00%
P27	SR EQUIPMENT OPERATOR	\$2,551 - \$3,598	5.00%
P50	SR EQUIPMENT SERVICES MECHANIC	\$2,954 - \$4,169	5.00%
C74	SR FORENSIC SCIENTIST	\$4,254 - \$6,806	
P56	SR GARDENER	\$2,551 - \$3,598	
B72	SR HORTICULTURIST	\$4,051 - \$6,481	5.00%
B42	SR HUMAN RELATIONS SPECIALIST	\$4,254 - \$6,806	
B23	SR HUMAN RESOURCES ANALYST	\$4,051 - \$6,481	
B33	SR HUMAN SERVICES SPECIALIST	\$3,023 - \$4,837	
W63	SR IDENTIFICATION TECHNICIAN	\$2,680 - \$3,780	
P94	SR INSTRUMENTATION/ELECTRICAL TECHNICIAN	\$3,101 - \$4,377	
G79	SR IT BUSINESS PLANNER	\$4,690 - \$7,974	
P87	SR IT COMMUNICATIONS TECHNICIAN	\$3,590 - \$5,065	
P83	SR IT OPERATIONS SPECIALIST	\$2,813 - \$3,971	
C89	SR IT PROGRAMMER/ANALYST	\$4,467 - \$7,594	
K84	SR IT SERVICES SPECIALIST	\$3,101 - \$4,377	
D83	SR IT SOLUTIONS MANAGER	\$5,429 - \$9,229	
C84	SR IT TECHNICAL SUPPORT ANALYST	\$4,254 - \$7,231	
B40	SR LAND AGENT	\$4,254 - \$6,806	5.00%
C55	SR LANDSCAPE ARCHITECT	\$4,051 - \$6,481	5.00%
B85	SR LIBRARIAN	\$3,675 - \$5,879	5.00%
B03	SR LOAN SERVICES REPRESENTATIVE	\$3,333 - \$5,333	
P21	SR MAINTENANCE WORKER	\$2,097 - \$2,962	5.00%
D21	SR MANAGEMENT ANALYST	\$4,924 - \$7,879	

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KEY	CLASS/TITLE	SALARY RANGE	MARKET
B63	SR MICROBIOLOGIST	\$3,858 - \$6,173	
C59	SR PLANNER	\$4,467 - \$7,147	
P36	SR PLANS EXAMINER	\$3,590 - \$5,065	5.00%
C49	SR PROFESSIONAL ENGINEER	\$5,429 - \$8,686	5.00%
P74	SR PROPERTY CONTROL SPECIALIST	\$2,680 - \$3,780	
W15	SR PUBLIC SAFETY COMMUNICATOR	\$3,255 - \$4,595	5.00%
B77	SR RECREATION PROGRAMMER	\$3,023 - \$4,837	5.00%
P05	SR REPROGRAPHICS TECHNICIAN	\$2,813 - \$3,971	
C23	SR RISK MANAGEMENT ANALYST	\$4,254 - \$6,806	
P47	SR SKILLED TRADES TECHNICIAN	\$3,101 - \$4,377	
P45	SR SURVEY TECHNICIAN	\$2,813 - \$3,971	5.00%
C96	SR UTILITY RATE ANALYST	\$4,467 - \$7,147	
B36	SR VICTIM ASSISTANCE SPECIALIST	\$3,174 - \$5,078	
P98	SR WATER SYSTEMS MECHANIC	\$2,813 - \$3,971	
P96	SR WATER SYSTEMS TECHNICIAN	\$2,954 - \$4,169	
P67	SR ZOO KEEPER	\$2,680 - \$3,780	
N79	STAGEHAND	\$2,551 - \$3,598	
P76	STAGEHAND CREWLEADER	\$2,954 - \$4,169	
J41	STOCK CLERK	\$2,203 - \$3,113	
D49	STREET SERVICES MANAGER	\$5,429 - \$8,686	
D46	SURVEY SUPERINTENDENT	\$4,690 - \$7,505	5.00%
A47	SURVEY SUPERVISOR	\$4,051 - \$6,481	5.00%
K40	SURVEY TECHNICIAN	\$2,314 - \$3,266	5.00%
G04	TEEN COURT COORDINATOR	\$2,879 - \$4,607	
P68	TOP HAND	\$2,813 - \$3,971	
D48	TPW SUPERINTENDENT	\$4,924 - \$7,879	
W32	TRAFFIC CONTROL SUPERVISOR	\$3,418 - \$4,822	10.00%
W30	TRAFFIC CONTROL TECHNICIAN	\$2,314 - \$3,266	10.00%
N33	TRAFFIC SERVICES WORKER	\$1,997 - \$2,822	5.00%
P52	TRAFFIC SYSTEMS CREWLEADER	\$3,255 - \$4,595	
A49	TRAFFIC SYSTEMS SUPERVISOR	\$3,858 - \$6,173	
N30	TRAFFIC SYSTEMS TECHNICIAN I	\$2,314 - \$3,266	
N32	TRAFFIC SYSTEMS TECHNICIAN II	\$2,813 - \$3,971	
B92	TRAINING SPECIALIST	\$3,333 - \$5,333	
D39	TRANSPORTATION MANAGER	\$5,429 - \$8,686	
F49	TRANSPORTATION/PUBLIC WORKS DIRECTOR	\$8,984 - \$14,823	
D25	UTILITY ADMINISTRATOR	\$5,429 - \$8,686	
K46	UTILITY LINE TECHNICIAN	\$2,551 - \$3,598	
C94	UTILITY RATE ANALYST	\$3,500 - \$5,599	
K64	VETERINARIAN TECHNICIAN	\$2,430 - \$3,429	
G36	VICTIM ASSISTANCE COORDINATOR	\$4,254 - \$6,806	
B35	VICTIM ASSISTANCE SPECIALIST	\$2,879 - \$4,607	
G99	VITAL STATISTICS REGISTRAR	\$3,858 - \$6,173	
C09	VOLUNTEER COORDINATOR	\$2,879 - \$4,607	
D92	WATER CUSTOMER SERVICE MANAGER	\$4,467 - \$7,147	
F90	WATER DIRECTOR	\$8,984 - \$14,823	
N88	WATER METER READER	\$2,097 - \$2,962	5.00%
D98	WATER QUALITY MANAGER	\$4,690 - \$7,505	
G90	WATER SERVICES SUPERVISOR	\$4,051 - \$6,481	
N94	WATER SYSTEMS MECHANIC I	\$2,203 - \$3,113	
N96	WATER SYSTEMS MECHANIC II	\$2,551 - \$3,598	

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KEY	CLASS/TITLE	SALARY RANGE	MARKET
A98	WATER SYSTEMS MECHANIC SUPERVISOR	\$3,500 - \$5,599	
A94	WATER SYSTEMS PLANT SUPERVISOR	\$3,858 - \$6,173	
K94	WATER SYSTEMS SAMPLER	\$2,551 - \$3,598	
D96	WATER SYSTEMS SUPERINTENDENT	\$5,171 - \$8,273	
K96	WATER SYSTEMS TECHNICIAN I	\$2,203 - \$3,113	
K98	WATER SYSTEMS TECHNICIAN II	\$2,551 - \$3,598	
G02	WEB MANAGING EDITOR	\$4,254 - \$6,806	
A67	ZOO CURATOR	\$3,858 - \$6,173	
N65	ZOO KEEPER	\$2,314 - \$3,266	

FORT WORTH

