



## **FY2007–08 SALARY SCHEDULE**

The City Council has approved the Fiscal Year 2007/2008 budget, which includes funding for next year's step increases for non-exempt general employees and Civil Service Police and Fire employees. The compensation plan for FY 2007/2008 will be implemented at the beginning of pay period 21 (September 29, 2007), which will be paid on October 19, 2007.

Step increases will be effective on scheduled anniversary dates of eligible employees.

The following are the general guidelines and information on the implementation of salary increases for this year. This information needs to be shared with staff responsible for completing the appropriate paperwork.

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

- Non-exempt employees will be eligible for a step increase on their normal anniversary date.
- Non-exempt employees must be rated at least "Good Solid Performance" to receive a step increase.
- Employees who have their anniversary dates during pay period 21 (September 29 – October 12) will be eligible for a step increase beginning pay period 21 (September 29). Non-exempt employees will be limited to a 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 of the range (step "L").
- The only exception to the one-step requirement is for non-exempt employees who are currently at the "A" step. These employees will be eligible for more than a one-step increase during FY 2007/2008 on their scheduled anniversary dates. Movement between the "A" and "B" steps and the "B" and "C" steps occurs at 6 months. Once the employee reaches the "C" step, the employee will not be eligible for another step increase until the next fiscal year.
- Employees currently at or above the "L" step will not be eligible for a lump-sum performance bonus.

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

- Exempt employees will not receive any type of pay increase in FY2007/2008.

### **III. Sworn Police**

- Individuals eligible for a regular step increase will receive the step increase based on their normal anniversary date.

### **IV. Sworn Fire**

- Individuals eligible for a regular step increase will receive the step increase based on their normal anniversary date.

### **V. Performance Appraisals and PRDs**

- Supervisors should have their October employee evaluations completed and ready to submit 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, the supervisor and the next level of management.
- PRDs should be returned to Human Resources – HRIS/Records Division by October 5, 2007.

- PRDs have been sent to all departments.
- PRDs submitted without an attached “Appraisers Summary and Annual Overall Performance Assessment” sheet or without the appropriate signatures 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 exception exists, 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.

**VI. General Information**

- S key code positions are not eligible for a pay increase.
- 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 28, 2007 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, including S key code conversions. 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 October 26, 2007.

If you wish to have Human Resources staff meet with you, your managers and/or your employees to go over the policies or procedures described in this memo, please contact Jose Moreno at 817-392-7772.

Feel free to contact Dick Hodapp, 392-7770, Jose Moreno, 392-7772, Trisha Thomason, 392-7798 or Tammy Rios, 392-7769 if you have questions about implementation procedures. As always, we appreciate your cooperation.

cc: Charles Boswell, City Manager  
Dale Fisseler, Assistant City Manager  
Karen Montgomery, Assistant City Manager  
Marc Ott, Assistant City Manager  
Joe Paniagua, Assistant City Manager  
Libby Watson, Assistant City Manager

| KEY | TITLE/CLASSIFICATION                    | SALARY           | RANGE    | MARKET |
|-----|---|------------------|----------|--------|
| J23 | ACCOUNT TECHNICIAN                      | \$2,551          | \$3,598  | 0.00%  |
| P25 | ACCOUNT TECHNICIAN, SENIOR              | \$2,813          | \$3,971  | 0.00%  |
| C10 | ACCOUNTANT                              | \$3,333          | \$5,333  | 0.00%  |
| C12 | ACCOUNTANT, SENIOR                      | \$4,051          | \$6,481  | 0.00%  |
| D77 | ACCOUNTING MANAGER                      | \$5,985          | \$9,576  | 0.00%  |
| G10 | ACCOUNTING SERVICES SUPERVISOR          | \$4,467          | \$7,147  | 0.00%  |
| G12 | ACCOUNTS PAYABLE SUPERVISOR             | \$3,675          | \$5,879  | 0.00%  |
| K03 | ADMINISTRATIVE ASST                     | \$2,813          | \$3,971  | 0.00%  |
| B10 | ADMINISTRATIVE ASST, SENIOR             | \$3,333          | \$5,333  | 0.00%  |
| J14 | ADMINISTRATIVE SECRETARY                | \$2,430          | \$3,429  | 0.00%  |
| D26 | ADMINISTRATIVE SERVICES MANAGER         | \$4,924          | \$7,879  | 0.00%  |
| D24 | ADMINISTRATIVE SERVICES MANAGER, SENIOR | \$5,429          | \$8,686  | 0.00%  |
| J12 | ADMINISTRATIVE TECHNICIAN               | \$2,551          | \$3,598  | 0.00%  |
| S04 | ADULT BASKETBALL OFFICIAL               | 15.00 - per game |          |        |
| S05 | ADULT FLAG FOOTBALL OFFICIAL            | 15.00 - per game |          |        |
| S03 | ADULT SOFTBALL OFFICIAL                 | 13.00 - per game |          |        |
| S06 | ADULT VOLLEYBALL OFFICIAL               | 12.00 - per game |          |        |
| D76 | AIRPORT MANAGER                         | \$4,690          | \$7,505  | 0.00%  |
| A77 | AIRPORT OPERATIONS COORDINATOR          | \$2,879          | \$4,607  | 0.00%  |
| F76 | AIRPORT SYSTEMS DIRECTOR                | \$8,984          | \$14,823 | 0.00%  |
| W24 | ALARM ENFORCEMENT TECHNICIAN            | \$2,680          | \$3,780  | 0.00%  |
| D60 | ANIMAL CONTROL MANAGER                  | \$4,254          | \$6,806  | 0.00%  |
| W50 | ANIMAL CONTROL OFFICER                  | \$2,551          | \$3,598  | 0.00%  |
| W52 | ANIMAL CONTROL OFFICER, SENIOR          | \$2,813          | \$3,971  | 0.00%  |
| A50 | ANIMAL CONTROL SUPERVISOR               | \$3,333          | \$5,333  | 0.00%  |
| W54 | ANIMAL CRUELTY INVESTIGATOR             | \$3,101          | \$4,377  | 0.00%  |
| D55 | ANIMAL SERVICES ADMINISTRATOR           | \$4,924          | \$7,879  | 0.00%  |
| N63 | ANIMAL SHELTER ATTENDANT                | \$1,997          | \$2,822  | 0.00%  |
| N61 | ARBORIST                                | \$1,997          | \$2,822  | 0.00%  |
| D59 | ARCHITECTURAL SERVICES MANAGER          | \$5,429          | \$8,686  | 0.00%  |
| K16 | ASSOCIATE PLANNER                       | \$2,813          | \$3,971  | 0.00%  |
| E67 | ASST AIRPORT SYSTEMS DIRECTOR           | \$6,517          | \$10,754 | 0.00%  |
| E07 | ASST BUDGET & MGT SERVICES DIRECTOR     | \$6,517          | \$10,754 | 0.00%  |
| D32 | ASST BUILDING OFFICIAL                  | \$4,467          | \$7,147  | 0.00%  |
| D11 | ASST CHIEF ACCOUNTING OFFICER           | \$4,924          | \$7,879  | 0.00%  |
| C34 | ASST CITY ATTORNEY                      | \$4,924          | \$7,879  | 0.00%  |
| C36 | ASST CITY ATTORNEY, SENIOR              | \$6,285          | \$10,056 | 0.00%  |
| E16 | ASST CITY AUDITOR                       | \$6,517          | \$10,754 | 0.00%  |
| F05 | ASST CITY MANAGER                       | \$9,857          | \$16,265 | 0.00%  |
| E10 | ASST CITY SECRETARY                     | \$6,517          | \$10,754 | 0.00%  |
| G13 | ASST CITY TREASURER                     | \$3,675          | \$5,879  | 0.00%  |
| E20 | ASST CODE COMPLIANCE DIRECTOR           | \$6,517          | \$10,754 | 0.00%  |
| W17 | ASST COMMUNICATION SHIFT SUPERVISOR     | \$3,590          | \$5,065  | 0.00%  |
| A92 | ASST CUSTOMER SERVICE MANAGER           | \$3,675          | \$5,879  | 0.00%  |
| E18 | ASST ECONOMIC/COMMUNITY DEVELOPMENT DIR | \$6,517          | \$10,754 | 0.00%  |
| E45 | ASST ENGINEERING DIRECTOR               | \$6,517          | \$10,754 | 0.00%  |
| E41 | ASST ENVIRONMENTAL MANAGEMENT DIRECTOR  | \$7,169          | \$11,829 | 0.00%  |
| E39 | ASST EQUIPMENT SERVICES DIRECTOR        | \$6,517          | \$10,754 | 0.00%  |
| A43 | ASST FIELD OPERATIONS SUPERVISOR        | \$3,500          | \$5,599  | 0.00%  |
| E12 | ASST FINANCE DIRECTOR                   | \$6,517          | \$10,754 | 0.00%  |
| K60 | ASST GOLF PROFESSIONAL                  | \$2,551          | \$3,598  | 0.00%  |

|     |  |         |          |       |
|-----|--|---------|----------|-------|
| E65 | ASST GOVERNMENTAL AFFAIRS COORDINATOR        | \$7,169 | \$11,829 | 0.00% |
| E47 | ASST HOUSING DIRECTOR                        | \$6,517 | \$10,754 | 0.00% |
| E25 | ASST HUMAN RESOURCES DIRECTOR                | \$6,517 | \$10,754 | 0.00% |
| E80 | ASST IT SOLUTIONS DIRECTOR                   | \$7,169 | \$11,829 | 0.00% |
| E81 | ASST IT SOLUTIONS DIRECTOR-BUSINESS SERVICES | \$6,517 | \$10,754 | 0.00% |
| E83 | ASST LIBRARY DIRECTOR                        | \$6,517 | \$10,754 | 0.00% |
| E29 | ASST MUNICIPAL COURT SERVICES DIR            | \$6,517 | \$10,754 | 0.00% |
| E60 | ASST PARKS/COMMUNITY SERVICES DIRECTOR       | \$7,169 | \$11,829 | 0.00% |
| P30 | ASST PARTS/MATERIALS SUPERVISOR              | \$2,954 | \$4,169  | 0.00% |
| E57 | ASST PLANNING AND DEVELOPMENT DIRECTOR       | \$6,517 | \$10,754 | 0.00% |
| A29 | ASST PLANS EXAMINER SUPERVISOR               | \$3,675 | \$5,879  | 0.00% |
| E14 | ASST POLICE DIRECTOR                         | \$7,169 | \$11,829 | 0.00% |
| E78 | ASST PUBLIC FACILITIES/EVENTS DIRECTOR       | \$6,517 | \$10,754 | 0.00% |
| E74 | ASST PUBLIC FACILITIES/EVENTS MARKETING DIR  | \$5,212 | \$8,600  | 0.00% |
| E50 | ASST PUBLIC HEALTH DIRECTOR                  | \$7,169 | \$11,829 | 0.00% |
| G72 | ASST PUBLIC SAFETY SUPPORT MANAGER           | \$4,690 | \$7,505  | 0.00% |
| G47 | ASST SURVEY SUPERINTENDENT                   | \$4,254 | \$6,806  | 0.00% |
| F01 | ASST TO CITY MANAGER                         | \$5,212 | \$8,600  | 0.00% |
| F03 | ASST TO CITY MANAGER, SENIOR                 | \$6,517 | \$10,754 | 0.00% |
| D02 | ASST TO THE MAYOR                            | \$3,333 | \$5,333  | 0.00% |
| G48 | ASST TPW SUPERINTENDENT                      | \$4,467 | \$7,147  | 0.00% |
| E49 | ASST TRANSPORTATION/PUBLIC WORKS DIR         | \$7,169 | \$11,829 | 0.00% |
| E90 | ASST WATER DIRECTOR                          | \$7,169 | \$11,829 | 0.00% |
| A93 | ASST WATER SYSTEMS PLANT SUPERVISOR          | \$3,333 | \$5,333  | 0.00% |
| A96 | ASST WATER SYSTEMS SUPERINTENDENT            | \$4,467 | \$7,147  | 0.00% |
| G64 | ATHLETIC COORDINATOR                         | \$3,858 | \$6,173  | 0.00% |
| N80 | AUDIO/VISUAL SPECIALIST                      | \$2,097 | \$2,962  | 0.00% |
| C13 | AUDIT INVESTIGATOR                           | \$4,467 | \$7,147  | 0.00% |
| D35 | AUDIT MANAGER                                | \$5,429 | \$8,686  | 0.00% |
| C14 | AUDITOR                                      | \$3,675 | \$5,879  | 0.00% |
| C16 | AUDITOR, SENIOR                              | \$4,051 | \$6,481  | 0.00% |
| N52 | AUTO BODY REPAIRER                           | \$2,430 | \$3,429  | 0.00% |
| D22 | BENEFITS ADMINISTRATOR                       | \$6,285 | \$10,056 | 0.00% |
| F07 | BUDGET AND MANAGEMENT SERVICES DIRECTOR      | \$8,171 | \$13,482 | 0.00% |
| D10 | BUDGET MANAGER                               | \$5,429 | \$8,686  | 0.00% |
| E43 | BUILDING OFFICIAL                            | \$6,517 | \$10,754 | 0.00% |
| A41 | BUILDING SERVICES SUPERVISOR                 | \$3,858 | \$6,173  | 0.00% |
| D01 | BUSINESS DIVERSITY COORDINATOR               | \$4,467 | \$7,147  | 0.00% |
| D05 | BUSINESS/COMMUNITY DEVELOPMENT COORDINATOR   | \$4,467 | \$7,147  | 0.00% |
| D04 | BUSINESS/COMMUNITY DEVELOPMENT MANAGER       | \$5,429 | \$8,686  | 0.00% |
| B31 | BUYER  | \$3,174 | \$5,078  | 0.00% |
| B32 | BUYER, SENIOR                                | \$3,675 | \$5,879  | 0.00% |
| B89 | CABLE PRODUCER/DIRECTOR                      | \$2,879 | \$4,607  | 0.00% |
| D89 | CABLE SERVICES MANAGER                       | \$4,254 | \$6,806  | 0.00% |
| G89 | CABLE SERVICES SUPERVISOR                    | \$3,333 | \$5,333  | 0.00% |
| D09 | CAPITAL PROJECTS MANAGER                     | \$5,985 | \$9,576  | 0.00% |
| B96 | CHEMIST                                      | \$3,333 | \$5,333  | 0.00% |
| B98 | CHEMIST, SENIOR                              | \$3,858 | \$6,173  | 0.00% |
| D12 | CHIEF ACCOUNTING OFFICER                     | \$5,429 | \$8,686  | 0.00% |
| A21 | CHIEF DEPUTY CITY MARSHAL                    | \$4,467 | \$7,147  | 0.00% |
| D70 | CHIEF HELICOPTER PILOT                       | \$4,467 | \$7,147  | 0.00% |
| AJ1 | CHIEF JUDGE                                  | \$8,171 | \$13,482 | 0.00% |

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|-----|---|----------|----------|-------|
| AE3 | CITY ATTORNEY                           | \$12,140 | \$20,031 | 0.00% |
| AE5 | CITY AUDITOR                            | \$8,171  | \$13,482 | 0.00% |
| O03 | CITY COUNCIL MEMBER                     | \$2,083  | \$2,083  | 0.00% |
| G65 | CITY FORESTER                           | \$4,051  | \$6,481  | 0.00% |
| AE1 | CITY MANAGER                            | \$12,140 | \$20,031 | 0.00% |
| E31 | CITY MARSHAL                            | \$6,517  | \$10,754 | 0.00% |
| AE7 | CITY SECRETARY                          | \$8,171  | \$13,482 | 0.00% |
| D47 | CITY TRAFFIC ENGINEER                   | \$6,285  | \$10,056 | 0.00% |
| D14 | CITY TREASURER                          | \$5,429  | \$8,686  | 0.00% |
| A14 | CLERICAL SUPERVISOR                     | \$2,612  | \$4,179  | 0.00% |
| E30 | CLERK OF MUNICIPAL COURT                | \$6,517  | \$10,754 | 0.00% |
| F23 | CODE COMPLIANCE DIRECTOR                | \$8,171  | \$13,482 | 0.00% |
| W20 | CODE COMPLIANCE OFFICER                 | \$2,954  | \$4,169  | 0.00% |
| W22 | CODE COMPLIANCE OFFICER, SENIOR         | \$3,418  | \$4,822  | 0.00% |
| D38 | CODE COMPLIANCE SUPERINTENDENT          | \$4,467  | \$7,147  | 0.00% |
| A36 | CODE COMPLIANCE SUPERVISOR              | \$4,051  | \$6,481  | 0.00% |
| W21 | CODE COMPLIANCE TECHNICIAN              | \$2,314  | \$3,266  | 0.00% |
| C02 | COMMUNICATION COORDINATOR               | \$4,924  | \$7,879  | 0.00% |
| W18 | COMMUNICATION SHIFT SUPERVISOR          | \$3,770  | \$5,316  | 0.00% |
| N55 | COMMUNITY CENTER AIDE                   | \$1,997  | \$2,822  | 0.00% |
| G62 | COMMUNITY CENTER COORDINATOR            | \$4,254  | \$6,806  | 0.00% |
| A69 | COMMUNITY CENTER SUPERVISOR             | \$3,675  | \$5,879  | 0.00% |
| C61 | COMMUNITY COUNSELOR                     | \$3,333  | \$5,333  | 0.00% |
| B58 | COMMUNITY HEALTH NURSE                  | \$3,675  | \$5,879  | 0.00% |
| J50 | COMMUNITY HEALTH WORKER                 | \$1,901  | \$2,683  | 0.00% |
| D64 | COMMUNITY OPERATIONS MANAGER            | \$5,429  | \$8,686  | 0.00% |
| D67 | COMMUNITY SERVICES MANAGER              | \$5,171  | \$8,273  | 0.00% |
| B55 | CONSERVATION SPECIALIST                 | \$3,675  | \$5,879  | 0.00% |
| G45 | CONSTRUCTION INSPECTION SUPERVISOR      | \$4,254  | \$6,806  | 0.00% |
| K27 | CONSTRUCTION INSPECTOR I                | \$2,813  | \$3,971  | 0.00% |
| K29 | CONSTRUCTION INSPECTOR II               | \$3,255  | \$4,595  | 0.00% |
| P29 | CONSTRUCTION INSPECTOR, SENIOR          | \$3,590  | \$5,065  | 0.00% |
| D31 | CONSTRUCTION SUPERINTENDENT             | \$4,690  | \$7,505  | 0.00% |
| D50 | CONSUMER HEALTH MANAGER                 | \$4,690  | \$7,505  | 0.00% |
| K53 | CONSUMER HEALTH SPECIALIST              | \$3,255  | \$4,595  | 0.00% |
| K54 | CONSUMER HEALTH SPECIALIST, SENIOR      | \$3,418  | \$4,822  | 0.00% |
| G50 | CONSUMER HEALTH SUPERVISOR              | \$4,051  | \$6,481  | 0.00% |
| B43 | CONTRACT COMPLIANCE SPECIALIST          | \$3,174  | \$5,078  | 0.00% |
| B45 | CONTRACT COMPLIANCE SPECIALIST, SENIOR  | \$3,858  | \$6,173  | 0.00% |
| K43 | CONTRACT COMPLIANCE TECHNICIAN          | \$2,203  | \$3,113  | 0.00% |
| D27 | CONTRACT SERVICES ADMINISTRATOR         | \$4,924  | \$7,879  | 0.00% |
| O05 | COUNCIL AIDE                            | \$4,167  | \$4,167  | 0.00% |
| N12 | COURIER                                 | \$2,551  | \$3,598  | 0.00% |
| K08 | COURT INTERPRETER                       | \$2,680  | \$3,780  | 0.00% |
| K05 | COURT REPORTER                          | \$3,101  | \$4,377  | 0.00% |
| B79 | CRIME ANALYST                           | \$3,174  | \$5,078  | 0.00% |
| G71 | CRIME LAB QA COORDINATOR                | \$4,690  | \$7,505  | 0.00% |
| B30 | CRIMINAL INTELLIGENCE ANALYST           | \$4,924  | \$7,879  | 0.00% |
| N92 | CROSS CONNECTION TECHNICIAN             | \$2,680  | \$3,780  | 0.00% |
| P81 | CUSTODIAL SERVICES SUPERVISOR           | \$2,314  | \$3,266  | 0.00% |
| N23 | CUSTODIAN                               | \$1,811  | \$2,557  | 0.00% |
| J33 | CUSTOMER SERVICE INFORMATION SPECIALIST | \$2,813  | \$3,971  | 0.00% |
| D92 | CUSTOMER SERVICE MANAGER                | \$4,467  | \$7,147  | 0.00% |
| J30 | CUSTOMER SERVICE REPRESENTATIVE I       | \$2,203  | \$3,113  | 0.00% |
| J32 | CUSTOMER SERVICE REPRESENTATIVE II      | \$2,314  | \$3,266  | 0.00% |

|     |   |         |          |       |
|-----|---|---------|----------|-------|
| P14 | CUSTOMER SERVICE REPRESENTATIVE, SENIOR     | \$2,551 | \$3,598  | 0.00% |
| A90 | CUSTOMER SERVICE SUPERVISOR                 | \$3,333 | \$5,333  | 0.00% |
| C91 | DATABASE ADMINISTRATOR                      | \$4,924 | \$8,371  | 0.00% |
| A74 | DECOR SHIFT SUPERVISOR                      | \$3,023 | \$4,837  | 0.00% |
| J70 | DECOR TECHNICIAN                            | \$2,430 | \$3,429  | 0.00% |
| P70 | DECOR TECHNICIAN, SENIOR                    | \$2,680 | \$3,780  | 0.00% |
| A72 | DECOR UNIT SUPERVISOR                       | \$3,333 | \$5,333  | 0.00% |
| AJ3 | DEPUTY CHIEF JUDGE                          | \$5,701 | \$9,121  | 0.00% |
| E13 | DEPUTY CITY ATTORNEY                        | \$8,171 | \$13,482 | 0.00% |
| W07 | DEPUTY CITY MARSHAL                         | \$3,418 | \$4,822  | 0.00% |
| W09 | DEPUTY CITY MARSHAL, SENIOR                 | \$3,959 | \$5,585  | 0.00% |
| A23 | DEPUTY COURT CLERK                          | \$3,675 | \$5,879  | 0.00% |
| E92 | DEPUTY DEPARTMENT DIRECTOR                  | \$8,171 | \$13,482 | 0.00% |
| A34 | DEVELOPMENT INSPECTION SUPERVISOR           | \$3,858 | \$6,173  | 0.00% |
| K38 | DEVELOPMENT INSPECTOR                       | \$3,101 | \$4,377  | 0.00% |
| P38 | DEVELOPMENT INSPECTOR, SENIOR               | \$3,255 | \$4,595  | 0.00% |
| G40 | DEVELOPMENT PROJECT COORDINATOR             | \$4,051 | \$6,481  | 0.00% |
| D36 | DEVELOPMENT SERVICES ADMINISTRATOR          | \$5,429 | \$8,686  | 0.00% |
| D61 | DISTRICT SUPERINTENDENT                     | \$5,171 | \$8,273  | 0.00% |
| N68 | DROVER                                      | \$2,203 | \$3,113  | 0.00% |
| F09 | ECONOMIC AND COMMUNITY DEVELOPMENT DIRECTOR | \$8,171 | \$13,482 | 0.00% |
| C07 | ECONOMIC DEVELOPMENT SPECIALIST             | \$3,675 | \$5,879  | 0.00% |
| K72 | ELECTRONICS TECHNICIAN                      | \$2,314 | \$3,266  | 0.00% |
| P72 | ELECTRONICS TECHNICIAN, SENIOR              | \$2,551 | \$3,598  | 0.00% |
| K20 | ELIGIBILITY SPECIALIST                      | \$2,314 | \$3,266  | 0.00% |
| D74 | EMERGENCY MANAGEMENT COORDINATOR            | \$4,690 | \$7,505  | 0.00% |
| B26 | EMERGENCY MANAGEMENT OFFICER I              | \$3,174 | \$5,078  | 0.00% |
| B27 | EMERGENCY MANAGEMENT OFFICER II             | \$3,858 | \$6,173  | 0.00% |
| B29 | EMERGENCY MANAGEMENT OFFICER, SENIOR        | \$4,254 | \$6,806  | 0.00% |
| F45 | ENGINEERING DIRECTOR                        | \$8,984 | \$14,823 | 0.00% |
| D45 | ENGINEERING MANAGER                         | \$5,985 | \$9,576  | 0.00% |
| G31 | ENGINEERING PROGRAM ADMINISTRATOR           | \$4,924 | \$7,879  | 0.00% |
| K30 | ENGINEERING TECHNICIAN I                    | \$2,551 | \$3,598  | 0.00% |
| K32 | ENGINEERING TECHNICIAN II                   | \$2,954 | \$4,169  | 0.00% |
| P32 | ENGINEERING TECHNICIAN, SENIOR              | \$3,418 | \$4,822  | 0.00% |
| F56 | ENVIRONMENTAL MANAGEMENT DIRECTOR           | \$8,171 | \$13,482 | 0.00% |
| D56 | ENVIRONMENTAL PROGRAM MANAGER               | \$5,171 | \$8,273  | 0.00% |
| K19 | ENVIRONMENTAL SPECIALIST                    | \$3,418 | \$4,822  | 0.00% |
| B57 | ENVIRONMENTAL SPECIALIST, SENIOR            | \$4,051 | \$6,481  | 0.00% |
| G56 | ENVIRONMENTAL SUPERVISOR                    | \$4,690 | \$7,505  | 0.00% |
| B54 | EPIDEMIOLOGIST                              | \$3,675 | \$5,879  | 0.00% |
| G52 | EPIDEMIOLOGY COORDINATOR                    | \$4,467 | \$7,147  | 0.00% |
| B52 | EPIDEMIOLOGY SPECIALIST                     | \$3,023 | \$4,837  | 0.00% |
| K73 | EQUIPMENT COORDINATOR                       | \$2,954 | \$4,169  | 0.00% |
| N25 | EQUIPMENT OPERATOR                          | \$2,430 | \$3,429  | 0.00% |
| P27 | EQUIPMENT OPERATOR, SENIOR                  | \$2,551 | \$3,598  | 0.00% |
| P41 | EQUIPMENT SERVICES CREWLEADER               | \$3,255 | \$4,595  | 0.00% |
| F41 | EQUIPMENT SERVICES DIRECTOR                 | \$8,984 | \$14,823 | 0.00% |
| G43 | EQUIPMENT SERVICES MANAGER                  | \$4,690 | \$7,505  | 0.00% |
| N47 | EQUIPMENT SERVICES MECHANIC I               | \$2,203 | \$3,113  | 0.00% |
| N49 | EQUIPMENT SERVICES MECHANIC II              | \$2,551 | \$3,598  | 0.00% |
| P50 | EQUIPMENT SERVICES MECHANIC, SENIOR         | \$2,954 | \$4,169  | 0.00% |
| A42 | EQUIPMENT SERVICES SUPERVISOR               | \$4,051 | \$6,481  | 0.00% |
| K48 | EQUIPMENT SERVICES TECHNICIAN               | \$1,997 | \$2,822  | 0.00% |

|     |   |         |          |       |
|-----|---|---------|----------|-------|
| J16 | <b>EXECUTIVE SECRETARY</b>                                    | \$2,813 | \$3,971  | 0.00% |
| J18 | <b>EXECUTIVE SECRETARY TO MAYOR/COUNCIL</b>                   | \$2,954 | \$4,169  | 0.00% |
| S01 | <b>EXTRA HELP (N or E Depending on Shadow Classification)</b> | varies  |          | 0.00% |
| D43 | <b>FACILITIES MANAGER</b>                                     | \$5,985 | \$9,576  | 0.00% |
| P43 | <b>FIELD OPERATIONS CREWLEADER</b>                            | \$2,954 | \$4,169  | 0.00% |
| D44 | <b>FIELD OPERATIONS SUPERINTENDENT</b>                        | \$4,924 | \$7,879  | 0.00% |
| A45 | <b>FIELD OPERATIONS SUPERVISOR</b>                            | \$4,051 | \$6,481  | 0.00% |
| J34 | <b>FIELD SERVICES REPRESENTATIVE</b>                          | \$2,314 | \$3,266  | 0.00% |
| F14 | <b>FINANCE DIRECTOR</b>                                       | \$8,984 | \$14,823 | 0.00% |
| G11 | <b>FINANCIAL REPORTING COORDINATOR</b>                        | \$4,690 | \$7,505  | 0.00% |
| D19 | <b>FINANCIAL SERVICES MANAGER</b>                             | \$5,171 | \$8,273  | 0.00% |
| Y05 | <b>FIRE BATTALION CHIEF</b>                                   | \$7,119 | \$5,606  | 0.00% |
| S98 | <b>FIRE CADET</b>   | \$1,680 | \$1,680  | 0.00% |
| Y04 | <b>FIRE CAPTAIN</b>   | \$6,510 | \$6,836  | 0.00% |
| F72 | <b>FIRE CHIEF</b>   | \$8,984 | \$14,823 | 0.00% |
| Y11 | <b>FIRE DEPUTY CHIEF</b>                                      | \$8,453 | \$9,320  | 0.00% |
| Y02 | <b>FIRE ENGINEER</b>  | \$5,242 | \$5,503  | 0.00% |
| Y01 | <b>FIRE FIGHTER</b>   | \$3,883 | \$4,957  | 0.00% |
| Y03 | <b>FIRE LIEUTENANT</b>  | \$5,810 | \$6,101  | 0.00% |
| C41 | <b>FIRE PROTECTION SPECIALIST</b>                             | \$4,254 | \$6,806  | 0.00% |
| Y17 | <b>FIRE TRAINEE</b>   | \$3,014 | \$3,014  | 0.00% |
| J86 | <b>FOOD AND BEVERAGE ATTENDANT</b>                            | \$1,288 | \$1,818  | 0.00% |
| J87 | <b>FOOD AND BEVERAGE ATTENDANT, SENIOR</b>                    | \$1,565 | \$2,207  | 0.00% |
| D28 | <b>FORENSIC DIVISION MANAGER</b>                              | \$5,171 | \$8,273  | 0.00% |
| C72 | <b>FORENSIC SCIENTIST</b>                                     | \$3,675 | \$5,879  | 0.00% |
| C74 | <b>FORENSIC SCIENTIST, SENIOR</b>                             | \$4,254 | \$6,806  | 0.00% |
| B74 | <b>FORESTER</b>   | \$2,879 | \$4,607  | 0.00% |
| N56 | <b>GARDENER</b>   | \$2,314 | \$3,266  | 0.00% |
| P56 | <b>GARDENER, SENIOR</b>                                       | \$2,551 | \$3,598  | 0.00% |
| J88 | <b>GOLF CART ATTENDANT</b>                                    | \$1,288 | \$1,818  | 0.00% |
| D66 | <b>GOLF COURSE MAINT/OPERATIONS SUPERINTENDENT</b>            | \$4,924 | \$7,879  | 0.00% |
| A63 | <b>GOLF PROFESSIONAL</b>                                      | \$3,858 | \$6,173  | 0.00% |
| J82 | <b>GOLF SHOP ATTENDANT</b>                                    | \$1,997 | \$2,822  | 0.00% |
| J91 | <b>GOLF SHOP CLERK</b>  | \$1,420 | \$2,000  | 0.00% |
| F04 | <b>GOVERNMENTAL AFFAIRS COORDINATOR</b>                       | \$8,171 | \$13,482 | 0.00% |
| G15 | <b>GOVERNMENTAL AFFAIRS LIAISON</b>                           | \$6,285 | \$10,056 | 0.00% |
| C43 | <b>GRADUATE ENGINEER</b>                                      | \$4,051 | \$6,481  | 0.00% |
| D08 | <b>GRANTS MANAGER</b>   | \$4,924 | \$7,879  | 0.00% |
| B60 | <b>GRANTS SPECIALIST</b>                                      | \$3,333 | \$5,333  | 0.00% |
| K12 | <b>GRAPHIC ARTIST</b>   | \$2,954 | \$4,169  | 0.00% |
| N58 | <b>GREENHOUSE ATTENDANT</b>                                   | \$2,314 | \$3,266  | 0.00% |
| G34 | <b>GROUND TRANSPORTATION COORDINATOR</b>                      | \$4,254 | \$6,806  | 0.00% |
| D52 | <b>HEALTH INFORMATION ASSESSMENT MANAGER</b>                  | \$4,690 | \$7,505  | 0.00% |
| D54 | <b>HEALTH OUTREACH MANAGER</b>                                | \$4,690 | \$7,505  | 0.00% |
| AJ7 | <b>HEARING OFFICER</b>  | \$3,333 | \$5,333  | 0.00% |
| N70 | <b>HELICOPTER MECHANIC</b>                                    | \$3,770 | \$5,316  | 0.00% |
| K70 | <b>HELICOPTER PILOT</b>                                       | \$3,770 | \$5,316  | 0.00% |
| B69 | <b>HISTORICAL CURATOR</b>                                     | \$3,500 | \$5,599  | 0.00% |
| W60 | <b>HORSE TRAINER</b>  | \$2,314 | \$3,266  | 0.00% |
| D65 | <b>HORTICULTURE SUPERINTENDENT</b>                            | \$4,924 | \$7,879  | 0.00% |
| B70 | <b>HORTICULTURIST</b>   | \$3,333 | \$5,333  | 0.00% |
| B72 | <b>HORTICULTURIST, SENIOR</b>                                 | \$4,051 | \$6,481  | 0.00% |
| B05 | <b>HOUSING DEVELOPMENT SPECIALIST</b>                         | \$3,858 | \$6,173  | 0.00% |
| F47 | <b>HOUSING DIRECTOR</b>                                       | \$8,984 | \$14,823 | 0.00% |

|     |  |         |          |       |
|-----|--|---------|----------|-------|
| D29 | HOUSING PROGRAM MANAGER                          | \$5,171 | \$8,273  | 0.00% |
| G29 | HOUSING PROGRAM SUPERVISOR                       | \$3,858 | \$6,173  | 0.00% |
| K23 | HOUSING REHABILITATION TECHNICIAN I              | \$2,551 | \$3,598  | 0.00% |
| K25 | HOUSING REHABILITATION TECHNICIAN II             | \$2,813 | \$3,971  | 0.00% |
| C25 | HRI SPECIALIST                                   | \$3,500 | \$5,949  | 0.00% |
| F36 | HUMAN RELATIONS DIRECTOR                         | \$8,171 | \$13,482 | 0.00% |
| D80 | HUMAN RELATIONS MANAGER                          | \$5,171 | \$8,273  | 0.00% |
| B41 | HUMAN RELATIONS SPECIALIST                       | \$3,858 | \$6,173  | 0.00% |
| B42 | HUMAN RELATIONS SPECIALIST, SENIOR               | \$4,254 | \$6,806  | 0.00% |
| B21 | HUMAN RESOURCES ANALYST                          | \$3,675 | \$5,879  | 0.00% |
| B23 | HUMAN RESOURCES ANALYST, SENIOR                  | \$4,051 | \$6,481  | 0.00% |
| B25 | HUMAN RESOURCES CONSULTANT                       | \$4,690 | \$7,505  | 0.00% |
| G25 | HUMAN RESOURCES COORDINATOR                      | \$4,690 | \$7,505  | 0.00% |
| F25 | HUMAN RESOURCES DIRECTOR                         | \$8,984 | \$14,823 | 0.00% |
| D23 | HUMAN RESOURCES MANAGER                          | \$5,429 | \$8,686  | 0.00% |
| G67 | HUMAN SERVICES COORDINATOR                       | \$3,675 | \$5,879  | 0.00% |
| D68 | HUMAN SERVICES MANAGER                           | \$4,690 | \$7,505  | 0.00% |
| K10 | HUMAN SERVICES SPECIALIST                        | \$2,680 | \$3,780  | 0.00% |
| B33 | HUMAN SERVICES SPECIALIST, SENIOR                | \$3,023 | \$4,837  | 0.00% |
| G68 | HUMAN SERVICES SUPERVISOR                        | \$3,675 | \$5,879  | 0.00% |
| W62 | IDENTIFICATION TECHNICIAN                        | \$2,430 | \$3,429  | 0.00% |
| W63 | IDENTIFICATION TECHNICIAN, SENIOR                | \$2,680 | \$3,780  | 0.00% |
| N07 | INDUSTRIAL SEWING TECHNICIAN                     | \$2,314 | \$3,266  | 0.00% |
| C04 | INFRASTRUCTURE QUALITY CONTROL<br>SPECIALIST     | \$4,051 | \$6,481  | 0.00% |
| A99 | INSTRUMENTATION/ELECTRICAL SUPERVISOR            | \$3,858 | \$6,173  | 0.00% |
| K90 | INSTRUMENTATION/ELECTRICAL TECHNICIAN            | \$2,813 | \$3,971  | 0.00% |
| P94 | INSTRUMENTATION/ELECTRICAL TECHNICIAN,<br>SENIOR | \$3,101 | \$4,377  | 0.00% |
| W64 | INTOXILYZER OPERATOR                             | \$2,430 | \$3,429  | 0.00% |
| G78 | IT BUSINESS PLANNER                              | \$4,254 | \$7,231  | 0.00% |
| G79 | IT BUSINESS PLANNER, SENIOR                      | \$4,690 | \$7,974  | 0.00% |
| G81 | IT BUSINESS SYSTEMS COORDINATOR                  | \$4,254 | \$7,231  | 0.00% |
| G83 | IT COMMUNICATIONS CONSULTANT                     | \$3,858 | \$6,559  | 0.00% |
| K85 | IT COMMUNICATIONS TECHNICIAN                     | \$3,255 | \$4,595  | 0.00% |
| P87 | IT COMMUNICATIONS TECHNICIAN, SENIOR             | \$3,590 | \$5,065  | 0.00% |
| C90 | IT LEAD PROGRAMMER/ANALYST                       | \$5,171 | \$8,790  | 0.00% |
| D81 | IT MANAGER                                       | \$5,171 | \$8,790  | 0.00% |
| K81 | IT OPERATIONS SPECIALIST                         | \$2,314 | \$3,266  | 0.00% |
| P83 | IT OPERATIONS SPECIALIST, SENIOR                 | \$2,813 | \$3,971  | 0.00% |
| K79 | IT PC SUPPORT SPECIALIST                         | \$3,101 | \$4,377  | 0.00% |
| C85 | IT PROGRAMMER/ANALYST I                          | \$3,333 | \$5,666  | 0.00% |
| C87 | IT PROGRAMMER/ANALYST II                         | \$3,858 | \$6,559  | 0.00% |
| C89 | IT PROGRAMMER/ANALYST, SENIOR                    | \$4,467 | \$7,594  | 0.00% |
| G86 | IT PROJECT CONSULTANT                            | \$5,429 | \$9,229  | 0.00% |
| G88 | IT QUALITY ASSURANCE COORDINATOR                 | \$4,467 | \$7,594  | 0.00% |
| K83 | IT SERVICES SPECIALIST                           | \$2,813 | \$3,971  | 0.00% |
| K84 | IT SERVICES SPECIALIST, SENIOR                   | \$3,101 | \$4,377  | 0.00% |
| F80 | IT SOLUTIONS DIRECTOR                            | \$8,984 | \$14,823 | 0.00% |
| D83 | IT SOLUTIONS MANAGER, SENIOR                     | \$5,429 | \$9,229  | 0.00% |
| A81 | IT SUPERVISOR                                    | \$3,333 | \$5,333  | 0.00% |
| C81 | IT TECHNICAL SUPPORT ANALYST I                   | \$3,174 | \$5,395  | 0.00% |
| C83 | IT TECHNICAL SUPPORT ANALYST II                  | \$3,675 | \$6,247  | 0.00% |
| C84 | IT TECHNICAL SUPPORT ANALYST, SENIOR             | \$4,254 | \$7,231  | 0.00% |
| K88 | IT TECHNICIAN                                    | \$2,314 | \$3,266  | 0.00% |
| S60 | JOB CARVING - OFFICE AIDE I                      | \$1,257 | \$1,257  | 0.00% |



## R-9

|     |                                      |         |          |       |
|-----|--------------------------------------|---------|----------|-------|
| S61 | JOB CARVING - OFFICE AIDE II         | \$1,387 | \$1,387  | 0.00% |
| S62 | JOB CARVING - SR OFFICE AIDE         | \$1,525 | \$1,525  | 0.00% |
| K07 | JURY COORDINATOR                     | \$2,680 | \$3,780  | 0.00% |
| K55 | LABORATORY ASST                      | \$2,203 | \$3,113  | 0.00% |
| G54 | LABORATORY SUPERVISOR                | \$4,051 | \$6,481  | 0.00% |
| C92 | LAKE WORTH COORDINATOR               | \$4,051 | \$6,481  | 0.00% |
| B38 | LAND AGENT                           | \$3,675 | \$5,879  | 0.00% |
| B40 | LAND AGENT, SENIOR                   | \$4,254 | \$6,806  | 0.00% |
| C53 | LANDSCAPE ARCHITECT                  | \$3,675 | \$5,879  | 0.00% |
| G63 | LANDSCAPE ARCHITECT SUPERVISOR       | \$4,690 | \$7,505  | 0.00% |
| C55 | LANDSCAPE ARCHITECT, SENIOR          | \$4,051 | \$6,481  | 0.00% |
| W66 | LATENT PRINT TECHNICIAN              | \$2,813 | \$3,971  | 0.00% |
| G80 | LEAD IT BUSINESS PLANNER             | \$5,171 | \$8,790  | 0.00% |
| J10 | LEGAL SECRETARY                      | \$2,551 | \$3,598  | 0.00% |
| B83 | LIBRARIAN                            | \$3,174 | \$5,078  | 0.00% |
| D69 | LIBRARIAN MANAGER                    | \$4,924 | \$7,879  | 0.00% |
| G70 | LIBRARIAN SUPERVISOR                 | \$4,254 | \$6,806  | 0.00% |
| B85 | LIBRARIAN, SENIOR                    | \$3,675 | \$5,879  | 0.00% |
| K78 | LIBRARY ASSISTANT I                  | \$2,430 | \$3,429  | 0.00% |
| K86 | LIBRARY ASSISTANT II                 | \$2,680 | \$3,780  | 0.00% |
| F83 | LIBRARY DIRECTOR                     | \$8,984 | \$14,823 | 0.00% |
| B87 | LIBRARY MATERIALS COORDINATOR        | \$4,467 | \$7,147  | 0.00% |
| J83 | LIBRARY PAGE                         | \$1,811 | \$2,557  | 0.00% |
| K26 | LOAN SERVICES REPRESENTATIVE         | \$2,954 | \$4,169  | 0.00% |
| B03 | LOAN SERVICES REPRESENTATIVE, SENIOR | \$3,333 | \$5,333  | 0.00% |
| D07 | M/WBE PROGRAM COORDINATOR            | \$4,467 | \$7,147  | 0.00% |
| N20 | MAINTENANCE WORKER                   | \$1,997 | \$2,822  | 0.00% |
| P21 | MAINTENANCE WORKER, SENIOR           | \$2,097 | \$2,962  | 0.00% |
| B14 | MANAGEMENT ANALYST I                 | \$3,333 | \$5,333  | 0.00% |
| B16 | MANAGEMENT ANALYST II                | \$4,051 | \$6,481  | 0.00% |
| D21 | MANAGEMENT ANALYST, SENIOR           | \$4,924 | \$7,879  | 0.00% |
| O01 | MAYOR                                | \$2,416 | \$2,416  | 0.00% |
| O02 | MAYOR PRO TEM                        | \$2,083 | \$2,083  | 0.00% |
| K35 | MEDIA SERVICES SPECIALIST            | \$2,954 | \$4,169  | 0.00% |
| N90 | METER SERVICES TECHNICIAN            | \$2,314 | \$3,266  | 0.00% |
| B61 | MICROBIOLOGIST                       | \$3,333 | \$5,333  | 0.00% |
| B63 | MICROBIOLOGIST, SENIOR               | \$3,858 | \$6,173  | 0.00% |
| F30 | MUNICIPAL COURT SERVICES DIRECTOR    | \$8,171 | \$13,482 | 0.00% |
| AJ5 | MUNICIPAL JUDGE                      | \$5,171 | \$8,273  | 0.00% |
| D51 | NATURE CENTER MANAGER                | \$4,924 | \$7,879  | 0.00% |
| J03 | OFFICE ASST I                        | \$1,901 | \$2,683  | 0.00% |
| J05 | OFFICE ASST II                       | \$1,997 | \$2,822  | 0.00% |
| B76 | PARK NATURALIST                      | \$2,742 | \$4,387  | 0.00% |
| B75 | PARK NATURALIST ASST                 | \$2,487 | \$3,980  | 0.00% |
| F60 | PARKS/COMMUNITY SERVICES DIRECTOR    | \$8,984 | \$14,823 | 0.00% |
| J45 | PARTS EXPEDITER                      | \$2,430 | \$3,429  | 0.00% |
| A18 | PARTS/MATERIALS SUPERVISOR           | \$3,500 | \$5,599  | 0.00% |
| N69 | PESTICIDE APPLICATOR                 | \$2,314 | \$3,266  | 0.00% |
| C57 | PLANNER                              | \$3,500 | \$5,599  | 0.00% |
| C59 | PLANNER, SENIOR                      | \$4,467 | \$7,147  | 0.00% |
| F57 | PLANNING AND DEVELOPMENT DIRECTOR    | \$8,171 | \$13,482 | 0.00% |
| K14 | PLANNING ASST                        | \$2,813 | \$3,971  | 0.00% |
| D58 | PLANNING MANAGER                     | \$4,924 | \$7,879  | 0.00% |
| K34 | PLANS EXAMINER                       | \$3,255 | \$4,595  | 0.00% |
| A32 | PLANS EXAMINER SUPERVISOR            | \$3,858 | \$6,173  | 0.00% |

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|     |                                      |         |          |       |
|-----|--------------------------------------|---------|----------|-------|
| P36 | PLANS EXAMINER, SENIOR               | \$3,590 | \$5,065  | 0.00% |
| S99 | POLICE CADET                         | \$1,680 | \$1,680  | 0.00% |
| X09 | POLICE CAPTAIN                       | \$7,244 | \$8,384  | 0.00% |
| F70 | POLICE CHIEF                         | \$8,984 | \$14,823 | 0.00% |
| X04 | POLICE CORPORAL                      | \$4,902 | \$6,256  | 0.00% |
| X10 | POLICE DEPUTY CHIEF                  | \$8,355 | \$9,672  | 0.00% |
| G07 | POLICE EMPLOYMENT SPECIALIST         | \$3,858 | \$6,173  | 0.00% |
| X08 | POLICE LIEUTENANT                    | \$6,256 | \$7,602  | 0.00% |
| X03 | POLICE OFFICER                       | \$3,838 | \$5,670  | 0.00% |
| W68 | POLICE RANGE TECHNICIAN              | \$2,097 | \$2,962  | 0.00% |
| X07 | POLICE SERGEANT                      | \$5,673 | \$6,895  | 0.00% |
| X17 | POLICE TRAINEE                       | \$3,025 | \$3,025  | 0.00% |
| W70 | POLYGRAPH EXAMINER                   | \$4,157 | \$5,866  | 0.00% |
| C45 | PROFESSIONAL ENGINEER                | \$4,690 | \$7,505  | 0.00% |
| C49 | PROFESSIONAL ENGINEER, SENIOR        | \$5,429 | \$8,686  | 0.00% |
| N14 | PROPERTY CONTROL ATTENDANT           | \$2,314 | \$3,266  | 0.00% |
| J43 | PROPERTY CONTROL SPECIALIST          | \$2,430 | \$3,429  | 0.00% |
| P74 | PROPERTY CONTROL SPECIALIST, SENIOR  | \$2,680 | \$3,780  | 0.00% |
| A16 | PROPERTY CONTROL SUPERVISOR          | \$3,333 | \$5,333  | 0.00% |
| C30 | PROSECUTING ATTORNEY                 | \$4,467 | \$7,147  | 0.00% |
| G32 | PUBLIC EDUCATION PROGRAM COORDINATOR | \$3,858 | \$6,173  | 0.00% |
| B34 | PUBLIC EDUCATION SPECIALIST          | \$3,174 | \$5,078  | 0.00% |
| N78 | PUBLIC EVENTS ATTENDANT              | \$1,901 | \$2,683  | 0.00% |
| P78 | PUBLIC EVENTS COORDINATOR            | \$3,101 | \$4,377  | 0.00% |
| D79 | PUBLIC EVENTS MANAGER                | \$4,467 | \$7,147  | 0.00% |
| F78 | PUBLIC FACILITIES/EVENTS DIRECTOR    | \$8,984 | \$14,823 | 0.00% |
| F50 | PUBLIC HEALTH DIRECTOR               | \$8,984 | \$14,823 | 0.00% |
| W12 | PUBLIC SAFETY COMMUNICATOR I         | \$2,430 | \$3,429  | 0.00% |
| W13 | PUBLIC SAFETY COMMUNICATOR II        | \$2,813 | \$3,971  | 0.00% |
| W15 | PUBLIC SAFETY COMMUNICATOR, SENIOR   | \$3,255 | \$4,595  | 0.00% |
| D72 | PUBLIC SAFETY SUPPORT MANAGER        | \$5,429 | \$8,686  | 0.00% |
| D16 | PURCHASING MANAGER                   | \$5,429 | \$8,686  | 0.00% |
| G18 | PURCHASING SUPERVISOR                | \$3,858 | \$6,173  | 0.00% |
| B65 | QUALITY CONTROL SPECIALIST           | \$3,333 | \$5,333  | 0.00% |
| D40 | REAL PROPERTY MANAGER                | \$5,171 | \$8,273  | 0.00% |
| C18 | RECORDS ANALYST                      | \$3,333 | \$5,333  | 0.00% |
| C19 | RECORDS ANALYST, SENIOR+A420         | \$3,675 | \$5,879  | 0.00% |
| D18 | RECORDS MANAGER                      | \$5,171 | \$8,273  | 0.00% |
| B78 | RECREATION PROGRAMMER                | \$2,742 | \$4,387  | 0.00% |
| B77 | RECREATION PROGRAMMER, SENIOR        | \$3,023 | \$4,837  | 0.00% |
| G69 | REGIONAL LIBRARIAN SUPERVISOR        | \$4,467 | \$7,147  | 0.00% |
| C51 | REGISTERED ARCHITECT                 | \$4,254 | \$6,806  | 0.00% |
| D90 | REGULATORY/ENVIRONMENTAL COORDINATOR | \$5,171 | \$8,273  | 0.00% |
| G38 | REPROGRAPHICS COORDINATOR            | \$3,858 | \$6,173  | 0.00% |
| N03 | REPROGRAPHICS TECHNICIAN             | \$2,430 | \$3,429  | 0.00% |
| P05 | REPROGRAPHICS TECHNICIAN, SENIOR     | \$2,813 | \$3,971  | 0.00% |
| A30 | RETAIL SALES SUPERVISOR              | \$2,879 | \$4,607  | 0.00% |
| C21 | RISK MANAGEMENT ANALYST              | \$3,675 | \$5,879  | 0.00% |
| C23 | RISK MANAGEMENT ANALYST, SENIOR      | \$4,254 | \$6,806  | 0.00% |
| D20 | RISK MANAGER                         | \$5,171 | \$8,273  | 0.00% |
| S11 | SCHOOL CROSSING GUARD                | \$1,260 | \$1,260  | 0.00% |
| S02 | SCOREKEEPER                          | \$1,300 | \$1,300  | 0.00% |
| W40 | SECURITY GUARD                       | \$2,551 | \$3,598  | 0.00% |
| A76 | SECURITY SUPERVISOR                  | \$3,174 | \$5,078  | 0.00% |
| N35 | SIGNS FABRICATOR                     | \$2,097 | \$2,962  | 0.00% |

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|     |                                      |                  |          |       |
|-----|--------------------------------------|------------------|----------|-------|
| N45 | SKILLED TRADES TECHNICIAN I          | \$2,551          | \$3,598  | 0.00% |
| N46 | SKILLED TRADES TECHNICIAN II         | \$2,813          | \$3,971  | 0.00% |
| P47 | SKILLED TRADES TECHNICIAN, SENIOR    | \$3,101          | \$4,377  | 0.00% |
| B07 | SPECIAL ASST TO CITY MANAGER         | \$3,333          | \$5,333  | 0.00% |
| N79 | STAGEHAND                            | \$2,551          | \$3,598  | 0.00% |
| P76 | STAGEHAND CREWLEADER                 | \$2,954          | \$4,169  | 0.00% |
| J41 | STOCK CLERK                          | \$2,203          | \$3,113  | 0.00% |
| D49 | STREET SERVICES MANAGER              | \$5,429          | \$8,686  | 0.00% |
| D46 | SURVEY SUPERINTENDENT                | \$4,690          | \$7,505  | 0.00% |
| A47 | SURVEY SUPERVISOR                    | \$4,051          | \$6,481  | 0.00% |
| K40 | SURVEY TECHNICIAN                    | \$2,314          | \$3,266  | 0.00% |
| P45 | SURVEY TECHNICIAN, SENIOR            | \$2,813          | \$3,971  | 0.00% |
| G04 | TEEN COURT COORDINATOR               | \$2,879          | \$4,607  | 0.00% |
| P68 | TOP HAND                             | \$2,813          | \$3,971  | 0.00% |
| D48 | TPW SUPERINTENDENT                   | \$4,924          | \$7,879  | 0.00% |
| W32 | TRAFFIC CONTROL SUPERVISOR           | \$3,418          | \$4,822  | 0.00% |
| W30 | TRAFFIC CONTROL TECHNICIAN           | \$2,314          | \$3,266  | 0.00% |
| N33 | TRAFFIC SERVICES WORKER              | \$1,997          | \$2,822  | 0.00% |
| P52 | TRAFFIC SYSTEMS CREWLEADER           | \$3,255          | \$4,595  | 0.00% |
| A49 | TRAFFIC SYSTEMS SUPERVISOR           | \$3,858          | \$6,173  | 0.00% |
| N30 | TRAFFIC SYSTEMS TECHNICIAN I         | \$2,314          | \$3,266  | 0.00% |
| N32 | TRAFFIC SYSTEMS TECHNICIAN II        | \$2,813          | \$3,971  | 0.00% |
| B92 | TRAINING SPECIALIST                  | \$3,333          | \$5,333  | 0.00% |
| D39 | TRANSPORTATION MANAGER               | \$5,429          | \$8,686  | 0.00% |
| F49 | TRANSPORTATION/PUBLIC WORKS DIRECTOR | \$8,984          | \$14,823 | 0.00% |
| D25 | UTILITY ADMINISTRATOR                | \$5,429          | \$8,686  | 0.00% |
| K46 | UTILITY LINE TECHNICIAN              | \$2,551          | \$3,598  | 0.00% |
| C94 | UTILITY RATE ANALYST                 | \$3,500          | \$5,599  | 0.00% |
| C96 | UTILITY RATE ANALYST, SENIOR         | \$4,467          | \$7,147  | 0.00% |
| C38 | VETERINARIAN                         | \$3,675          | \$5,879  | 0.00% |
| K64 | VETERINARIAN TECHNICIAN              | \$2,430          | \$3,429  | 0.00% |
| G36 | VICTIM ASSISTANCE COORDINATOR        | \$4,254          | \$6,806  | 0.00% |
| B35 | VICTIM ASSISTANCE SPECIALIST         | \$2,879          | \$4,607  | 0.00% |
| B36 | VICTIM ASSISTANCE SPECIALIST, SENIOR | \$3,174          | \$5,078  | 0.00% |
| G99 | VITAL STATISTICS REGISTRAR           | \$3,858          | \$6,173  | 0.00% |
| C09 | VOLUNTEER COORDINATOR                | \$2,879          | \$4,607  | 0.00% |
| F90 | WATER DIRECTOR                       | \$8,984          | \$14,823 | 0.00% |
| N88 | WATER METER READER                   | \$2,097          | \$2,962  | 0.00% |
| D98 | WATER QUALITY MANAGER                | \$4,690          | \$7,505  | 0.00% |
| G90 | WATER SERVICES SUPERVISOR            | \$4,051          | \$6,481  | 0.00% |
| N94 | WATER SYSTEMS MECHANIC I             | \$2,203          | \$3,113  | 0.00% |
| N96 | WATER SYSTEMS MECHANIC II            | \$2,551          | \$3,598  | 0.00% |
| A98 | WATER SYSTEMS MECHANIC SUPERVISOR    | \$3,500          | \$5,599  | 0.00% |
| P98 | WATER SYSTEMS MECHANIC, SENIOR       | \$2,813          | \$3,971  | 0.00% |
| A94 | WATER SYSTEMS PLANT SUPERVISOR       | \$3,858          | \$6,173  | 0.00% |
| K94 | WATER SYSTEMS SAMPLER                | \$2,551          | \$3,598  | 0.00% |
| D96 | WATER SYSTEMS SUPERINTENDENT         | \$5,171          | \$8,273  | 0.00% |
| K96 | WATER SYSTEMS TECHNICIAN I           | \$2,203          | \$3,113  | 0.00% |
| K98 | WATER SYSTEMS TECHNICIAN II          | \$2,551          | \$3,598  | 0.00% |
| P96 | WATER SYSTEMS TECHNICIAN, SENIOR     | \$2,954          | \$4,169  | 0.00% |
| G02 | WEB MANAGING EDITOR                  | \$4,254          | \$6,806  | 0.00% |
| S08 | YOUTH GAME OFFICIAL                  | \$15.00 per game |          |       |

**FORT WORTH**

