

RULE IV
PAY PLAN

Section 1 General

- 1.1 The Director shall prepare a pay plan for the positions classified under the Lafayette Consolidated City Parish Government's Charter Section 4-15.
- 1.2 The pay plan shall be divided into components for purposes of better aligning pay of positions with similar education and experience qualifications with data reflecting the labor market pay rates for those qualifications.
- 1.3 The pay plan components shall consist of scales of pay ranges, each with a minimum, a midpoint and a maximum value.
- 1.4 The pay plan shall be submitted for approval of the Civil Service Board at a public hearing called for that purpose.
- 1.5 The pay plan, or amendment to it, shall become effective only after approval of the expenses of its implementation, by the City-Parish Council.
- 1.6 Revisions and changes to the pay plan and its components due to changes in labor market data are to be recommended at least annually by the Director, for the forthcoming fiscal year.
- 1.7 Hourly rates as provided in the pay plan shall be the official mode of payment.
- 1.8 Employees subject to these rules shall be paid as provided by the rules regardless of any appropriations or provisions in addition to or contrary to these rules.
- 1.9 If the budgeted amount for any pay action, resulting from an initial hire or job change and authorized under these rules, is less than the rate approved by the Director, the Appointing Authority shall have the ability to initiate the hire or job change at the lower rate and increase the employees pay to the approved rate after procuring the additional funding necessary.
 - A. Funding must be sought and approved no later than the first available fiscal year budget process after the hire or job change or no adjustments to pay under this subsection shall occur.
 - B. Any additional pay amounts authorized under this subsection shall become effective on the date of funding by the City-Parish Council. Nothing in this subsection shall authorize retroactive pay to an employee.
- 1.10 Reimbursement of job related expenses, use of an assigned vehicle, participation in a consistently administered vehicle subsidy program, or supplemental pay to public safety employees by the State of Louisiana, are not in conflict with these rules.
- 1.11 All changes in pay of classified employees shall be submitted by the Appointing

Authority to the Civil Service Office, in writing, and shall not become effective unless approved by the Director. The Director shall have the authority to prohibit any change in pay that does not comply with this or any other rule adopted by the Board.

Section 2 Hiring Rates

- 2.1 Initial employment may be made at the minimum of the pay range to which the class is assigned.
- 2.2 Initial employment at above the minimum may be made at a rate determined by application of the same criteria as used to determine the pay rates of incumbents of the class, if approved by the Director, or upon his independent comparison of the education, experience and rate of pay proposed for the new hire with the qualifications and pay rates of those of the same or similar classes.
- 2.3 Reemployment within one year of layoff shall be at the same rate of pay as at the time of the layoff, subject to any general increase that may have been provided since during the interval between layoff and reemployment.
 - A. Employment after termination, voluntary resignation, resignation to avoid termination, or any reason other than lay off, does not qualify for reemployment pay as provided in 2.3.
- 2.4 Return from Military Duty and restoration of employment shall be at the same rate of pay as at the time of the layoff, subject to any general increase that may have been provided during the interval between departure for duty and return to employment.
- 2.5 Temporary employment as part time, emergency, casual appointments as defined in Rule VI shall be paid at rates subject to approval of the Director after review of the qualifications of the temporary employee and those of regular employees in the same or similar classes.

Section 3 Promotion Pay Rates

- 3.1 Promotion is a change of employment from a position in one class to a different position in another, different class with a higher pay range midpoint, following certification and appointment from a Promotion List.
- 3.2 Promotion shall cause the subject employee's pay rate to increase by the percent difference between the two pay range midpoints, subject to adjustment as determined by the application of the same criteria as were used to establish pay of employees currently in the class, if approved by the Director, or his own independent comparison of education, experience and pay rates of those currently in the class with those of the employee to be promoted, subject to available funding.
- 3.3 Following promotion, the promoted employee's pay rate must be within the

respective pay range.

Section 4 Demotion Pay Rates

- 4.1 Demotion is the change in employment from a position in one class to a different position in a different class having a lower pay range midpoint.
- 4.2 Demotion shall cause the subject employee's pay rate to decrease by the percent difference between the two pay range midpoints subject to adjustment as determined by the application of the same criteria as were used to establish pay of employees already employed in the class, if approved by the Director, or his own independent comparison of education, experience and pay rates of those currently in the class with those of the demoted employee, subject to available funding.
 - A. Voluntary demotion of an employee to a class held prior to a promotion, within six months of said promotion, shall cause the employee's pay to revert to its value before the promotion, plus any general increases that occurred since the promotion.
 - B. Demotion to avoid lay off or due to inability to perform the essential functions of a position due to medical reasons, subject to verification by a physician, may result in the Appointing Authority assigning a reduction in pay that is less than the percent difference in the two pay range midpoints, subject to approval by the Director, following his comparison of proposed pay and qualifications of the demoted employee to pay and qualifications of others in the same or similar classes.
 - C. Following demotion, the demoted employee's pay rate must fall within the respective range.

Section 5 Pay Increases

- 5.1 General Increases: A General Increase means an increase, by the same percentage of all pay rates of all employees classified under these rules, on the same date. (Revised 5/10/16)
- 5.2 Longevity Increases: Longevity Increases are increases in pay of employees classified under these rules where eligibility and / or amounts of the increase are determined by length of service.
 - A. Longevity increases may not cause an employee's pay to exceed the maximum of the respective pay range, and may not be awarded to employees' whose pay rates exceed the maximum of their pay range.
 - B. Longevity increases may not be applied to employees in apprentice or training pay progressions.
 - C. If funds approved for Longevity Increases are inadequate to cover the application of criteria for Longevity increases consistently to all

employees classified under these rules, no longevity increases shall occur.

5.3 Merit Increases

- A. Merit Increases are increases in employees' pay which may vary between employees and are based on supervisors' rankings, the relationship of the subject employee's pay to their pay range midpoints, and are subject to guidelines provided by the Civil Service Office.
- B. Merit Increases do not change pay range minimums or maximums.
- C. Merit Increases may not cause an employee's pay to exceed the pay range maximum, nor may a merit increase be awarded to an employee whose pay exceeds the respective pay range maximum.
- D. Employees with an unsatisfactory performance evaluation shall not be eligible for a Merit Increase for twelve months following the unsatisfactory evaluation.
- E. If funds approved for Merit Increases are inadequate to cover the application of guidelines provided by the Civil Service Office under section 5.3.A. consistently to all employees classified under these rules, no Merit Increases shall occur.

5.4 Retention Increases: Retention increases are increases to the pay of employees in a class in order to retain those employees in critical, difficult to fill, and/or historically difficult to retain areas.

- A. The Appointing Authority shall request the application of retention pay to specific classes through the Administration, who shall then notify the Director of their approval that classes are critical and have been shown to be either historically difficult to fill or historically difficult to retain. Classes eligible for retention increases shall meet the following criteria:
 - 1. Critical classes shall be those classes that, by their core nature of work, are determined to provide a function to Lafayette Consolidated Government, such that curtailing those functions due to inadequate staffing would inhibit Lafayette Consolidated Government from delivering essential services to the public. It shall be the Administration's responsibility to provide justification that the class meets this criteria; and A.2 or A.3 (below);
 - 2. Classes eligible for retention increases shall be shown to have been advertised numerous times and have failed to generate a sufficient number of candidates who meet the minimum qualifications, as defined by job analysis and testing criteria, in order to fill the vacancies that exist; or

3. Classes eligible for retention increases shall be shown to have experienced significant turnover of employees who leave Lafayette Consolidated Government for higher compensation in substantially similar positions in other organizations.
- B. The Appointing Authority shall provide to the Director the criteria to be used for determining individual retention adjustments for positions in each class. Such criteria shall be uniformly applied to all positions in a class to determine retention increases.
1. The criteria shall be knowledge, skills, and abilities that have been shown to be of value to the relevant job market and for which Lafayette Consolidated Government derives value from retaining.
 2. The criteria shall not result, in practice or appearance, in a merit increase as defined by Civil Service Rule IV.5.3.
 3. The amount of each increase shall be determined by the Director and recommended to the Board, who shall have the discretion to accept, reject, or modify the proposed rates.
 4. A retention increase shall not cause an employee's pay to exceed the 75th percentile of the going market rate for the position, as reflected by valid labor market data.
- C. If funds approved by the City-Parish Council for purposes of meeting the cost of a retention increase are inadequate to enable all of the recommended retention increases within an affected class, no retention increases in the class shall occur.

- 5.5 Effect of State Supplemental Pay: State provided supplemental pay to public safety employees will be included in the recipient employees' pay rates when calculating pay increases of any kind, but will not be included as a component of said pay rate if doing so reduces any pay or benefit Lafayette Consolidated Government would have provided had the supplement not been included.

Section 6 Apprenticeship Pay Progressions

- 6.1 Training pay progressions may be prescribed by the Board for classes or positions where employees participate in a formal, documented training program where completion is required in order for continued employment.
- 6.2 Employment may occur between the minimum of the pay range and the program completion rate as justified by qualifications. A trainee's rate of pay will progress to the program completion rate as justified by progress in training. Unsuccessful completion of training within the predefined training period shall result in demotion of the employee if a vacancy is available for which the employee is qualified, or termination of the employee.

- A. An apprentice period may be extended by the Board for the following reasons: *(Revised 4/30/18)*
 - 1. Authorized absences occurring during the apprenticeship.
 - 2. Failure by the City-Parish Council to fund apprentice pay progressions, as described in 6.2 (above).
 - a. Extensions granted under the provisions of 6.2.A.2 shall be effective upon approval by the Board and shall remain in effect until appropriate funding is secured or for a maximum of one calendar year from the date of approval, whichever comes first.
 - b. The Board may grant subsequent extensions, under the conditions set forth in 6.2.A.2.a (above).
- B. Employees participating in an apprenticeship program, who have not completed the program, shall not be eligible for Longevity or Merit pay.
- C. The Director shall, after consultation with the appointing authority, have the authority to make minor pay adjustments to employees of a class while administering apprentice pay progressions and upon completion of the apprenticeship programs, to preserve pay differentials related to seniority, qualifications, or merit, subject to funding by the City-Parish Council.

Section 7 Reallocation of Position

- 7.1 Reallocation is a change of a position from one to class another.
- 7.2 Reallocation of an encumbered position may occur only by action of the Civil Service Board.
- 7.3 Reallocation of a vacant position may occur upon the approval of the Director.
- 7.4 Reallocation of a position to a class with a higher pay range midpoint may result in an increase in pay to be determined by application of the same criteria used in establishing the pay rates of the employees already in the class, subject to funding and the approval of the Director, or no change in pay if in the assessment of the Director no change is warranted.
 - A. Reallocation of encumbered positions that result in pay increases may occur only at quarterly meetings of the Board held for that purpose, subject to approval of the reallocation(s) by the Civil Service Board, and funding by the City-Parish Council.
 - B. If funds approved by the City-Parish Council for purposes of meeting the reallocation costs are inadequate to cover the costs of all reallocations during a semi-annual consideration by the Board, no reallocations causing

increased costs may occur.

- 7.5 Reallocation of a position to a class with a lower pay range midpoint may result in a decrease in pay to be determined by application of the same criteria used in establishing the pay rates of the employees already in the class, subject to approval of the Director.
 - A. Reallocation of a position to a class with the same pay range midpoint shall result in no change in the incumbent's pay.

Section 8 Reclassification

- 8.1 Reclassification is the change of an employee from one class to another, caused by assignment of duties of that different class to the employee, not through promotion, demotion, re-employment or reassignment.
- 8.2 Reclassification must be consistent with qualifications as evidenced by examination.
- 8.3 Reallocation of a position may result in reclassification of the incumbent employee or another employee of the same class and Department as the incumbent of the reallocated position, if the incumbent is found unqualified.

Section 9 Pay Range Assignment

- 9.1 A change in the pay range assignment of a class is a change from one existing pay range to another existing pay range with a different midpoint, within an existing Pay Plan. Replacement of one Pay Plan with another by the Board, or the initial assignment of a class or pay range, does not constitute a change in pay range assignment as provided in this section.
- 9.2 The pay range assignment of an encumbered class can be changed only by action of the Civil Service Board.
- 9.3 The pay range assignment of a vacant class may be changed by the Director.
- 9.4 Change in pay range assignment of a class to a range with a higher midpoint may result in an increase in pay to be determined by application of the same criteria used in establishing the pay rates of the employees already in the class, an independent comparison of education and experience of incumbents by the Director, or no change in pay, subject to approval by the Civil Service Board.
- 9.5 Change in pay range assignment of a class to a range with a lower midpoint may result in a decrease in pay to be determined by application of the same criteria used in establishing the pay rates of the employees already in the class, an independent comparison of education and experience of incumbents by the Director, or no change in pay, subject to approval by the Civil Service Board.
- 9.6 Change in pay range assignment to a range with the same midpoint shall result in

no change in pay.

- 9.7 Changes in pay range assignments that result in increased pay may occur at quarterly meetings of the Civil Service Board held for that purpose, subject to approval of the range change by the Civil Service Board and approval of funding by the City- Parish Council.
- 9.8 If funds approved by the City-Parish Council for purposes of meeting the cost of a pay range assignment change are inadequate to enable all of the recommended pay changes within the affected class, the range change shall not occur. (Revised 5/10/16)

Section 10 Change from one Market Aligned Component to another

- 10.1 The Director shall decide the assignment of classes to components on the basis of Section 1.2 above.
- 10.2 A vacant classification may be moved from one component to another by the Director.
- 10.3 A classification containing encumbered positions may be moved from one component to another by the Civil Service Board.
- 10.4 The pay rate of an employee whose classification is changed from one component to another shall not change as a result of that action.
 - A. The pay rate of the employee(s) of the newly reassigned class must fall within the new pay range.

Section 11 Pay of unclassified positions declared to be in the classified service

- 11.1 Where a previously unclassified encumbered position determined to be subject to Article 4-15 of the City Parish Charter by the Civil Service Board, and the incumbent is permitted to remain in the position, the incumbent must undergo a six month working test and have a pay rate determined by the Board based on a comparison by the Director of the incumbent's education, experience and pay with those of others in the same or similar classes.
- 11.2 If the subject employee's rate of pay is below the minimum of the new range, it shall increase to the minimum, and if above maximum, may be allowed to remain unchanged but the incumbent may not receive further increases until such time as the range encompasses his pay rate.

Section 12 Severance Pay

- 12.1 All regular employees who are separated from employment in the Classified City-Parish Civil Service through no fault of their own shall receive pay for 80 hours over and above any other compensation due them at the time of separation.

- 12.2 Retirement, voluntary or involuntary, shall qualify for severance pay.
- 12.3 In event of death of an employee, regular or probationary, severance pay shall be paid to his or her estate.
- 12.4 Termination reflecting on an employee's performance or conduct shall not qualify for severance pay.
- 12.5 Voluntary resignation shall not qualify for severance pay.

Implementation Rule for Proposed Market Aligned Pay Plan Components and Determining
Individual Pay Rates:

Proposed to be Effective for FY 2008 – 2009 MAPP Implementation only.*

Pay rates of employees in the classified under Section 4-15 of the Lafayette Consolidated City-Parish Charter, for purposes of this Implementation, shall be established by the Appointing Authority's assessment of their Relevant Experience and System Knowledge using the attached definitions, then applying the attached Pay Placement Guide Chart, subject to review by the Civil Service Office.

*Adopted October 22, 2008 by the Municipal Civil Service Board.

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|---|-------------------|------------------|------------|------------|------------|
| 5046 | Customer & Support Services Manager | AF | 16 | 48.01 | 60.02 | 72.02 |
| 1345 | Controller | AF | 15 | 43.26 | 54.07 | 64.89 |
| 1313 | Accounting Manager | AF | 13 | 34.78 | 43.47 | 52.17 |
| 1312 | Budget Manager | AF | 13 | 34.78 | 43.47 | 52.17 |
| 1314 | Chief Accountant | AF | 12 | 31.16 | 38.95 | 46.74 |
| 5042 | Chief Utility System Analyst | AF | 12 | 31.16 | 38.95 | 46.74 |
| 1351 | Financial Operations Supervisor | AF | 12 | 31.16 | 38.95 | 46.74 |
| 1232 | Purchasing & Property Manager | AF | 12 | 31.16 | 38.95 | 46.74 |
| 1404 | Risk and Insurance Manager | AF | 12 | 31.16 | 38.95 | 46.74 |
| 1315 | Accounts Payable/ Receivable Supervisor | AF | 11 | 27.91 | 34.88 | 41.86 |
| 1326 | Chief Budget Analyst | AF | 11 | 27.91 | 34.88 | 41.86 |
| 1325 | Accountant III | AF | 10 | 24.98 | 31.22 | 37.47 |
| 1310 | Accounting Analyst | AF | 9 | 22.34 | 27.93 | 33.51 |
| 5043 | Business and Marketing Analyst | AF | 9 | 22.34 | 27.93 | 33.51 |
| 1350 | Financial Analyst | AF | 9 | 22.34 | 27.93 | 33.51 |
| 1322 | Rate Analyst | AF | 9 | 22.34 | 27.93 | 33.51 |
| 1352 | Revenue Assurance Analyst | AF | 9 | 22.34 | 27.93 | 33.51 |
| 1304 | Senior Budget Analyst | AF | 9 | 22.34 | 27.93 | 33.51 |
| 1324 | Accountant II | AF | 8 | 19.97 | 24.96 | 29.96 |
| 1319 | Budget Analyst | AF | 8 | 19.97 | 24.96 | 29.96 |
| 1308 | Payroll Officer | AF | 8 | 19.97 | 24.96 | 29.96 |
| 1311 | Accountant I | AF | 7 | 17.83 | 22.29 | 26.75 |
| 1233 | Buyer II | AF | 7 | 17.83 | 22.29 | 26.75 |
| 1307 | Debt Management & Compliance Officer | AF | 7 | 17.83 | 22.29 | 26.75 |
| 1309 | Investment Officer | AF | 7 | 17.83 | 22.29 | 26.75 |
| 1231 | Property Control Officer | AF | 7 | 17.83 | 22.29 | 26.75 |
| 1234 | Departmental Procurement Officer | AF | 6 | 15.92 | 19.90 | 23.88 |
| 1303 | Accounting Specialist | AF | 5 | 14.18 | 17.73 | 21.28 |
| 1320 | Collection Agent | AF | 5 | 14.18 | 17.73 | 21.28 |
| 1302 | Accounting Clerk | AF | 4 | 12.63 | 15.78 | 18.94 |
| 1229 | Buyer I | AF | 4 | 12.63 | 15.78 | 18.94 |
| 1336 | Cashier | AF | 2 | 9.97 | 12.46 | 14.95 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|---|-------------------|------------------|------------|------------|------------|
| 2031 | City/Parish Transportation Engineer | CE | 13 | 41.21 | 51.50 | 61.81 |
| 2018 | Chief Civil Engineer | CE | 12 | 36.79 | 45.99 | 55.19 |
| 2015 | Public Works Civil Engineering Supervisor | CE | 12 | 36.79 | 45.99 | 55.19 |
| 2035 | Civil Engineer III | CE | 11 | 32.07 | 40.09 | 48.10 |
| 2034 | Civil Engineer II | CE | 8 | 26.02 | 32.52 | 39.03 |
| 2037 | Civil Engineering Aide Specialist II | CE | 7 | 24.02 | 30.03 | 36.03 |
| 2033 | Civil Engineer I | CE | 6 | 21.52 | 26.90 | 32.28 |
| 2036 | Civil Engineering Aide Specialist I | CE | 5 | 19.09 | 23.86 | 28.64 |
| 2040 | Civil Engineering Aide III | CE | 3 | 15.73 | 19.66 | 23.59 |
| 2039 | Civil Engineering Aide II | CE | 2 | 13.98 | 17.47 | 20.97 |
| 2038 | Civil Engineering Aide I | CE | 1 | 12.75 | 15.94 | 19.12 |

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|-------------------|--|-------------------|------------------|------------|------------|------------|
| 5406 | Communications Field Operations Supervisor | COM | 10 | 34.00 | 42.49 | 50.99 |
| 5408 | Communications Support Services Administrator | COM | 10 | 34.00 | 42.49 | 50.99 |
| 5415 | VoIP Specialist | COM | 9 | 30.45 | 38.07 | 45.68 |
| 5410 | Communications Regulatory, Contract & Rate Analyst | COM | 7 | 25.45 | 31.82 | 38.18 |
| 5409 | Communications Sales & Marketing Analyst | COM | 7 | 25.45 | 31.82 | 38.18 |
| 5405 | Communications System Operator | COM | 7 | 25.45 | 31.82 | 38.18 |
| 5375 | Fiber Optic Network Designer | COM | 6 | 23.05 | 28.82 | 34.58 |
| 5373 | Fiber Optics Foreman | COM | 6 | 23.05 | 28.82 | 34.58 |
| 5402 | Senior Communications Network Technician | COM | 6 | 23.05 | 28.82 | 34.58 |
| 5374 | Fiber Optics Technician | COM | 5 | 20.85 | 26.06 | 31.27 |
| 5407 | Communications Installation Tech | COM | 4 | 18.81 | 23.52 | 28.22 |
| 5403 | Communications Network Tech | COM | 4 | 18.81 | 23.52 | 28.22 |
| 5412 | Communications Billing Analyst | COM | 3 | 16.94 | 21.18 | 25.42 |
| 5411 | Communications Customer Service Representative | COM | 1 | 13.64 | 17.05 | 20.46 |

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|-------------------|---|-------------------|------------------|------------|------------|------------|
| 5008 | Customer & Meter Services Administrator | CS | 10 | 40.11 | 50.15 | 60.18 |
| 5005 | Meter Reader Supervisor | CS | 7 | 26.93 | 33.66 | 40.39 |
| 1334 | Customer Service Supervisor | CS | 6 | 23.34 | 29.17 | 35.00 |
| 1125 | Application Support Specialist | CS | 5 | 20.09 | 25.11 | 30.13 |
| 5029 | Public Information Specialist | CS | 4 | 17.15 | 21.43 | 25.72 |
| 5003 | Senior Meter Reader | CS | 3 | 14.48 | 18.10 | 21.73 |
| 1338 | Customer Service Representative II | CS | 2 | 12.07 | 15.09 | 18.11 |
| 5002 | Meter Reader II | CS | 2 | 12.07 | 15.09 | 18.11 |
| 1337 | Customer Service Representative I | CS | 1 | 9.89 | 12.37 | 14.84 |

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|-------------------|--|-------------------|------------------|------------|------------|------------|
| 4060 | Associate Director of Public Works/ Operations & Maintenance | CT | 13 | 32.65 | 40.81 | 48.98 |
| 4050 | Drainage Superintendent | CT | 12 | 29.18 | 36.48 | 43.77 |
| 4041 | Street Superintendent | CT | 12 | 29.18 | 36.48 | 43.77 |
| 4222 | Facilities Manager | CT | 11 | 26.05 | 32.57 | 39.08 |
| 2060 | Capital Improvements Coordinator | CT | 10 | 23.23 | 29.04 | 34.85 |
| 4223 | Facilities Maintenance Supervisor | CT | 10 | 23.23 | 29.04 | 34.85 |
| 1219 | Facilities Supervisor | CT | 10 | 23.23 | 29.04 | 34.85 |
| 4023 | Public Works Operations Coordinator | CT | 10 | 23.23 | 29.04 | 34.85 |
| 4042 | Bridge Maintenance Foreman | CT | 9 | 20.70 | 25.88 | 31.06 |
| 2052 | Chief Right of Way Agent | CT | 9 | 20.70 | 25.88 | 31.06 |
| 4039 | Drainage Maintenance Foreman | CT | 9 | 20.70 | 25.88 | 31.06 |
| 4040 | Grounds Maintenance Foreman | CT | 9 | 20.70 | 25.88 | 31.06 |
| 4225 | Maintenance Supervisor | CT | 9 | 20.70 | 25.88 | 31.06 |
| 4043 | Public Works Support Services Supervisor | CT | 9 | 20.70 | 25.88 | 31.06 |
| 4038 | Street Maintenance Foreman | CT | 9 | 20.70 | 25.88 | 31.06 |
| 2050 | Right of Way Agent | CT | 8 | 18.42 | 23.02 | 27.63 |
| 4216 | Welder II | CT | 8 | 18.42 | 23.02 | 27.63 |
| 4208 | Carpenter II | CT | 7 | 16.37 | 20.46 | 24.55 |
| 4219 | Electrical, Mechanical, and Refrigeration Technician | CT | 7 | 16.37 | 20.46 | 24.55 |
| 4213 | Electrician II | CT | 7 | 16.37 | 20.46 | 24.55 |
| 4018 | Labor Foreman III | CT | 7 | 16.37 | 20.46 | 24.55 |
| 4022 | Public Works Troubleshooter | CT | 7 | 16.37 | 20.46 | 24.55 |
| 4207 | Carpenter I | CT | 6 | 14.52 | 18.15 | 21.78 |
| 4212 | Electrician I | CT | 6 | 14.52 | 18.15 | 21.78 |
| 4104 | Equipment Operator IV | CT | 6 | 14.52 | 18.15 | 21.78 |
| 4211 | Painter II | CT | 6 | 14.52 | 18.15 | 21.78 |
| 3011 | Recreation Centers Maintenance Supervisor | CT | 6 | 14.52 | 18.15 | 21.78 |
| 4215 | Welder I | CT | 6 | 14.52 | 18.15 | 21.78 |
| 4230 | Building Superintendent | CT | 5 | 12.86 | 16.08 | 19.29 |
| 4209 | Cement Mason | CT | 5 | 12.86 | 16.08 | 19.29 |
| 4103 | Equipment Operator III | CT | 5 | 12.86 | 16.08 | 19.29 |
| 4015 | Labor Foreman II | CT | 5 | 12.86 | 16.08 | 19.29 |
| 4210 | Painter I | CT | 5 | 12.86 | 16.08 | 19.29 |
| 5011 | Dispatcher | CT | 4 | 11.36 | 14.21 | 17.05 |
| 4102 | Equipment Operator II | CT | 4 | 11.36 | 14.21 | 17.05 |
| 4224 | Facilities Maintenance Repairman | CT | 4 | 11.36 | 14.21 | 17.05 |
| 4013 | Labor Foreman I | CT | 4 | 11.36 | 14.21 | 17.05 |
| 4201 | Maintenance Worker | CT | 4 | 11.36 | 14.21 | 17.05 |
| 4101 | Equipment Operator I | CT | 3 | 10.01 | 12.51 | 15.02 |
| 4012 | Laborer II | CT | 3 | 10.01 | 12.51 | 15.02 |
| 5013 | Utility Repairman | CT | 3 | 10.01 | 12.51 | 15.02 |

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|------|-----------|----|---|------|-------|-------|
| 4500 | Janitor | CT | 2 | 8.80 | 11.00 | 13.20 |
| 4010 | Laborer I | CT | 2 | 8.80 | 11.00 | 13.20 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|---|-------------------|------------------|------------|------------|------------|
| 5413 | Network Engineering and Operations Supervisor | EE | 13 | 42.72 | 53.41 | 64.09 |
| 5401 | Chief Communications Engineer | EE | 12 | 40.79 | 50.98 | 61.18 |
| 2017 | Chief Electrical Engineer | EE | 12 | 40.79 | 50.98 | 61.18 |
| 2019 | Utility Marketing Supervisor | EE | 12 | 40.79 | 50.98 | 61.18 |
| 2012 | Electrical Engineer III | EE | 11 | 37.44 | 46.80 | 56.16 |
| 2043 | Mechanical Engineer III | EE | 11 | 37.44 | 46.80 | 56.16 |
| 2000 | Electric Distribution Engineering Coordinator | EE | 8 | 28.42 | 35.53 | 42.63 |
| 2011 | Electrical Engineer II | EE | 8 | 28.42 | 35.53 | 42.63 |
| 2042 | Mechanical Engineer II | EE | 8 | 28.42 | 35.53 | 42.63 |
| 2005 | Electrical Engineering Aide Specialist II | EE | 7 | 25.73 | 32.16 | 38.59 |
| 2010 | Electrical Engineer I | EE | 6 | 23.17 | 28.96 | 34.76 |
| 2041 | Mechanical Engineer I | EE | 6 | 23.17 | 28.96 | 34.76 |
| 2004 | Electrical Engineering Aide Specialist I | EE | 5 | 21.58 | 26.98 | 32.37 |
| 9713 | Electrical Engineering Aide III | EE | 3 | 17.42 | 21.77 | 26.12 |
| 9712 | Electrical Engineering Aide II | EE | 2 | 13.98 | 17.47 | 20.97 |
| 9711 | Electrical Engineering Aide I | EE | 1 | 12.75 | 15.94 | 19.12 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|---|-------------------|------------------|------------|------------|------------|
| 5045 | Electric Operations Manager | EU | 13 | 55.27 | 69.09 | 82.91 |
| 2013 | Engineering & Power Supply Manager | EU | 13 | 55.27 | 69.09 | 82.91 |
| 5332 | Power Plant Superintendent | EU | 12 | 49.16 | 61.45 | 73.74 |
| 5387 | Energy Control, Substation, and Metering Supervisor | EU | 11 | 43.50 | 54.38 | 65.25 |
| 5330 | Power Plant Operations Supervisor | EU | 11 | 43.50 | 54.38 | 65.25 |
| 5381 | Transmission & Distribution Operations Supervisor | EU | 11 | 43.50 | 54.38 | 65.25 |
| 5371 | Substation & Communication Supervisor | EU | 10 | 38.27 | 47.84 | 57.40 |
| 5386 | Transmission & Distribution Foreman | EU | 10 | 38.27 | 47.84 | 57.40 |
| 5379 | Electric Meter Supervisor | EU | 9 | 33.43 | 41.79 | 50.15 |
| 5388 | Electric Reliability and Environmental Compliance Administrator | EU | 9 | 33.43 | 41.79 | 50.15 |
| 5024 | Power Plant Maintenance Supervisor | EU | 9 | 33.43 | 41.79 | 50.15 |
| 5333 | Power Plant Operation Shift Supervisor | EU | 9 | 33.43 | 41.79 | 50.15 |
| 5369 | Line Trouble Shooter | EU | 9 | 33.43 | 41.79 | 50.15 |
| 5370 | Lineman Foreman | EU | 9 | 33.43 | 41.79 | 50.15 |
| 5385 | Energy Control System Training/ Compliance Coordinator | EU | 8 | 28.95 | 36.19 | 43.43 |
| 5022 | Power Plant Maintenance Foreman | EU | 8 | 28.95 | 36.19 | 43.43 |
| 5303 | Power Plant Shift Foreman | EU | 8 | 28.95 | 36.19 | 43.43 |
| 5372 | Substation & Communication Foreman | EU | 8 | 28.95 | 36.19 | 43.43 |
| 2022 | Systems Engineering Services Coord. | EU | 8 | 28.95 | 36.19 | 43.43 |
| 5363 | Lineman III | EU | 8 | 28.95 | 36.19 | 43.43 |
| 5378 | Electric Meter Technician | EU | 7 | 24.81 | 31.02 | 37.22 |
| 5389 | Electric Reliability Compliance Analyst | EU | 7 | 24.81 | 31.01 | 37.23 |
| 5384 | Energy Control System Operator | EU | 7 | 24.81 | 31.02 | 37.22 |
| 5016 | Instrument, Control, & Electrical Technician | EU | 7 | 24.81 | 31.02 | 37.22 |
| 5336 | Power Plant Control System Technician | EU | 7 | 24.81 | 31.02 | 37.22 |
| 5376 | Substation & Communication Technician | EU | 7 | 24.81 | 31.02 | 37.22 |
| 2014 | Utilities Resources Analyst | EU | 7 | 24.81 | 31.02 | 37.22 |
| 5362 | Lineman II | EU | 6 | 20.98 | 26.23 | 31.48 |
| 5307 | Power Plant Millwright | EU | 6 | 20.98 | 26.23 | 31.48 |
| 5305 | Power Plant Technician | EU | 6 | 20.98 | 26.23 | 31.48 |
| 4410 | Senior Electric Distribution Dispatcher | EU | 6 | 20.98 | 26.23 | 31.48 |
| 4415 | Tree Trimming Supervisor | EU | 6 | 20.98 | 26.23 | 31.48 |
| 4414 | Electric Distribution Dispatcher | EU | 5 | 17.44 | 21.81 | 26.17 |
| 5361 | Lineman I | EU | 5 | 17.44 | 21.81 | 26.17 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|---|-------------------|------------------|------------|------------|------------|
| 1421 | Civil Service Director | GEN | 15 | 35.02 | 43.77 | 52.52 |
| 6150 | Building Official | GEN | 14 | 31.50 | 39.38 | 47.25 |
| 6370 | Community Development Grants Manager | GEN | 14 | 31.50 | 39.38 | 47.25 |
| 3026 | Programs & Maintenance Manager | GEN | 14 | 31.50 | 39.38 | 47.25 |
| 3109 | Arts and Culture Manager | GEN | 13 | 28.30 | 35.38 | 42.46 |
| 4031 | Environmental Quality Manager | GEN | 13 | 28.30 | 35.38 | 42.46 |
| 1051 | Group Health/ Wellness Supervisor | GEN | 13 | 28.30 | 35.38 | 42.46 |
| 1418 | Human Resources Manager | GEN | 13 | 28.30 | 35.38 | 42.46 |
| 6440 | Human Services Manager | GEN | 13 | 28.30 | 35.38 | 42.46 |
| 1553 | Juvenile Detention Home Administrator | GEN | 13 | 28.30 | 35.38 | 42.46 |
| 3023 | Recreation Centers Manager | GEN | 13 | 28.30 | 35.38 | 42.46 |
| 4612 | Transit and Parking Manager | GEN | 13 | 28.30 | 35.38 | 42.46 |
| 6134 | Compliance Manager | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 3006 | Chief of Park Police | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 1417 | Civil Service Business Partner | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 1420 | Compensation Analyst | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 6114 | Development & Planning Manager | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 1500 | Emergency & Security Operations Coordinator | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 1410 | Employee Relations Supervisor | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 1416 | Examination Analyst | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 3225 | Museum Administrator | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 3025 | Parks Maintenance Supervisor | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 6139 | Permit Manager | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 5047 | Regulatory Compliance Supervisor | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 6510 | Workforce Development Board Executive Administrator | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 6509 | Workforce Development Manager | GEN | 12 | 25.40 | 31.75 | 38.10 |
| 1529 | Alcohol & Noise Control Manager | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 1208 | Animal Control Supervisor | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 6145 | Chief Construction Inspector | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 1419 | Civil Service Analyst | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 6153 | Construction Inspector III | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 4029 | Environmental Codes Supervisor | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 3004 | Golf Course Superintendent | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 4423 | Graphics & Mail Services Supervisor | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 1549 | Juvenile Detention Home Operations Manager | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 6435 | Le Centre Operations Coordinator | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 4408 | Parking Administrator | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 1406 | Registered Nurse | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 3015 | Therapeutic/Aquatics Recreation Supervisor | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 4205 | Traffic Maintenance Supervisor | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 4611 | Transit Supervisor | GEN | 11 | 22.76 | 28.44 | 34.13 |
| 3016 | Athletics Program Supervisor | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 6431 | Community Development Loan Officer | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 6152 | Construction Inspector II | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 1415 | Employee Development Coordinator | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 1414 | Employee Relations Analyst | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 6350 | Housing Rehab Specialist | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 6120 | Planner II | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 6140 | Plans Reviewer | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 4036 | Recycling Supervisor | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 1407 | Safety Officer | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 4021 | Traffic Services Coordinator | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 2029 | Traffic Signal Maintenance Foreman | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 4204 | Traffic Signal Technician II | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 3104 | Venue Administrator | GEN | 10 | 20.35 | 25.44 | 30.53 |
| 1213 | Animal Control Field Supervisor | GEN | 9 | 18.17 | 22.71 | 27.25 |

| | | | | | | |
|------|---|-----|---|-------|-------|-------|
| 1214 | Animal Control Kennel Supervisor | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 2058 | Annexation Coordinator | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 4610 | Assistant Transit Supervisor | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 6151 | Construction Inspector I | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 6233 | Grants Coordinator | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 1403 | Human Resources Administrator | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 6115 | Planner I | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 3112 | Production Coordinator | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 3013 | Recreation Coordinator | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 4025 | Recycling Specialist | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 1532 | Substance Abuse Coordinator | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 3012 | Tennis Program Coordinator | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 4203 | Traffic Signal Technician I | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 5048 | Utilities Conservation Specialist | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 6516 | WIB Planner | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 6520 | WIOA Coordinator | GEN | 9 | 18.17 | 22.71 | 27.25 |
| 1039 | Accreditation Administrator | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 6429 | Community Development Loan Specialist | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 1045 | Claims Investigator | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 6230 | Community Development Programs Specialist | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 1544 | Court Services Supervisor | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 3103 | Events Coordinator | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 1060 | Flood Plain Administrator | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 6137 | Housing Inspector II | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 3221 | Museum Curator | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 3005 | Park Police | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 3101 | Production Technician | GEN | 8 | 16.19 | 20.13 | 24.28 |
| 1409 | Registered Nurse's Assistant | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 4044 | Sign & Marking Foreman | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 6442 | Title VI/ADA Coordinator | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 801 | Training and Compliance Coordinator | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 4416 | Tree Trimmer Foreman | GEN | 8 | 16.19 | 20.23 | 24.28 |
| 1526 | Alternative Service Coordinator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 1209 | Animal Control Officer | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 1530 | ATAC Education Coordinator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 3105 | Box Office Coordinator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 4601 | Bus Operator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 4032 | Compost Facility Operator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 4027 | Environmental Services Inspector | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 6136 | Housing Inspector I | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 1022 | Information & Translation Specialist | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 6421 | Neighborhood Pride Coordinator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 6425 | Housing Counseling Coordinator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 4404 | Parking Garage Supervisor | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 3010 | Recreation Center Coordinator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 6411 | Senior Center Coordinator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 4020 | Senior Sign & Marking Specialist | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 1525 | Sentence Coordinator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 4430 | Sign Fabricator | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 6525 | WIOA Counselor | GEN | 7 | 14.38 | 17.97 | 21.56 |
| 1206 | Animal Adoption Coordinator | GEN | 6 | 12.74 | 15.92 | 19.10 |
| 3202 | Assistant Curator | GEN | 6 | 12.74 | 15.92 | 19.10 |
| 1550 | Juvenile Detention Shift Supervisor | GEN | 6 | 12.74 | 15.92 | 19.10 |
| 3226 | Museum & Planetarium Technician | GEN | 6 | 12.74 | 15.92 | 19.10 |
| 3211 | Naturalist | GEN | 6 | 12.74 | 15.92 | 19.10 |
| 6420 | Housing Counselor | GEN | 6 | 12.74 | 15.92 | 19.10 |
| 4411 | Tree Trimmer | GEN | 6 | 12.74 | 15.92 | 19.10 |
| 1205 | Animal Caretaker | GEN | 5 | 11.25 | 14.06 | 16.87 |
| 3007 | Campground Attendant | GEN | 5 | 11.25 | 14.06 | 16.87 |
| 1050 | Group Insurance Specialist | GEN | 5 | 11.25 | 14.06 | 16.87 |

| | | | | | | |
|------|---------------------------------|-----|---|-------|-------|-------|
| 1551 | Juvenile Detention Attendant II | GEN | 5 | 11.25 | 14.06 | 16.87 |
| 3100 | Light Board Operator | GEN | 5 | 11.25 | 14.06 | 16.87 |
| 4406 | Parking Control Officer | GEN | 5 | 11.25 | 14.06 | 16.87 |
| 4420 | Printing Clerk | GEN | 5 | 11.25 | 14.06 | 16.87 |
| 4019 | Sign & Marking Specialist | GEN | 5 | 11.25 | 14.06 | 16.87 |
| 1221 | Stores Clerk II | GEN | 5 | 11.25 | 14.06 | 16.87 |
| 4520 | Cook | GEN | 4 | 9.89 | 12.37 | 14.84 |
| 3002 | Golf Shop Attendant | GEN | 4 | 9.89 | 12.37 | 14.84 |
| 1552 | Juvenile Detention Attendant I | GEN | 4 | 9.89 | 12.37 | 14.84 |
| 1001 | Mail Clerk | GEN | 4 | 9.89 | 12.37 | 14.84 |
| 4440 | Security Guard | GEN | 4 | 9.89 | 12.37 | 14.84 |
| 1220 | Stores Clerk I | GEN | 4 | 9.89 | 12.37 | 14.84 |
| 3200 | Exhibit Guide | GEN | 3 | 8.34 | 10.43 | 12.52 |
| 4402 | Parking Garage Attendant | GEN | 3 | 8.34 | 10.43 | 12.52 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|---|-------------------|------------------|------------|------------|------------|
| 1144 | Information Services and Technology Manager | IS | 8 | 31.61 | 39.51 | 47.42 |
| 1131 | Customer Information System Administrator | IS | 7 | 27.51 | 34.39 | 41.27 |
| 1129 | Database Administrator | IS | 7 | 27.51 | 34.39 | 41.27 |
| 1137 | Internet Webmaster | IS | 7 | 27.51 | 34.39 | 41.27 |
| 1128 | Network Administrator | IS | 7 | 27.51 | 34.39 | 41.27 |
| 1136 | Systems Analyst | IS | 7 | 27.51 | 34.39 | 41.27 |
| 1127 | Systems Security Specialist | IS | 7 | 27.51 | 34.39 | 41.27 |
| 1141 | Library Information Services and Technology Manager | IS | 7 | 27.51 | 34.39 | 41.27 |
| 1134 | GIS Analyst | IS | 6 | 23.83 | 29.79 | 35.74 |
| 1130 | Information Services Technical Supervisor | IS | 6 | 23.83 | 29.79 | 35.74 |
| 1132 | Library Technical Services Supervisor | IS | 6 | 23.83 | 29.79 | 35.74 |
| 1122 | Programmer Analyst | IS | 6 | 23.83 | 29.79 | 35.74 |
| 1124 | Senior Systems Support Specialist | IS | 6 | 23.83 | 29.79 | 35.74 |
| 1120 | Application Developer | IS | 5 | 20.52 | 25.65 | 30.77 |
| 1401 | City/Parish Records Manager | IS | 5 | 20.52 | 25.65 | 30.77 |
| 1133 | GIS Technician | IS | 5 | 20.52 | 25.65 | 30.77 |
| 1123 | Systems Support Specialist | IS | 5 | 20.52 | 25.65 | 30.77 |
| 1115 | Technical Specialist | IS | 4 | 17.53 | 21.91 | 26.30 |
| 6535 | WIOA Information Specialist | IS | 4 | 17.53 | 21.91 | 26.30 |
| 1109 | Help Desk Specialist | IS | 3 | 14.84 | 18.55 | 22.26 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|---|-------------------|------------------|------------|------------|------------|
| 1834 | Library Administrator | LIB | 14 | 31.14 | 38.93 | 46.72 |
| 1825 | Library Operations Manager | LIB | 13 | 28.71 | 35.88 | 43.06 |
| 1833 | Regional Library Manager | LIB | 13 | 28.71 | 35.88 | 43.06 |
| 1823 | Librarian IV | LIB | 12 | 26.44 | 33.05 | 39.66 |
| 1832 | Regional Library Branch Manager | LIB | 12 | 26.44 | 33.05 | 39.66 |
| 1822 | Librarian III | LIB | 11 | 24.33 | 30.42 | 36.50 |
| 1140 | Library Systems Administrator | LIB | 10 | 22.37 | 27.96 | 33.56 |
| 1821 | Librarian II | LIB | 9 | 20.55 | 25.69 | 30.83 |
| 1830 | Library Community Relations Coordinator | LIB | 8 | 18.85 | 23.56 | 28.27 |
| 1820 | Librarian I | LIB | 8 | 18.85 | 23.56 | 28.27 |
| 1812 | Library Associate III | LIB | 7 | 17.27 | 21.59 | 25.91 |
| 1831 | Library Community Relations Specialist | LIB | 6 | 15.81 | 19.76 | 23.71 |
| 1811 | Library Associate II | LIB | 6 | 15.81 | 19.76 | 23.71 |
| 1810 | Library Associate I | LIB | 5 | 14.45 | 18.06 | 21.67 |
| 1803 | Library Tech Asst III | LIB | 4 | 13.17 | 16.47 | 19.76 |
| 1802 | Library Tech Asst II | LIB | 3 | 11.99 | 14.99 | 17.99 |
| 1801 | Library Tech Asst I | LIB | 1 | 9.88 | 12.35 | 14.82 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP</u> <u>Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|-------------------------------|-----------------------------|------------------|------------|------------|------------|
| 1040 | Administrative Assistant | OA | 8 | 17.15 | 21.44 | 25.73 |
| 1002 | Directors Executive Secretary | OA | 8 | 17.15 | 21.44 | 25.73 |
| 1014 | Records Management Supervisor | OA | 6 | 14.56 | 18.19 | 21.83 |
| 1012 | Clerk III | OA | 5 | 13.45 | 16.82 | 20.18 |
| 6138 | Permit Clerk | OA | 5 | 13.45 | 16.82 | 20.18 |
| 1016 | Personnel/Records Mgt. Clerk | OA | 5 | 13.45 | 16.82 | 20.18 |
| 1033 | Secretary II | OA | 5 | 13.45 | 16.82 | 20.18 |
| 1021 | Clerk Typist | OA | 3 | 11.56 | 14.45 | 17.34 |
| 1032 | Secretary I | OA | 3 | 11.56 | 14.45 | 17.34 |
| 1011 | Clerk II | OA | 2 | 10.76 | 13.44 | 16.13 |
| 1010 | Clerk I | OA | 1 | 10.03 | 12.54 | 15.04 |
| 1005 | Receptionist | OA | 1 | 10.03 | 12.54 | 15.04 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|--------------------------------------|-------------------|------------------|------------|------------|------------|
| 4340 | Fleet Superintendent | VM | 11 | 28.66 | 35.83 | 42.99 |
| 4315 | Fleet Mechanic Supervisor | VM | 8 | 18.85 | 23.56 | 28.27 |
| 4313 | Fleet Mechanic | VM | 7 | 16.20 | 20.26 | 24.31 |
| 1225 | Fleet Parts Supervisor | VM | 6 | 13.82 | 17.28 | 20.73 |
| 4305 | Service Station Supervisor | VM | 6 | 13.82 | 17.28 | 20.73 |
| 4026 | Fleet Equipment Inspector | VM | 5 | 11.69 | 14.61 | 17.53 |
| 1230 | Fleet Maintenance Dispatcher | VM | 5 | 11.69 | 14.61 | 17.53 |
| 4304 | Service Station Assistant Supervisor | VM | 5 | 11.69 | 14.61 | 17.53 |
| 4320 | Small Equipment Mechanic | VM | 5 | 11.69 | 14.61 | 17.53 |
| 4312 | Fleet Mechanic Helper | VM | 4 | 9.76 | 12.20 | 14.64 |
| 1223 | Fleet Parts Clerk | VM | 4 | 9.76 | 12.20 | 14.64 |
| 1228 | Fleet Service Writer | VM | 4 | 9.76 | 12.20 | 14.64 |
| 4301 | Service Station Attendant | VM | 4 | 9.76 | 12.20 | 14.64 |

| <u>Class Code</u> | <u>Class</u> | <u>MAPP Group</u> | <u>Pay Range</u> | <u>Min</u> | <u>Mid</u> | <u>Max</u> |
|-------------------|--|-------------------|------------------|------------|------------|------------|
| 5221 | Water/Wastewater Operations Manager | WWW | 12 | 40.53 | 50.66 | 60.80 |
| 4033 | Environmental Compliance Manager | WWW | 9 | 29.62 | 37.03 | 44.43 |
| 5220 | Wastewater Collection Superintendent | WWW | 9 | 29.62 | 37.03 | 44.43 |
| 5135 | Water Distribution Superintendent | WWW | 9 | 29.62 | 37.03 | 44.43 |
| 4034 | Environmental Compliance Supervisor | WWW | 8 | 26.35 | 32.94 | 39.52 |
| 5012 | Wastewater Maintenance Supervisor | WWW | 8 | 26.35 | 32.94 | 39.53 |
| 5212 | Water / Wastewater Plant Operations Supervisor | WWW | 8 | 26.35 | 32.94 | 39.52 |
| 5027 | Chemist | WWW | 7 | 23.43 | 29.29 | 35.14 |
| 5034 | Regulatory Compliance Officer | WWW | 7 | 23.43 | 29.29 | 35.14 |
| 5044 | Water / Wastewater Supervisor | WWW | 7 | 23.43 | 29.29 | 35.14 |
| 5334 | Water Plant Maintenance Foreman | WWW | 7 | 23.43 | 29.29 | 35.14 |
| 5033 | Regulatory Compliance Specialist | WWW | 6 | 20.81 | 26.01 | 31.22 |
| 5103 | Chief Operator Water / Wastewater | WWW | 5 | 18.46 | 23.08 | 27.69 |
| 5015 | Plant Instrument Mechanic II | WWW | 5 | 18.46 | 23.08 | 27.69 |
| 5025 | Laboratory Technician | WWW | 4 | 16.37 | 20.46 | 24.55 |
| 5019 | Plant Maintenance Mechanic II | WWW | 4 | 16.37 | 20.46 | 24.55 |
| 1222 | Warehouse Foreman | WWW | 4 | 16.37 | 20.46 | 24.55 |
| 5214 | Water / Wastewater Trouble Shooter | WWW | 4 | 16.37 | 20.46 | 24.55 |
| 5014 | Plant Instrument Mechanic I | WWW | 3 | 14.49 | 18.12 | 21.74 |
| 5211 | Wastewater Plant Operator | WWW | 3 | 14.49 | 18.12 | 21.74 |
| 5102 | Water Plant Operator | WWW | 3 | 14.49 | 18.12 | 21.74 |
| 5018 | Plant Maintenance Mechanic I | WWW | 2 | 12.82 | 16.02 | 19.22 |
| 5110 | Water Meter Technician | WWW | 2 | 12.82 | 16.02 | 19.22 |
| 1224 | Warehouse Worker | WWW | 1 | 11.31 | 14.14 | 16.97 |

PAY PLACEMENT GUIDE CHART*

| | Position in Range | | | | |
|--|-------------------|----------------|---------------|--------------|-------|
| | 1st Quartile | 2nd Quartile | 3rd Quartile | 4th Quartile | Above |
| Combined Relevant Experience and System Knowledge Rating | | | | | |
| 19-20 | 22%-27% | 15%-18% | 8%-10% | 4%-8% | 4% |
| 16-18 | 15%-18% | 12%-16% | 5%-8% | 4% | 4% |
| 6-15 | 12%-15% | 5%-10% | 4%-5% | 4% | 4% |
| 1-5 | 4%-8% | 4%-5% | 4% | 4% | 4% |

*The Civil Service Director is authorized to limit increases in cases where pay raises over 15% already occurred due to reclassification/pay range change during the preceding year; and to permit variances in the above percentages in cases involving supervisor/subordinate pay relationships, employees with less than 6 months service, employees of the same class where one is at or above range maximum, or other sound business reason not in conflict with the civil service rules, the purpose of the plan, or the public interest.