Introduced by			
First Reading	Second Rea	ding	
Ordinance No	Council Bill N	o. <u>B</u>	<u>67-13</u>
AN	ORDINANCE		
amending the FY 2013 coordinator position in the Employee Benefit Fund, FY 2013 Pay Plan and Clawhen this ordinance shall	e Human Resources Insurance Division; assification Plan; and	Department amending the	_ ne
BE IT ORDAINED BY THE COUNCIL FOLLOWS:	OF THE CITY OF (	COLUMBIA, I	MISSOURI, AS
SECTION 1. The FY 2013 Annuamended by adding a 1.00 FTE training Department – Employee Benefit Fund, I	g coordinator position	on to the Hur	nan Resources
SECTION 2. The FY 2013 Pay Classification Plan are amended to esta Resources Department – Employee Ber	blish a training coord	dinator positio	n in the Human
4570 Training Coordinate	or Grade 17	OT Exempt	
SECTION 3. This ordinance sh April 1, 2013.	all be in full force	and effect	from and after
PASSED this day of		, 2013	3.
ATTEST:			
City Clerk	Mayor and F	Presiding Office	 cer

APPROVED AS TO FORM:
City Counselor



Source: Human Resources

Agenda Item No:

To: City Council

From: City Manager and Staff

Council Meeting Date: Feb 22, 2013

Re: Addition of Training Coordinator to begin "City University" implementation in FY 2013

#### **EXECUTIVE SUMMARY:**

Ordinance creates a Training Coordinator position in the Employee Benefit Fund at mid-year, FY 2013, to begin design and implementation of the "City University" Workforce strategic initiative.

#### **DISCUSSION:**

The Human Resources Department requests the addition of one (1 FTE) Training Coordinator at mid-year in the Employee Benefit Fund, Insurance Division. This position is needed to begin development of the "City University", the strategic initiative to create a city-wide employee training program. The position will work with departments to inventory current training, perform training needs assessments, develop curriculum, identify internal and external trainers, deliver training, and develop metrics to track results.

Space in the lower level of the Howard Building was recently vacated by Parking, and is currently being renovated into a training facility. That process will be complete in April. The next step for this strategic initiative is to get the personnel in place to begin the work of program development, and begin training programs as soon as possible.

The position will be funded by the Employee Benefit Fund; training and development programs are an employee benefit.

The ordinance would be effective April 1, 2013.

#### **FISCAL IMPACT:**

Employee Benefit Fund, Insurance:

Add one (1 FTE) Training Coordinator

The impact in the Employee Benefit Fund, Insurance division, is an increase in personnel services of approximately \$33,020 in FY 2013, and a full year increase in FY 2014 of approximately \$75,100. This represents an increase of less than one half of 1% to the EBF. There are sufficient revenue dollars in the EBF, and expected decreases to medical and pharmacy claims, to cover the increase.

#### **VISION IMPACT:**

#### http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php

The changes will greatly increase the capacity of the Human Resources Department to meet the City's Workforce strategic priority to "Create an environment that supports engaged, high performing employees; enables the city to recruit, retain and compete for talent; and ensures retention of institutional knowledge"; the City's strategic objective to "Cultivate a learning culture to improve employee job performance, capacity and leadership skills"; and the City's strategic initiative to "Develop City University concept and propose curriculum". The ordinance also addresses 10.1.3, Enhance collaboration between City departments, and 10.1.8, increase the accountability of the City administration to the City Council and the public.

#### **SUGGESTED COUNCIL ACTIONS:**

Approval of the ordinance.

		T				
	t <b>al Impact</b> that apply	Progran	n Impact	Mandates		
City's current net FY cost	\$0.00	New Program/Agency?	Yes	Federal or State mandated?	No	
Amount of funds already appropriated \$0.00		Duplicates/Epands an existing program?	No	Vision Implementatio impact		
Amount of budget amendment needed	\$0.00	Fiscal Impact on any local political subdivision?	No		that apply: Web site	
Estimated 2	year net costs:	Resource	s Required	Vision Impact?	Yes	
One Time	\$0.00	Requires add'l FTE Personnel?	Yes	Primary Vision, Strategy and/or Goal Item #	10.1.3	
Operating/Ongoing	\$0.00	Requires add'l facilities?	No	Secondary Vision, Strategy and/or Goal Item #	10.1.8	
		Requires add'l capital equipment?	No .	Fiscal year implementation Task #		

#### Amendments to the City of Columbia Position Classification Plan FY 2013

New Classification: 4570, Training Coordinator, grade 17, OT Exempt Human Resources Department (1)

	Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour	
Grade	Minimum_	Maximum	Overtime	Minimum	Maximum	Minimum	Maximum	<u>Minimum</u>	Maximum	
36	101,675	148,111		3,910.56	5,696.56	48.882	71.207			
28	68,981	100,764		2,653.12	3,875.52	33.164	48.444			
JC1	6750	Assistant Director of Finance*	Exempt							
JC1	8760	Assistant Parks & Rec Director*	Exempt							
JC1	5106	Assistant Public Works Director*	Exempt							
JC1	2980	Assistant Director of Water & Light*	Exempt							
JC1	7680	Asst Dir. Of Public Hlth & Human Svcs*	Exempt						•	
JC1	3408	Deputy City Counselor*	Exempt							
JC1	3110	Deputy Fire Chief*	Exempt							
JC1	3006	Deputy Police Chief*	Exempt							
26	the state of the s	91,551		2,408.56	3,521.20	30.107	44.015			
JC1	3303	Assistant City Counselor III	Exempt							
JC1	8901	Asst Director of Econ Dev*	Exempt							
JC1	6605	Budget Officer	Exempt							
JC1	6205	Controller	Exempt							
JC1	4107	Development Services Manager	Exempt							
JC1	6760	Financial Project Manager	Exempt							
JC1	5107	Operations Manager	Exempt							
JC2	3004	Police Captain LEMP*	Exempt							
254	CE COA	95,988		2,524.40	3,691.84	31.555	46.148			
25A	5108		Exempt	2,324.40	3,091.04	31.333	40.140			
JC1	5106	Engineering Mgr 10% Premium	Exempl							
25	59,667	87,262		2,294.88	3,356.24	28.686	41.953			
JC1	2855	Electric Distr. Manager	Exempt	•						
JC1	2690	Water Distribution Manager	Exempt							
JC1	2636	Power Prod Superintendent	Exempt							
JC1	6700	Treasurer	Exempt							
JC1	2661	Water Production Manager	Exempt							
24	56,846			2,186.40	3,199.52	27.330	39.994	19.521	28.567	
JC1	3205	Building Reg Supervisor	Exempt							
JC1	2125	City-Wide Services Manager	Exempt							

	Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour
Grade	Minimum	Maximum	<u>Overtime</u>	Minimum	Maximum	Minimum	Maximum		Maximum
24	56,846	83,188		2,186.40	3,199.52	27.330	39.994	19.521	28.567
JC1	7600	Community Health Manager	Exempt						
JC1	3106	Fire Division Chief ***	Exempt						
JC1	2106	Fleet Operations Manager	Exempt					×	
JC2	4605	Human Resources Manager	Exempt						
JC1	4616	Human Services Manager	Exempt	A Section 1					
JC1	7926	Information Tech Supv	Exempt						
JC1	4702	Multi-Modal Manager	Exempt						
JC1	4622	Neighborhood Svcs Manager	Exempt						
JC1	8750	Parks & Rec Manager	Exempt						
JC1	6401	Purchasing Agent	Exempt						
JC1	2205	Solid Waste Manager	Exempt						
JC1	2311	Street Maintenance Administrator	Exempt						
JC1	4514	Utility Services Manager	Exempt						
23A	59,584	87,235		2,291.68	3,355.20	28.646	41.940		
JC2	5109A	Engineering Supv 10% Premium	Exempt						
23	54,167	79,304		2,083.36	3,050.16	26.042	38.127		
JC2	5109	Engineering Supervisor	Exempt						
JC1	4503	Manager Rates/Fiscal Planning	Exempt						
JC2	3003	Police Lieutenant****	Exempt						
.JC1	2620	Railroad Operations Manager	Exempt						
								*.	
22	51,617	75,598		1,985.28	2,907.60	24.816	36.345	17.726	25.961
JC1	2557	Airport Administrator	Exempt						
JC2	2635	Asst Power Prod Supt	Exempt						
JC1	9955	Civic Relations Manager*	Exempt						
JC2	2206	Collection Superintendent	Exempt						
JC2	3975	Community Development Coord	Exempt						
JC2	7924	Database Administrator	Exempt						
JC2	2770	Electric Services Superintendent	Exempt						

<sup>\*\*\*</sup>Police Lieutenants receive 4% above Grade 23 for LEMP participation.

<sup>\*\*\*</sup>FFI to FDC eligible for 2.5% premium pay for paramedic certificate

	Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour
Grade	<u>Minimum</u>	Maximum	Overtime	Minimum	<u>Maximum</u>	Minimum	Maximum		
22	51,617	75,598		1,985.28	2,907.60	24.816	36.345	17.726	25.961
JC2	4518	Energy Services Superintendent	Exempt						
JC2	3107	Fire Battalion Chief ***	Exempt						
JC2	2100	Fleet Operations Supt	Exempt						
JC2	4610	Internal Auditor*	Exempt						
JC2	2207	Landfill Superintendent	Exempt						
JC2	2730	Line Superintendent	Exempt						
JC2	7506	Nurse Practitioner	Exempt						
JC2	8710	Park Development Supt	Exempt						
JC2	9925	Public Communications Manager	Exempt						
JC2	2430	Sewer Maint Superintendent	Exempt						
JC2	2337	Substation Repair Supt	Exempt						
JC2	8610	Supt of Rec & Comm Programs	Exempt						
JC2	2505	Transportation Administrator	Exempt						
JC2	2771	Water Distr. Srvc Supt	Exempt						
JC2	2655	Water Distr. Superintendent	Exempt						
JC2	2606	WWTP Superintendent	Exempt						
21A	54,090	79,285		2,080.40	3,049.44	26.005	38.118		
JC2	5100	Engineer II	Exempt				· /		
21	49,173	72,078		1,891.28	2,772.24	23.641	34.653		
JC2	6201	Accounting Supervisor	Exempt						
JC2	3302	Assistant City Counselor II	Exempt						
JC1	7930	Business Analyst	Exempt						
JC2	5099	Engineer I	Exempt						
JC2	5110	Engineering Specialist II	Exempt						
JC2	2150	GIS Enterprise Systems Adminstr	Exempt						
JC2	2175	GIS Support Coordinator	Exempt						

<sup>\*\*\*</sup>FFI to FDC eligible for 2.5% premium pay for paramedic certificate

	Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour
Grade	Minimum	Maximum	Overtime	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
21	49,173	72,078		1,891.28	2,772.24	23.641	34.653		
JC2	6600	Risk Manager	Exempt	•					
JC2	4103	Sr Planner	Exempt						
JC2	7922	Systems Analyst	Exempt						
JC3	7921	Systems Programmer	Exempt						
JC1	1220	Utility Accts & Billing Manager	Exempt						
20	46,858	68,719		1,802.24	2,643.04	22.528	33.038	16.091	23.599
JC2	7308	Epidemiology Supervisor	Exempt						
JC1	7207	Environmental Public Health Supervisor	Exempt						
JC2	3105	Fire Captain ***							
JC1	4625	Manager of Cultural Affairs*	Exempt						
JC2	7515	Nursing Supervisor	Exempt						
JC3	3002	Police Sergeant ***							
JC1	9915	Sustainability Manager*	Exempt						
				4 747 50	0.500.04	04.400	24 502	45 225	22.502
19	44,656			1,717.52	2,520.24	21.469	31.503	15.335	22.502
JC2	5800	Asst to the Public Works Director	Exempt						
JC2	6505	Bus Svcs & Pension Manager	Exempt						
JC1	3204	Chief Building Inspector	Exempt						
JC2	2408	Construction Project Manager	Exempt						
JC2	6204	Financial Analyst	Exempt						
JC2	3104	Fire Lieutenant ***							
JC7	2710	Line Supervisor II - IBEW	Ciromont						
JC2	6203	Sr Accountant	Exempt	•					
18	42,553	62,487		1,636.64	2,403.36	20.458	30.042		
JC2	9911	Assistant to City Manager*	Exempt						
JC2	5114	Bioreactor Specialist	Exempt						
JC2	5007	City Arborist	Exempt						•

<sup>\*\*\*</sup>Police Sergeants are eligible for a 4% addition to their base pay upon successful participation in the Law Enforcement Management Program (LEMP) established by the Police Department.

<sup>\*\*\*</sup>FFI to FDC eligible for 2.5% premium pay for paramedic certificate

Gra	do	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
18	ue_	42,553		_ <del>Overtime</del>	1,636.64	2,403.36	20.458	30.042	- Initialization	Maximan
JC	2	5023	City Land Surveyor	Exempt	1,000.04	2,400.00	20.400	00.0.12		
JC		2332	Communication Tech Supv - IBEW	Exompt						
JC		5111	Engineering Specialist I	Exempt						
JC		7375	Health Promotion Supervisor	Exempt						
JC		2705	Line Supervisor I - IBEW	_,,,,,,,,						
JC		2640	NERC Cert Balanc Auth Op - 773							
JC		2888	NERC Compliance Officer - 773	Exempt						
JC		7405	Nutrition Supervisor	Exempt						
JC		5015	Property Acquisition Coordinator	Exempt						
JC		7302	Social Services Supervisor	Exempt						
JC		5133	Sr Laboratory Analyst							
JC		8700	Sr Parks Planner	Exempt						
JC		2335	Substation Technician Supv - IBEW						en e	
17		40,552	59,584		1,559.68	2,291.68	19.496	28.646		
JC	24	2555	Airport Safety Supervisor							
JC	7	2407	Building and Grounds Supervisor							
JC		2409	Building Construction Coordinator							
JC		2331	Communication Technician - IBEW							
JC		6308	Compliance Officer	Exempt						
JC		2406	Construction Supervisor	Exempt						
JC		4513	Energy Services Supervisor	Exempt						
JC		5135	Environmental Supervisor	Exempt						
JC		4601	Human Resources Analyst	Exempt						
JC		5134	Laboratory Supervisor	Exempt						
JC		2703	Lineworker - IBEW							
JC		7694	Ops & Maint Tech Supervisor		,					
JC		3024	Parking Supervisor							
JC		2415	Parks Supervisor	Exempt						
JC		5090	Pavement Specialist	Exempt						
JC		4102	Plan Reviewer		* *					
JC	27	2637	Power Plant Tech Supv							

		Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour
. (	Grade	Minimum	Maximum	<u>Overtime</u>	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	7	40,552	59,584		1,559.68	2,291.68	19.496	28.646		
	JC3	7015	PSJC Manager	Exempt						
	JC2	7503	Public Health Nurse	Exempt						
	JC2	7306	Public Health & Human Svcs Planner	Exempt						
	JC7	2307	Public Works Supervisor III	Exempt						
	JC2	8530	Recreation Supervisor	Exempt						
	JC7	2428	Sewer Maintenance Supervisor							
	JC1	2208	Solid Waste Dist Manager	Exempt						
	JC2	4502	Sr Rate Analyst	Exempt						
	JC7	6103	Stores Supervisor	Exempt						
	JC7	2334	Substation Technician - IBEW							
	JC2	4570	Training Coordinator	Exempt						
	JC7	2426	Utility Maint Supervisor							
	JC2	4533	Waste Minimization Supervisor	Exempt				•		
	JC7	2614	Wastewater Operations Supv	Exempt						
	JC7	2317	Water Distribution Supv III	Exempt						
	JC7	2645	WTP Chief Operator							
	JC7	2604	WWTP Chief Operator			, .				
						- 40	40.550	07.000	40.074	40.540
1	6		56,830		1,486.32	2,185.76	18.579	27.322	13.271	19.516
	JC2	6207	Accountant	Exempt						
	JC2	4800	Communications & Marketing Supervisor	Exempt						
	JC3	. 2851	Electric Distribution Coordinator-IBEW							
	JC3	5004	Engineering Aide IV							
	JC4	3103	Fire Engineer ***							
	JC7	2324	Instrument Technician - 773							
	JC7	2325	Instrument Technician - IBEW							
	JC7	2400	Maintenance Supervisor							
	JC2	4203	Management Support Spec	Exempt						
	JC2	7403		Exempt						
	JC7	7693	Ops & Maint Technician							
	JC2	4101	Planner	Exempt						
	JC4	3001	Police Officer ***							

<sup>\*\*\*</sup>Police Officers are eligible for 5% to 15% additions to their base pay upon successful participation in the Police Department Career Development Program.

<sup>\*\*\*</sup>FFI to FDC eligible for 2.5% premium pay for paramedic certificate \*Denotes Unclassified Employee

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
16	38,644			1,486.32	2,185.76	18.579	27.322	13.271	19.516
JC7	2695	Power Plant Operator IV - 773			•				
JC3	7007	PSJC Supervisor	1					*	
JC2	7203	Sr Environmental Public Health Spec							
JC3	7911	Systems Support Analyst							
JC7	2105	Vehicle Maint Supervisor II							
JC3	9934	Video Engineering Spec							
15	36,833			1,416.64	2,084.48	17.708	26.056	12.649	18.611
JC7	2420	Building Maintenance Mechanic III - 773							
JC7	2320								
JC7	2803	Electric Meter Repair Supv - IBEW							
JC7	4509	•	Exempt						
JC2	4512								
JC2	7201		_						
JC2	4201		Exempt						
JC4	3102	<u> </u>	_						
JC2	7303		Exempt						
JC2	4600		Exempt						
JC2	7250	•	Exempt						
JC3	5132								
JC2	4810		Exempt						
JC7	2877	<b>.</b>	_						
JC2	4802	•	Exempt						
JC7	2306	•							
JC 7	2628	• •	Tyramant						
JC2	4501	Rate Analyst	Exempt						
JC7	2204		Evennt						
JC2	6595	·	Exempt						
JC2	7301	•							
JC1	3203	•							
JC1	4652		Exempt						
JC2	6307		Exempt						
JC2	4300 2616	•	Exempl						
JC7	2010	Transidad Operations Supervisor		-					

<sup>\*\*\*</sup>FFI to FDC eligible for 2.5% premium pay for paramedic certificate \*Denotes Unclassified Employee

	Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour
Grade	Minimum	Maximum	Overtime	Minimum	Maximum	Minimum		Minimum 12.649	<u>Maximum</u> 18.611
15	36,833			1,416.64	2,084.48	17.708	26.056	12.649	10.011
JC7	2404	Maintenance Mechanic-773							
JC7	2104	Vehicle Maint Supervisor I							
JC7	2101	Vehicle Maint Supervisor I - IBEW							
JC7	2316	Water Distribution Supv II							
JC3	2650	Water Quality Specialist							
	0= 400	<b>7.4.000</b>		4 250 00	1,988.08	16.875	24.851		
14	35,100			1,350.00	1,900.00	10.075	24.031		
JC8	2630	Apprentice Balanc Auth Op - 773							
JC8	2330	Apprentice Comm Tech - IBEW							
JC8	2701	Apprentice Lineworker - IBEW							
JC8	2333	Apprentice Substation Tech - IBEW							
JC1	3202	Building Inspector							
JC1	4650	Code Enforcement Specialist							
JC5	4624	Cultural Affairs Specialist	Exempt						
JC3	5003	Engineering Aide III							
JC7	5205	Forester							
JC7	2416	Golf Course Specialist							
JC7	5203	Horticulturist					. v		
JC5	3960	Housing Specialist							
JC2	8520	Recreation Specialist	Exempt						
JC3	3033	Traffic Signal Technician							
JC5	4619	Trust Specialist	Exempt						
			· · · · · · · · · · · · · · · · · · ·					44.400	40.004
13	33,446			1,286.40	1,896.32	16.080	23.704	11.486	16.931
JC5	1004	Admin Support Supervisor	Exempt		•				
JC4	2550	Airport Safety Officer					1		
JC4	7105	Animal Control Supervisor							
JC3	2504	Bus Dispatcher							
JC7	2405	Construction Specialist - 773							
JC4	3101	Firefighter I ***						4	
JC7	2410	•							
JC7	2403	•							
JC2	4104	Neighborhood Coordinator							

<sup>\*\*\*</sup>FFI to FDC eligible for 2.5% premium pay for paramedic certificate

<sup>\*</sup>Denotes Unclassified Employee

	Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour
Grade	Minimum	Maximum	Overtime	Minimum	Maximum	<u>Minimum</u>		Minimum	
13	33,446	49,304		1,286.40	1,896.32	16.080	23.704	11.486	16.931
JC4	8690	Park Ranger							
JC7	2633	Power Plant Operator III - 773							
JC7	2305	Public Works Supervisor I							
JC7	2203	Refuse Collection Supervisor I							
JC7	2590	Sewer Utility Lead Operator - 773							
JC5	1210	Treasury Support Supervisor	Exempt						
JC5	1215	Utility Accts & Billing Supv	Exempt						
JC7	2432	Utility Locator Supervisor - IBEW							
JC7	2425	Utility Maint Mechanic III - IBEW							
JC7	2429	Utility Maint Mechanic III-773							
JC3	9932	Videographer							
JC7	2315	Water Distribution Supv I - IBEW							
JC7	2643	Water Treatment Plt Op III - IBEW							
12	31,899	47,045		1,226.88	1,809.44	15.336	22.618		
JC3	2850	Asst Electric Dist Coord - IBEW							
JC2	9950	City Management Fellowship*	Exempt						
JC7	2801	Elect Meter Repair Worker - IBEW							
JC7	2860	Electronic Data Specialist - IBEW							
JC3	7005	EMG Telecommunicator II							
JC5	4511	Energy Mgmt Specialist I							
JC3	5002	Engineering Aide II							
JC3	2190	GIS Technician							1000
JC3	4803	Graphic Artist							
JC5	1402	Human Resources Technician							
JC5	3290	Legal Assistant							
JC3	4100	Planning Aide							
JC5	6305	Procurement Officer	Exempt						
JC7	2626	Railroad Operator							
JC7	2107	Vehicle Mechanic-773							
						44.004	04 504		
11		44,895		1,169.92	1,726.72	14.624	21.584		
JC6	7910	Computer Operator - 773							
JC5	3014	Evidence Custodian							

	Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour
Grade	Minimum	Maximum	Overtime	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
11	30,418	44,895		1,169.92	1,726.72	14.624	21.584		
JC7	2390	Building Maintenance Mechanic - 773							
JC3	5032	Laboratory Technician II - IBEW							
JC3	5033	Laboratory Technician II - 773							
JC7	2404	Maintenance Mechanic-773							
JC7	2632	Power Plant Operator II - 773							
JC7	2421	Utility Maint Mech II-773							
JC7	2883	Utility Service Worker III - IBEW				2.1			
JC7	2642	WTP Opeator II - IBEW							
JC7	2602	WWTP Operator II - 773							
					4 4 4 4 4 4 4	40.040			
10	29,014			1,115.92	1,648.72	13.949	20.609		
JC6	1101	Administrative Assistant							- 1
JC5	1400	Administrative Technician							
JC7	2875	Asst Meter Reading Supv - IBEW							
JC3	7003	EMG Telecommunicator I						7.5	
JC7	2298	Equipment Operator III - IBEW							
JC7	2303	Equipment Operator III-773						Section 1	
JC8	2414	Groundskeeper II - 773							
JC7	7809	Printer II							
JC5	3412	Probation Officer							
JC5	4615	Program Assistant							
JC8	2214	Refuse Collector III - 773							
JC7	6102	Stores Clerk - IBEW							
JC7	6100	Stores Clerk-773							
JC7	2312	Water Distr. Technician - IBEW							
09	27 740	40.026	ı	1,066.08	1,574.48	13.326	19.681		
		40,936		1,000.00	1,574.40	13.320	15.001		
JC6	1203	Accounting Assistant		•					
JC6	1003	Admin Support Assistant III							
JC5	4521	Energy Technician							
JC3	5001	Engineering Aide I							
JC3	5031	Laboratory Technician I - 773							*
JC7	3032	Meter Repair Technician - 773							

	Annual	Annual		Bi-Weekly	Bi-Weekly	40-Hour	40-Hour	56-Hour	56-Hour
Grade	Minimum	Maximum	Overtime	Minimum	<u>Maximum</u>	Minimum		Minimum	Maximum
09	27,718	40,936		1,066.08	1,574.48	13.326	19.681		
JC7	2631	Power Plant Operator I - 773							
JC7	2431	Utility Locator - IBEW					**	•	
JC7	2882	Utility Service Worker II - IBEW							
JC7	2112	Vehicle Service Coordinator							
JC7	2641	WTP Operator I - IBEW							
JC7	2601	WWTP Operator I - 773							
				4 000 00	4 502 60	12.754	18.796		
08	26,528	39,096		1,020.32	1,503.68	12.754	10.790		
JC4	7101	Animal Control Officer							
JC5	3011	Community Service Aide							
JC6	1213	Customer Service Rep II							
JC7	2302	Equipment Operator II - IBEW							
JC7	2300	Equipment Operator II-773							
JC8	2413	Groundskeeper I - 773							
JC7	2871	Mobile Meter Reader - IBEW							
JC8	2213	Refuse Collector II - 773							
07	25,393	37,342		976.64	1,436.24	12.208	17.953		
JC8	2422	Utility Maint Mech I-773			•				
JC8	2881	Utility Service Worker I - IBEW							
06	24,313	35,676		935.12	1,372.16	11.689	17.152		
JC6	1002	Admin Support Assistant II							
JC8	2502	Bus Driver - 773							
JC6	1211	Customer Service Rep I							
JC8	2301	Equipment Operator I - IBEW							
JC8	2299	Equipment Operator I-773							
JC5	7451	Health Professional Asst							
JC6	1200	Lead Cashier							
JC8	2402	Maintenance Assistant II - 773							
JC8	2870	Meter Reader - IBEW							
JC5	3021	Parking Enforcement Agent							+
JC8	7810								
JC8	2212	Refuse Collector I - 773							
JC8	2102	Vehicle Service Worker - 773							

Grade	Annual Minimum	Annual Maximum	Overtime	Bi-Weekly Minimum	Bi-Weekly Maximum	40-Hour Minimum	40-Hour Maximum	56-Hour Minimum	56-Hour Maximum
05	23,288	34,112		895.68	1,312.00	11.196	16.400		
JC6	1201	Cashier	$\mathcal{F}_{\mathcal{F}} = \mathcal{F}_{\mathcal{F}}$						
JC8	3018	Parking Meter Repair Asst - 773							
JC8	6101	Storeroom Assistant - IBEW							
JC8	6104	Storeroom Assistant-773							
0.4	22.204	22.606		857.84	4 254 00	10.723	15.676		
04		32,606		007.04	1,254.08	10.723	10,070		
JC6	1001	Admin Support Assistant I							
JC8	2401	Maintenance Assistant I - 773							
JC8	2399	Maintenance Assistant I - IBEW							
JC5	8510	Recreation Leader							
03	21.370	31,210		821.92	1,200.40	10.274	15.005		
JC8	2001	Custodian			,				
JC8	2003	Custodian 773							