

**Appendix B**  
**Job Group Analysis**

# **Job Group Analysis**

Facility 1 07/07/2010

# Job Group Analysis

Job Group: 010 Officials/Administrators

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOP1	Two+
BUILDING INSPECTOR	Various	17.04 - 21.25	7	1							
SOLID WASTE DIST MANAGER	PW / REFUSE	23.19	1	1							
SR BUILDING INSPECTOR	PW / ADMINISTRATIVE	23.70	1	1							
UTILITY ACCTS & BILLING MGR	FINANCE	25.23	1	1							
SUSTAINABILITY MANAGER	SUSTAINABILITY	26.44	1	1							
COMMUNITY & SOC SVCS MANAGER	HUMAN SERVICES	27.65	1								
MANAGER OF CULTURAL AFFAIRS	CULTURAL AFFAIRS	27.94	1	1							
BUSINESS ANALYST	INFORMATION TECHNOLOGIES	28.36	1	1							
CHIEF BUILDING INSPECTOR	PW / ADMINISTRATIVE	28.95	1								
PUBLIC COMMUNICATIONS OFFICER	PUBLIC COMMUNICATIONS	29.33	1	1							
TRANSPORTATION MANAGER	PW / PUBLIC TRANS.	30.19	1								
PARKS DEVELOPMENT SPT.	PRKS & REC/PRK PLN & DEV.	30.98	1								
PURCHASING AGENT	FINANCE	31.49	1	1							
STREET & STORMWATER MAINT MGR	PW / ADMINISTRATIVE	31.52	1		1	1					
BUILDING REG SUPERVISOR	PW / ADMINISTRATIVE	31.60	1								
FLEET OPERATIONS MANAGER	PW / VEHICLE MAINTENANCE	32.52	1								
MANAGER RATES/FISCAL PLANNING	WL / ADMINISTRATIVE	33.47	1								
PARKS & RECREATION MANAGER	Various	33.63 - 34.13	2	1							
BUDGET OFFICER	FINANCE	34.13	1	1							
ASSISTANT CITY COUNSELOR III	LAW	34.18 - 34.61	3								1

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# Job Group Analysis

Job Group: 010 Officials/Administrators

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPl	Two+
FIRE DIVISION CHIEF	FIRE DEPARTMENT	35.32 - 37.84	5				1				
ENVIRONMENTAL HEALTH MANAGER	HEALTH / ENVIRNMT HEALTH	35.82	1								
SOLID WASTE MANAGER	PW / REFUSE	35.82	1								
COMPTROLLER	FINANCE	36.17	1								
TREASURER	FINANCE	36.17	1								
UTILITY SERVICES MANAGER	WL / ADMINISTRATIVE	37.62	1				1				
DEVELOPMENT SERVICES MANAGER	PLANNING	37.88	1								
PUBLIC HEALTH MANAGER	HEALTH / COMMUNITY HEALTH	37.96	1			1					
DIRECTOR OF COMMUNICATIONS	PUBLIC COMMUNICATIONS	38.01	1				1				
ASST DIRECTOR OF ECON DEV	ECONOMIC DEVELOPMENT	38.26	1								
MANAGER OF ENVIRONMENTAL SVCS	PW / STORM WATER UTILITY	38.71	1								
MANAGER OF WATER OPERATIONS	WL / TRANS & DISTRIBUTION	39.01	1			1				1	
SEWER UTILITY MANAGER	PW / SEWER	39.36	1								
INFORMATION TECH SUPRV	INFORMATION TECHNOLOGIES	39.47	3				1				
ASSISTANT CITY MANAGER	CITY MANAGER	40.28 - 45.16	2				1				
ENGINEERING MGR 10% PREMIUM	WL / ADMINISTRATIVE	40.34	1								
DEPUTY FIRE CHIEF	FIRE DEPARTMENT	40.67	1								
MUNICIPAL JUDGE	MUNICIPAL COURT	40.73	1								
OPERATIONS MANAGER	PW / ADMINISTRATIVE	41.32	1				1				

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# Job Group Analysis

Job Group: 020 Professionals

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOP1	Two+
ASSISTANT CITY COUNSELOR II	LAW	13.50 - 28.54	3	2							
ENGINEER II	Various	16.00 - 38.38	12	3	1			1			
WEB & COMMUNICATIONS COORD	CONVENTION & TOURISM	16.41	1	1							
RECREATION SPECIALIST	Various	17.27 - 23.86	12	6	3	1	2				
ENVIRONMENTAL HEALTH SPEC	HEALTH / ENVIRMT HEALTH	17.71 - 18.98	7	4							
HUMAN RIGHTS SPECIALIST	HUMAN SERVICES	17.88	1	1							
SOCIAL SERVICES SPECIALIST	HEALTH / COMMUNITY HEALTH	18.46 - 20.48	3	3	1	1					
SOCIAL SERVICES SUPERVISOR	Various	18.57 - 24.62	2	2							
MANAGEMENT SUPPORT SPECIALIST	Various	18.58 - 26.29	6	6							
ENERGY MGMT SPECIALIST II	WL / ADMINISTRATIVE	18.70 - 23.77	3		1	1					
RATE ANALYST	Various	18.75 - 24.28	4	4							
UTILITY ACCTS & BILLING SUPV	FINANCE	19.22	1	1							
PLANNER	PLANNING	19.23 - 24.04	4	1	1	1					
PUBLIC INFORMATION SPECIALIST	Various	19.37 - 22.00	4	3							
PLAN REVIEWER	Various	19.50 - 27.43	3								
RISK MANAGEMENT SPECIALIST	FINANCE	19.82	1								
FINANCIAL MGMT. SPECIALIST	POLICE DEPARTMENT	19.89	1	1							
HUMAN RESOURCES SPECIALIST	HUMAN RESOURCES	20.12	1	1	1	1					
NUTRITIONIST	Various	20.32 - 25.78	2	2	1	1					
CITY ARBORIST	PV / ADMINISTRATIVE	20.73	1		1				1		
SR ENVIRONMENTAL HEALTH SPEC	HEALTH / ENVIRMT HEALTH	20.87 - 23.58	2	2							

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# Job Group Analysis

Job Group: 020 Professionals

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPi	Two+
HUMAN RESOURCES COORDINATOR	Various	20.91 - 28.40	3	3							
HEALTH EDUCATOR	HEALTH / COMMUNITY HEALTH	21.00 - 22.38	3	3							
PUBLIC HEALTH NURSE	Various	21.00 - 26.70	9	9							
NEIGHBORHOOD COORDINATOR	NEIGHBORHOOD SERVICES	21.61	1								
COMPLIANCE OFFICER	FINANCE	21.73	1								
TOURISM SERVICES SPECIALIST	CONVENTION & TOURISM	21.94 - 24.98	5	5							
SR PROCUREMENT OFFICER	FINANCE	22.00	1	1							
ENVIRONMENTAL SUPERVISOR	WL / PRODUCTION	22.15	1								
ENERGY SERVICES SUPERVISOR	WL / ADMINISTRATIVE	22.71 - 26.15	2								
SR ACCOUNTANT	FINANCE	22.77 - 30.39	3	3							
ELECTRONIC GOVERNMENT COOR	PUBLIC COMMUNICATIONS	23.36	1								
HEALTH PROMOTION COORD	HEALTH / ADMINISTRATIVE	23.48	1	1							
TRANSPORTATION SUPERVISOR	PW / PUBLIC TRANS.	23.56	1								
RECREATION SUPERVISOR	Various	23.60 - 27.05	5	2	1	1					
SYSTEMS ANALYST	Various	23.89 - 34.13	15	1	1	1					
SR RATE ANALYST	Various	23.98 - 25.04	2	2							
ENGINEER I	Various	24.12 - 30.92	4	1							
CITY CHANNEL COORDINATOR	PUBLIC COMMUNICATIONS	24.28	1								
RIGHT OF WAY AGENT	PW / ADMINISTRATIVE	24.29	1								

Continued...

# Job Group Analysis

Job Group: 020 Professionals

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPi	Two+
WASTE MINIMIZATION SUPERVISOR	PW / REFUSE	24.79	1	1	1	1					
CONSTRUCTION PROJECT MANAGER	PW / ADMINISTRATIVE	25.54	1								
UTILITY SERVICES SPECIALIST	WL / ADMINISTRATIVE	25.54	1	1							
SR PLANNER	Various	25.59 - 32.83	3								
PROPERTY ACQUISITION MANAGER	PW / ADMINISTRATIVE	25.80	1	1							
NUTRITION COORDINATOR	HEALTH / WIC	26.00	1	1							
CITY CLERK	CITY CLERK	26.01	1	1	1					1	
SR PARKS PLANNER	PRKS & REC/PRK PLN & DEV.	26.01 - 28.13	2								
LABORATORY SUPERVISOR	PW / SEWER	26.38	1								
CITY LAND SURVEYOR	PW / ADMINISTRATIVE	26.79	1								
FIRE LIEUTENANT	FIRE DEPARTMENT	26.81 - 29.71	29							2	
FLEET OPERATIONS SUPT	PW / VEHICLE MAINTENANCE	26.96	1								
BUSINESS SERVS & PENSION MGR	FINANCE	27.04	1	1							
ENERGY SERVICES SUPERINTENDENT	Various	27.34 - 35.83	2								
Manager of Neighborhood SVCS	NEIGHBORHOOD SERVICES	27.49	1	1							
NURSING COORDINATOR	HEALTH / COMMUNITY HEALTH	27.52	1	1							
PUBLIC HEALTH PLANNER	HEALTH / ADMINISTRATIVE	27.59	1	1							
AIRPORT SUPERINTENDENT	PW / AIRPORT	28.01	1								

Continued..

# Job Group Analysis

## Job Group: 020 Professionals

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOP1	Two+
COMMUNITY DEVELOPMENT COORD.	PLANNING	28.46	1								
ASSISTANT TO CITY MANAGER	CITY MANAGER	28.82	1	1							
NURSE PRACTITIONER	HEALTH / COMMUNITY HEALTH	29.39 - 31.27	3	3	1	1					
NERC COMPLIANCE OFFICER	WL / PRODUCTION	29.52	1								
COMMUNICABLE DISEASE EPI COORD	HEALTH / ADMINISTRATIVE	29.80	1	1							
RISK MANAGER	FINANCE	29.80	1			1					
WATER PLANT SUPERINTENDENT	WL / PRODUCTION	29.81	1								
INTERNAL AUDITOR	CITY MANAGER	29.85	1								
STREETS SUPERINTENDENT	PW / ADMINISTRATIVE	30.02	1								
FINANCIAL ANALYST	FINANCE	30.39	1			1					
FIRE CAPTAIN	FIRE DEPARTMENT	30.43 - 30.98	10								
SUPT OF REC & COMMUNITY PROG	RECREATION SERVICES	30.54	1			1					
WATER DIST SVCS SUPT	WL / TRANS & DISTRIBUTION	30.67	1								
ACCOUNTING SUPERVISOR	FINANCE	30.97 - 32.19	2				2				
ELECTRIC SERVICES SUPT	WL / TRANS & DISTRIBUTION	30.99	1								
ASST POWER PROD SUPERINTENDENT	WL / PRODUCTION	31.89	2								
ENGINEERING SPECIALIST II	WL / ADMINISTRATIVE	31.89	1								
SEWER MAINT SUPERINTENDENT	PW / SEWER	32.35	1								
WWTP SUPERINTENDENT	PW / SEWER	32.35 - 32.52	3								

Continued...

# Job Group Analysis

Job Group: 020 Professionals

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOP1	Two+
WATER DISTR. SUPERINTENDENT	WL / TRANS & DISTRIBUTION	32.52	1								
DATABASE ADMINISTRATOR	INFORMATION TECHNOLOGIES	32.98	1								
COLLECTION SUPERINTENDENT	PW / REFUSE	33.17	1								
LANDFILL SUPERINTENDENT	PW / REFUSE	33.17	1	1							
SUBSTATION REPAIR SUPT	WL / TRANS & DISTRIBUTION	33.21	1								
FIRE BATTALION CHIEF	FIRE DEPARTMENT	33.30 - 33.64	5		1	1					
LINE SUPERINTENDENT	WL / TRANS & DISTRIBUTION	33.31 - 34.28	2								
POLICE LIEUTENANT	POLICE DEPARTMENT	35.77 - 36.21	6	1	1	1					
ENGINEERING SUPERVISOR	Various	36.66 - 39.76	5								
POLICE CAPTAIN LEMP	POLICE DEPARTMENT	37.05 - 37.96	4	2							
			<b>Job Group Total</b>								
			245	99 40.41	20 8.16	13 5.31	2 0.82	2 0.82	3 1.22	0 0.00	0 0.00

# Job Group Analysis

## Job Group: 030 Technicians

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPi	Two+
COMMUNICATIONS OPERATOR I	JOINT COMMUNICATIONS	13.95 - 14.88	17	10							
LABORATORY TECHNICIAN II - 773	PW / SEWER	15.15	1								
LABORATORY TECHNICIAN I	WL / PRODUCTION	15.55 - 16.99	2								
COMMUNICATIONS OPERATOR II	JOINT COMMUNICATIONS	15.97 - 20.26	6	5							
ENGINEERING AIDE II	Various	16.13 - 30.68	12	2							
BUS DISPATCHER	PW / PUBLIC TRANS.	16.77 - 16.94	4	1	1						
TRAFFIC SIGNAL TECHNICIAN	PW / ADMINISTRATIVE	16.88 - 23.40	2					1			
ENGINEERING AIDE III	Various	17.55 - 23.05	16	1	1			1			
GRAPHIC ARTIST	Various	17.59 - 19.26	2	1							
PSJC SUPERVISOR	JOINT COMMUNICATIONS	18.58 - 24.56	4	2							
LABORATORY ANALYST	Various	18.60 - 21.65	2	1							
ENGINEERING AIDE IV	Various	19.14 - 24.56	10								
PLANNING AIDE	PLANNING	19.32	1	1							
LABORATORY TECHNICIAN II	WL / PRODUCTION	19.47	1								
SYSTEMS SUPPORT ANALYST	Various	19.72 - 24.20	5								
VIDEOGRAPHER	PUBLIC COMMUNICATIONS	19.81	1	1							
ASST ELECTRIC DIST COORDINATOR	WL / TRANS & DISTRIBUTION	21.10	1								
VIDEO ENGINEERING SPECIALIST	PUBLIC COMMUNICATIONS	21.67	1								
SENIOR LAB ANALYST	HEALTH / COMMUNITY HEALTH	21.78	1	1							

Continued..

# Job Group Analysis

## Job Group: 030 Technicians

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOP1	Two+
PSJC MANAGER	JOINT COMMUNICATIONS WL / TRANS & DISTRIBUTION INFORMATION TECHNOLOGIES	25.78 - 25.79	2	1							
ELECTRIC DISTR. COORDINATOR		26.80	1								
SYSTEMS PROGRAMMER		29.03	1								
<b>Job Group Total</b>			<b>93</b>	<b>27</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>% of Total</i>				<i>29.03</i>	<i>2.15</i>	<i>0.00</i>	<i>0.00</i>	<i>2.15</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>



# Job Group Analysis

## Job Group: 050 Para-Professionals

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOP1	Two+
HEALTH PROFESSIONAL ASSISTANT	Various	12.30 - 13.93	4	4	1	1					
PARKING ENFORCEMENT OFFICER	PW / PARKING	12.56 - 15.27	4	4	1	1					
RECREATION LEADER	RECREATION SERVICES	12.87	1	1							
COMMUNITY SERVICE AIDE	POLICE DEPARTMENT	13.06 - 18.59	8	5							
FAMILY SUPPORT WORKER	HEALTH / COMMUNITY HEALTH	13.31	1	1	1		1				
ENERGY TECHNICIAN	WL / ADMINISTRATIVE	13.70	1		1			1			
ADMINISTRATIVE TECHNICIAN	Various	15.27 - 20.09	4	4							
HUMAN RESOURCES TECHNICIAN	HUMAN RESOURCES	15.49 - 20.09	3	3							
PROCUREMENT OFFICER	FINANCE	16.12 - 18.00	3	3							
PROGRAM ASSISTANT	Various	16.44 - 18.95	2	2	1	1					
CULTURAL AFFAIRS SPECIALIST	CULTURAL AFFAIRS	17.24	1	1							
PROBATION OFFICER	MUNICIPAL COURT	17.93	1								
EVIDENCE CUSTODIAN	POLICE DEPARTMENT	18.66	1	1							
ADMIN SUPPORT SUPERVISOR	Various	19.08 - 20.34	3	3							
TREASURY SUPPORT SUPV	FINANCE	19.30	1	1							
HOUSING SPECIALIST	PLANNING	21.25	1	1							
ENERGY MGMT SPECIALIST I	WL / ADMINISTRATIVE	21.63	1								
<b>Job Group Total</b>			<b>40</b>	<b>34</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
			<i>% of Total</i>	<i>85.00</i>	<i>12.50</i>	<i>7.50</i>	<i>5.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

# Job Group Analysis

Job Group: 060 Office/Clerical

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOP1	Two+
ADMIN SUPPORT ASST II	Various	5.84 - 28.37	25	23	1	1					
CASHIER	Various	9.24 - 14.58	7	6	1	1					
ADMIN SUPPORT ASST I	Various	10.72 - 14.21	13	12	1		1				
CUSTOMER SERVICE REP I	FINANCE	11.69 - 15.81	5	5							
LEAD CASHIER	FINANCE	12.78	1	1							
ADMIN SUPPORT ASST III	Various	13.52 - 18.28	42	41	1	1					
ACCOUNTING ASSISTANT	FINANCE	13.70 - 17.61	12	11	4	4					
CUSTOMER SERVICE REP II	FINANCE	13.92 - 18.28	5	4	1	1					
ADMINISTRATIVE ASSISTANT	Various	14.99 - 19.16	10	10	1	1					
COMPUTER OPERATOR	INFORMATION TECHNOLOGIES	16.00 - 16.58	2								
SECRETARY TO CITY MANAGER	CITY MANAGER	20.09	1	1							
<b>Job Group Total</b>			<b>123</b>	<b>114</b>	<b>10</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>% of Total</b>				<b>92.68</b>	<b>8.13</b>	<b>7.32</b>	<b>0.81</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

# Job Group Analysis

Job Group: 070 Skilled Craft

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPi	Two+
PRINTER I	PUBLIC COMMUNICATIONS	7.98	1								
EQUIPMENT OPERATOR II	WL / TRANS & DISTRIBUTION	12.75 - 17.88	15								
EQUIPMENT OPERATOR II - 773	Various	12.75 - 18.28	28		1	1					
METER REPAIR TECHNICIAN	PW / PARKING	13.33	1	1							
POWER PLANT OPERATOR I	WL / PRODUCTION	13.35 - 13.59	3								
WWTTP OPERATOR I	PW / SEWER	13.50 - 17.93	12		1	1	1				
WATER TREATMENT PLANT OPER I	WL / PRODUCTION	13.59 - 15.44	4								
EQUIPMENT OPERATOR III - 773	Various	13.95 - 19.70	19								
UTILITY SERVICE WORKER II	WL / TRANS & DISTRIBUTION	14.05 - 19.16	4								
WATER DISTR. TECHNICIAN	WL / TRANS & DISTRIBUTION	14.76 - 19.16	4								
UTILITY MAINT MECHANIC II-773	Various	14.77 - 18.86	5								
MAINTENANCE MECHANIC	Various	14.92 - 20.66	14								
MOBILE METER READER	WL / TRANS & DISTRIBUTION	14.98	1								
WATER TREATMENT PLANT OPER II	WL / PRODUCTION	15.04 - 19.52	2								
POWER PLANT OPERATOR II	WL / PRODUCTION	15.06 - 20.09	6								
STORES CLERK	WL / TRANS & DISTRIBUTION	15.31 - 17.57	3	1							
ASST METER READING SUPERVISOR	WL / TRANS & DISTRIBUTION	15.56	1								
VEHICLE MECHANIC - 773	Various	15.80 - 20.39	18		1					1	
UTILITY MAINT MECHANIC III-773	Various	16.08 - 19.88	3								

Continued..

# Job Group Analysis

Job Group: 070 Skilled Craft

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOP1	Two+
VEHICLE SERVICE COORDINATOR	POLICE DEPARTMENT	16.10	1								
ELECTRIC METER REPAIR WORKER	WL / TRANS & DISTRIBUTION	16.11 - 19.84	3								
STORES CLERK - 773	Various	16.13 - 17.88	4	1							
EQUIPMENT OPERATOR III	WL / TRANS & DISTRIBUTION	16.13 - 20.09	5								
WATER TREATMENT PLANT OPER III	WL / PRODUCTION	16.19 - 22.54	3		1		1				
POWER PLANT OPERATOR III	WL / PRODUCTION	16.19 - 22.67	3								
ELECTRONIC DATA SPECIALIST	WL / TRANS & DISTRIBUTION	16.58	1								
CONSTRUCTION SPECIALIST	PRKS & REC/PRK PLN & DEV.	16.83	1								
MAINTENANCE SPECIALIST-773	Various	16.92 - 19.55	4								
UTILITY MAINT MECHANIC III	WL / PRODUCTION	16.94 - 19.16	2								
REFUSE COLLECTION SUPERVISOR I	PW / REFUSE	17.35 - 21.09	2								
PUBLIC WORKS SUPERVISOR I-773	PW / SEWER	17.40 - 20.94	4								
RAILROAD OPERATOR	WL / RAILROAD OPERATIONS	18.27	1								
HORTICULTURIST	PRKS & REC/PRK PLN & DEV.	18.36	1	1							
GOLF COURSE SPECIALIST	PRKS & REC/PARKS MGMT	18.50 - 19.32	2								
UTILITY LOCATOR	WL / TRANS & DISTRIBUTION	18.58 - 19.16	3								
POWER PLANT OPERATOR IV	WL / PRODUCTION	18.77 - 27.34	6								
WWTP OPERATOR III	PW / SEWER	18.79 - 22.74	3								

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# Job Group Analysis

Job Group: 070 Skilled Craft

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PUBLIC WORKS SUPERVISOR I	PW / REFUSE	19.04	1								
COMMUNICATION TECHNICIAN	WL / TRANS & DISTRIBUTION	19.50	1								
INSTRUMENT TECHNICIAN	WL / PRODUCTION	19.56 - 24.00	3								
REFUSE COLLECTION SUPV II	PW / REFUSE	19.99 - 22.24	2								
PUBLIC WORKS SUPERVISOR II	Various	20.00 - 23.76	3								
METER READING SUPERVISOR	WL / TRANS & DISTRIBUTION	20.38	1								
UTILITY SERVICE WORKER III	WL / TRANS & DISTRIBUTION	20.47	1								
PUBLIC WORKS SUPRV II-773	Various	20.49 - 22.89	6		1						
WATER DISTR. SUPERVISOR I	WL / TRANS & DISTRIBUTION	20.68 - 21.08	5			1					
MAINTENANCE SPECIALIST	WL / RAILROAD OPERATIONS	20.75	1								
OPS & MAINT TECHNICIAN	WL / PRODUCTION	21.12	1								
ELECTRIC METER REPAIR SUPV	WL / TRANS & DISTRIBUTION	21.17	1								
VEHICLE MAINT SUPERVISOR I	Various	21.39 - 24.32	5								
OPS & MAINT TECHNICIAN SUPV	WL / PRODUCTION	22.00	1								
UTILITY LOCATOR SUPERVISOR	WL / TRANS & DISTRIBUTION	22.10	1								
WATER DISTR. SUPERVISOR II	WL / TRANS & DISTRIBUTION	22.12 - 23.35	4		1					1	
BUILDING AND GROUNDS SUPV	PW / PUBLIC BUILDINGS	22.73	1								
RAILROAD OPERATIONS SUPERVISOR	WL / RAILROAD OPERATIONS	22.74	1								
UTILITY MAINT MECHANIC IV-773	PW / SEWER	23.22	1								

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# Job Group Analysis

Job Group: 070 Skilled Craft

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOP1	Two+
VEHICLE MAINT SUPERVISOR II	PRKS & REC/PARKS MGMT	23.28	1								
MAINTENANCE SUPERVISOR	PW / AIRPORT	23.81	1								
SEWER MAINT SUPERVISOR	PW / SEWER	24.54	1								
PARKING SUPERVISOR	PW / PARKING	24.56	1		1	1					
PUBLIC WORKS SUPERVISOR III	Various	24.57 - 24.95	4				1				
WATER DISTR. SUPERVISOR III	WL / TRANS & DISTRIBUTION	24.84 - 26.24	3				2				
BLDG CONSTRUCTION COORDINATOR	PW / ADMINISTRATIVE	24.89	1								
UTILITY MAINT SUPERVISOR	Various	24.92 - 28.13	4								
PARKS SUPERVISOR	Various	25.02 - 27.58	3								
STORES SUPERVISOR	WL / TRANS & DISTRIBUTION	26.03	1		1	1					
WASTEWATER OPERATIONS SUPV	PW / SEWER	26.24	1								
POWER PLANT TECH SUPV	WL / PRODUCTION	26.34	1								
WATER TREATMENT PLANT CHIEF OP	WL / PRODUCTION	26.83	1								
NERC CERT BALANCING AUTH OPER	WL / PRODUCTION	28.05 - 29.52	6								
CONSTRUCTION SUPERVISOR	PRKS & REC/PRK PLN & DEV.	28.13	1								
LINEWORKER	WL / TRANS & DISTRIBUTION	28.13	20								
LINE SUPERVISOR I	WL / TRANS & DISTRIBUTION	28.95 - 29.52	4								
COMMUNICATION TECH SUPERVISOR	WL / TRANS & DISTRIBUTION	29.52	1								

Continued...



# Job Group Analysis

Job Group: 080 Service/Maintenance

Facility 1  
07/07/2010

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPi	Two+
BUS DRIVER	PW / PUBLIC TRANS.	9.00 - 16.00	28	5	10	7	3				
CUSTODIAN - 773	PW / PUBLIC BUILDINGS	10.71 - 13.34	8	2	1				1		
MAINTENANCE ASSISTANT I	Various	10.72 - 13.50	6								
REFUSE COLLECTOR I	PW / REFUSE	11.69 - 15.27	18		10	10					
EQUIPMENT OPERATOR I - 773	Various	11.92 - 12.94	16	1	2	1	1				
STOREROOM ASSISTANT	WL / TRANS & DISTRIBUTION	12.62 - 15.88	3		3	2	1				
MAINTENANCE ASSISTANT II	Various	12.75 - 13.58	4	1	1		1				
VEHICLE SERVICE WORKER	Various	12.80 - 15.10	3								
REFUSE COLLECTOR II	PW / REFUSE	12.82 - 17.58	10		7	7					
UTILITY MAINT MECHANIC I-773	Various	13.00 - 14.57	3								
GROUNDSKEEPER I	Various	13.01 - 17.09	4								
METER READER	WL / TRANS & DISTRIBUTION	13.02 - 14.96	6								
EQUIPMENT OPERATOR I	WL / TRANS & DISTRIBUTION	13.61	1								
CUSTODIAN	POLICE DEPARTMENT	13.87	1								
UTILITY SERVICE WORKER I	WL / TRANS & DISTRIBUTION	14.04 - 17.09	3		1	1					
REFUSE COLLECTOR III	PW / REFUSE	14.21 - 20.09	22		9	9					
CUSTODIAN SUPERVISOR	PW / PUBLIC BUILDINGS	14.50	1	1	1	1					
GROUNDSKEEPER II	Various	14.74 - 17.89	4	1							
STOREROOM ASSISTANT-773	WL / PRODUCTION	15.58	1								
APPRENTICE SUBSTATION TECH	WL / TRANS & DISTRIBUTION	16.88 - 21.40	2								
PRINTER II	PUBLIC COMMUNICATIONS	16.99	1								

Continued...



# Job Group Analysis Summary

Facility 1  
07/07/2010

Job Group	Total	Female		Total Min		Black		Hisp		Asian		Amlnd		NHOP1		Two+	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
010 Officials/Administrators	72	23	31.94	4	5.56	2	2.78	2	2.78	0	0.00	0	0.00	0	0.00	0	0.00
020 Professionals	245	99	40.41	20	8.16	13	5.31	2	0.82	2	0.82	3	1.22	0	0.00	0	0.00
030 Technicians	93	27	29.03	2	2.15	0	0.00	0	0.00	2	2.15	0	0.00	0	0.00	0	0.00
040 Protective Services	234	36	15.38	22	9.40	16	6.84	3	1.28	0	0.00	3	1.28	0	0.00	0	0.00
050 Para-Professionals	40	34	85.00	5	12.50	3	7.50	2	5.00	0	0.00	0	0.00	0	0.00	0	0.00
060 Office/Clerical	123	114	92.68	10	8.13	9	7.32	1	0.81	0	0.00	0	0.00	0	0.00	0	0.00
070 Skilled Craft	298	6	2.01	10	3.36	7	2.35	2	0.67	0	0.00	1	0.34	0	0.00	0	0.00
080 Service/Maintenance	151	11	7.28	45	29.80	38	25.17	6	3.97	0	0.00	1	0.66	0	0.00	0	0.00
Facility Total	1256	350	27.87	118	9.39	88	7.01	18	1.43	4	0.32	8	0.64	0	0.00	0	0.00
% of Facility Total																	