NORTH MIAMI
FLORIDA
776 N.E. 125 Street, North Miami, Florida 33161

# Council Report

**To:** **The Honorable Mayor and City Council**

**From:** **Rebecca Jones, Personnel Administration Director**

**Date:** **October 8, 2013**

**RE:** **2013-2014 Pay Plan**
**PROPOSED RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA TO ADOPT THE REVISED CLASSIFICATION & PAY PLANS FOR THE 2013 – 2014 FISCAL YEAR.**

---

**RECOMMENDATION**

Staff is recommending approval of this resolution.

**BACKGROUND**

Title and salary changes have been made to reflect the reorganization and downsizing of departments by the City Manager.

**Unclassified Plan**
Changed title for the following departments from Director to Manager with a pay grade change from 37 to 35: Community Planning & Development, Information Technology, Purchasing, Parks & Recreation and Personnel Administration.

**Classified Plan**
Changed title for the following departments from Assistant Director to Assistant Manager: Community Planning & Development, Information Technology, Parks & Recreation and Personnel Administration.
Changed titles for the following positions from Manager to Manager I:
Budget, Code Compliance, Economic Development, Governmental Affairs, Housing, Library, Public Information, Purchasing, Risk and Transportation.
Added new titles: Community Engagement Administrator for Parks & Recreation department and Building & Zoning Manager I.
Changed pay grade of: Account Clerk, Assistant Finance Director and Risk Manager.

**Attachments**
2013-2014 Classified Pay Plan
2013-2014 Unclassified Pay Plan

**RESOLUTION NO. _____**

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, ADOPTING A REVISED CLASSIFICATION AND PAY PLAN FOR CLASSIFIED AND UNCLASSIFIED EMPLOYEES OF THE CITY FOR THE 2013-2014 FISCAL YEAR BUDGET; PROVIDING FOR AN EFFECTIVE DATE AND ALL OTHER PURPOSES.**

**WHEREAS**, at the beginning of the each fiscal year, a pay plan must be established for employees of the City; and

**WHEREAS**, for the fiscal year 2013-2014, the City Manager has added the following new titles to the City Classification and Pay Plan as indicated in Exhibit A attached hereto; and

**WHEREAS**, the City Manager respectfully requests that the revised Classification and Pay Plan be approved by the Mayor and City Council for the 2013-2014 Fiscal Year budget.

**NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:**

**Section 1.** **Adoption of a Classification and Pay Plan.** The Mayor and City Council of the City of North Miami, Florida, hereby approve the Classification and Pay Plan for Fiscal Year 2013- 2014, attached hereto as Exhibit A.

**Section 2.** **Effective Date.** This Resolution shall become effective immediately upon adoption.

**PASSED AND ADOPTED** by a _____ vote of the Mayor and City Council of the City of North Miami, Florida, this _____ day of _____, 2013.

_____
LUCIE M. TONDREAU
MAYOR

ATTEST:

_____
MICHAEL A. ETIENNE, ESQ.
CITY CLERK

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:

_____
REGINE M. MONESTIME
CITY ATTORNEY

SPONSORED BY: CITY ADMINISTRATION

Moved by: _____

Seconded by: _____

**Vote:**

| | | |
|---|---|---|
| Mayor Lucie M. Tondreau | _____ (Yes) | _____ (No) |
| Vice Mayor Scott Galvin | _____ (Yes) | _____ (No) |
| Councilperson Carol Keys, Esq. | _____ (Yes) | _____ (No) |
| Councilperson Philippe Bien-Aime | _____ (Yes) | _____ (No) |
| Councilperson Marie Erlande Steril | _____ (Yes) | _____ (No) |

**City of North Miami**
**Classification and Pay Plan**
**(Classified Positions)**
**Effective: September 29, 2013 - September 27, 2014**

| Class Number | Class Title | Numerical Pay Grade | Minimum Pay Rate (Annual) | Maximum Pay Rate (Annual) |
|---|---|---|---|---|
| **210** | **ACCOUNT CLERK** | ~~18~~ **19** | **29,328** | **43,867** |
| 215 | ACCOUNTANT (JB) (E) | 24 | 37,814 | 56,305 |
| 217 | ACCOUNTANT, CHIEF (JB) (E) | 30 | 50,960 | 75,587 |
| 212 | ACCOUNTANT, JUNIOR | 21 | 32,448 | 48,505 |
| 161 | ADMINISTRATIVE ASSISTANT | 28 | 46,051 | 68,452 |
| 040 | ADMINISTRATIVE COORDINATOR | 22 | 34,236 | 50,960 |
| 104 | ADMINISTRATIVE SPECIALIST | 18 | 28,038 | 41,704 |
| 223 | BUDGET ADMINISTRATOR (JB) (E) | 28 | 46,051 | 68,452 |
| 224 | BUDGET ANALYST | 22 | 34,236 | 50,960 |
| 222 | BUDGET DIRECTOR, ASSISTANT (ADH) (E) | 32 | 56,305 | 83,428 |
| 226 | **BUDGET MANAGER I (JB) (E)** | 32 | 56,305 | 83,428 |
| 423 | BUILDING & ZONING COMPLIANCE ADMINISTRATOR (JB) (E) | 29 | 48,505 | 72,051 |
| 425 | **BUILDING & ZONING MANAGER I (JB) (E)** | 32 | 56,305 | 83,428 |
| 415 | BUILDING INSPECTOR | 29 | 48,505 | 72,051 |
| 420 | BUILDING OFFICIAL (JB) (E) | 32 | 56,305 | 83,428 |
| 433 | BUSINESS DEVELOPMENT COORDINATOR (JB) (E) | 22 | 34,236 | 50,960 |
| 234 | BUSINESS TAX SPECIALIST | 17 | 26,644 | 39,707 |
| 130 | BUYER | 22 | 34,236 | 50,960 |
| 442 | C.D.B.G. ADMINISTRATOR (JB) (E) | 25 | 39,707 | 59,217 |
| 419 | CHIEF PLANS EXAMINER (JB) (E) | 31 | 53,580 | 79,435 |
| 965 | CHEMIST | 25 | 39,707 | 59,217 |
| 708 | CITIZENS CRIME WATCH COORDINATOR | 18 | 28,038 | 41,704 |
| 155 | CITY CLERK, DEPUTY (ADH) (E) | 32 | 56,305 | 83,428 |
| 402 | CITY ENGINEER (E) | 33 | 59,217 | 87,692 |
| 401 | CIVIL ENGINEER (JB) (E) | 27 | 43,867 | 65,270 |
| 406 | CIVIL ENGINEER, SENIOR (JB) (E) | 30 | 50,960 | 75,587 |
| 103 | CLERICAL TECHNICIAN | 16 | 25,417 | 37,814 |
| 102 | CLERK | 10 | 18,740 | 28,038 |
| 414 | CODE ADMINISTRATOR (JB) (E) | 29 | 48,505 | 72,051 |
| 416 | **CODE COMPLIANCE MANAGER I (JB) (E)** | 30 | 50,960 | 75,587 |
| 410 | CODE COMPLIANCE OFFICER | 23 | 35,900 | 53,580 |

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

No COLA approved

**City of North Miami**
**Classification and Pay Plan**
**(Classified Positions)**
**Effective: September 29, 2013 - September 27, 2014**

| Class Number | Class Title | Numerical Pay Grade | Minimum Pay Rate (Annual) | Maximum Pay Rate (Annual) |
|---|---|---|---|---|
| **819** | **COMMUNITY ENGAGEMENT ADMINISTRATOR (JB) (E)** | **28** | **46,051** | **68,452** |
| 411 | **COMMUNITY PLANNING & DEV. MANAGER, ~~DIRECTOR~~ ASST, (ADH) (E)** | 32 | 56,305 | 83,428 |
| 100 | COMM. PLANNING & DEV. TECHNICIAN | 20 | 30,867 | 46,051 |
| 172 | CONSTITUENT SERVICES COORDINATOR | 25 | 39,707 | 59,217 |
| 704 | CRIME ANALYST | 20 | 30,867 | 46,051 |
| 706 | CRIME SCENE TECHNICIAN | 22 | 34,236 | 50,960 |
| 709 | CRISIS INTERVENTION SPECIALIST | 21 | 32,448 | 48,505 |
| 530 | CUSTODIAN | 15 | 23,940 | 35,900 |
| 535 | CUSTODIAN LEADWORKER | 18 | 28,038 | 41,704 |
| 550 | CUSTOMER SERVICE LIAISON (JB) (E) | 24 | 37,814 | 56,305 |
| 910 | CUSTOMER SERVICE REPRESENTATIVE | 20 | 30,867 | 46,051 |
| 128 | DATA BASE ADMINISTRATOR (JB) (E) | 28 | 46,051 | 68,452 |
| 119 | DATA PROCESSING ADMINISTRATOR (JB) (E) | 33 | 59,217 | 87,692 |
| 403 | DRAFTING TECHNICIAN | 20 | 30,867 | 46,051 |
| 448 | **ECONOMIC DEVELOPMENT MANAGER I (JB) (E)** | 30 | 50,960 | 75,587 |
| 444 | ECONOMIC DEVELOPMENT SPECIALIST (JB) (E) | 29 | 48,505 | 72,051 |
| 862 | EDUCATION COORDINATOR | 22 | 34,236 | 50,960 |
| 866 | EDUCATION CURATOR (JB) (E) | 24 | 37,814 | 56,305 |
| 630 | ELECTRICIAN | 23 | 35,900 | 53,580 |
| 632 | ELECTRICIAN, SENIOR | 25 | 39,707 | 59,217 |
| 629 | ELECTRICIAN'S AIDE | 18 | 28,038 | 41,704 |
| 569 | EQUIPMENT MAINTENANCE SUPERVISOR | 25 | 39,707 | 59,217 |
| 639 | FACILITY MAINTENANCE COORDINATOR | 22 | 34,236 | 50,960 |
| 640 | FACILITY MAINTENANCE SUPERVISOR (JB) (E) | 25 | 39,707 | 59,217 |
| **220** | **FINANCE DIRECTOR, ASSISTANT (ADH) (E)** | ~~32~~ **35** | **65,270** | **96,595** |
| 610 | FLEET MECHANIC | 21 | 32,448 | 48,505 |
| 605 | FLEET MECHANIC'S AIDE | 18 | 28,038 | 41,704 |
| 660 | FLEET SUPERINTENDENT (JB) (E) | 28 | 46,051 | 68,452 |
| 615 | FLEET SUPERVISOR | 25 | 39,707 | 59,217 |
| 505 | GENERAL MAINTENANCE WORKER | 15 | 23,940 | 35,900 |

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

No COLA approved

**City of North Miami**
**Classification and Pay Plan**
**(Classified Positions)**
**Effective: September 29, 2013 - September 27, 2014**

| Class Number | Class Title | Numerical Pay Grade | Minimum Pay Rate (Annual) | Maximum Pay Rate (Annual) |
|---|---|---|---|---|
| 123 | GIS SPECIALIST (JB) (E) | 24 | 37,814 | 56,305 |
| 173 | **GOVERNMENTAL AFFAIRS MANAGER I (JB) (E)** | 30 | 50,960 | 75,587 |
| 434 | GRANTS ADMINISTRATOR (JB) (E) | 27 | 43,867 | 65,270 |
| 432 | GRANTS WRITER (JB) (E) | 25 | 39,707 | 59,217 |
| 440 | GRAPHICS DESIGNER | 21 | 32,448 | 48,505 |
| 515 | HEAVY EQUIPMENT OPERATOR | 20 | 30,867 | 46,051 |
| 446 | HOUSING ADMINISTRATOR (JB) (E) | 28 | 46,051 | 68,452 |
| 441 | HOUSING COORDINATOR | 22 | 34,236 | 50,960 |
| 445 | HOUSING INSPECTOR | 25 | 39,707 | 59,217 |
| 447 | **HOUSING MANAGER I (JB) (E)** | 30 | 50,960 | 75,587 |
| 439 | HOUSING SERVICES ADMINISTRATIVE SPECIALIST | 18 | 28,038 | 41,704 |
| 438 | HOUSING SERVICES AIDE | 16 | 25,417 | 37,814 |
| 108 | INFORMATION PROCESSING COORDINATOR | 22 | 34,236 | 50,960 |
| 163 | **INFORMATION TECHNOLOGY MANAGER, ~~DIRECTOR~~ ASST. (ADH) (E)** | 32 | 56,305 | 83,428 |
| 101 | INTERPRETER | 16 | 25,417 | 37,814 |
| 650 | LEAK DETECTION TECHNICIAN | 19 | 29,328 | 43,867 |
| 312 | LIBRARIAN | 23 | 35,900 | 53,580 |
| 305 | LIBRARY AIDE I | 15 | 23,940 | 35,900 |
| 310 | LIBRARY AIDE II | 18 | 28,038 | 41,704 |
| 315 | LIBRARY DIRECTOR, ASSISTANT (ADH) (E) | 32 | 56,305 | 83,428 |
| 313 | **LIBRARY MANAGER I (JB) (E)** | 30 | 50,960 | 75,587 |
| 328 | LIBRARY PAGE | 10 | 18,740 | 28,038 |
| 835 | LIFEGUARD | 17 | 26,644 | 39,707 |
| 635 | MAINTENANCE MECHANIC | 18 | 28,038 | 41,704 |
| 905 | METER READER | 17 | 26,644 | 39,707 |
| 409 | MINIMUM HOUSING OFFICER | 23 | 35,900 | 53,580 |
| 813 | MOCA ADMINISTRATOR (JB) (E) | 27 | 43,867 | 65,270 |
| 824 | MOCA DIRECTOR, ASSISTANT (ADH) (E) | 32 | 56,305 | 83,428 |
| 510 | MOTOR EQUIPMENT OPERATOR | 18 | 28,038 | 41,704 |
| 129 | NETWORK ADMINISTRATOR (JB) (E) | 28 | 46,051 | 68,452 |
| 122 | NETWORK SPECIALIST (JB) (E) | 24 | 37,814 | 56,305 |

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

No COLA approved

**City of North Miami**
**Classification and Pay Plan**
**(Classified Positions)**
**Effective: September 29, 2013 - September 27, 2014**

| Class Number | Class Title | Numerical Pay Grade | Minimum Pay Rate (Annual) | Maximum Pay Rate (Annual) |
|---|---|---|---|---|
| 848 | NURSERY SPECIALIST | 21 | 32,448 | 48,505 |
| 857 | **PARKS & RECREATION MANAGER, ~~DIRECTOR~~ ASST, (ADH) (E)** | 32 | 56,305 | 83,428 |
| 816 | PARKS AND RECREATION SPECIALIST | 21 | 32,448 | 48,505 |
| 854 | PARKS COORDINATOR | 22 | 34,236 | 50,960 |
| 814 | PARKS NATURALIST | 21 | 32,448 | 48,505 |
| 855 | PARKS SPECIALIST | 21 | 32,448 | 48,505 |
| 858 | PARKS SUPERINTENDENT (JB) (E) | 28 | 46,051 | 68,452 |
| 852 | PARKS SUPERVISOR (JB) (E) | 25 | 39,707 | 59,217 |
| 211 | PAYROLL COORDINATOR (JB) (E) | 21 | 32,448 | 48,505 |
| 216 | PENSION PLAN ADMINISTRATOR (JB) (E) | 26 | 41,704 | 62,212 |
| 105 | PERMIT PROCESSING COORDINATOR | 20 | 30,867 | 46,051 |
| 120 | PERMIT PROCESSOR | 18 | 28,038 | 41,704 |
| 149 | **PERSONNEL ADMINISTRATION MANAGER, ~~DIRECTOR~~ ASST, (ADH) (E)** | 32 | 56,305 | 83,428 |
| 148 | PERSONNEL ADMINISTRATOR (JB) (E) | 28 | 46,051 | 68,452 |
| 145 | PERSONNEL SPECIALIST (JB) (E) | 24 | 37,814 | 56,305 |
| 435 | PLANNER (JB) (E) | 27 | 43,867 | 65,270 |
| 437 | PLANNER, CITY (JB) (E) | 32 | 56,305 | 83,428 |
| 443 | PLANNING TECHNICIAN | 21 | 32,448 | 48,505 |
| 436 | PLANNING TECHNICIAN, SR. | 22 | 34,236 | 50,960 |
| 418 | PLANS EXAMINER (JB) (E) | 30 | 50,960 | 75,587 |
| 634 | PLUMBER | 25 | 39,707 | 59,217 |
| 736 | POLICE ADMINISTRATOR (JB) (E) | 31 | 53,580 | 79,435 |
| 730 | POLICE COMMUNICATIONS OPERATOR | 22 | 34,236 | 50,960 |
| 734 | POLICE COMMUNICATIONS SUPERVISOR | 25 | 39,707 | 59,217 |
| 715 | POLICE LIEUTENANT (E) | 33 | 59,217 | 87,692 |
| 705 | POLICE OFFICER | 28O | 46,072 | 68,473 |
| 703 | POLICE OFFICER, TRAINEE | 25T | 39,728 | 59,155 |
| 707 | POLICE PROPERTY CLERK | 16 | 25,417 | 37,814 |
| 107 | POLICE RECORDS SUPERVISOR | 25 | 39,707 | 59,217 |
| 710 | POLICE SERGEANT | 31S | 54,620 | 81,036 |
| 116 | PROGRAMMER (JB) (E) | 25 | 39,707 | 59,217 |

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

No COLA approved

**City of North Miami**
**Classification and Pay Plan**
**(Classified Positions)**
**Effective: September 29, 2013 - September 27, 2014**

| Class Number | Class Title | Numerical Pay Grade | Minimum Pay Rate (Annual) | Maximum Pay Rate (Annual) |
|---|---|---|---|---|
| 117 | PROGRAMMER/ANALYST (JB) (E) | 27 | 43,867 | 65,270 |
| 450 | **PUBLIC INFORMATION MANAGER I (JB) (E)** | 30 | 50,960 | 75,587 |
| 451 | PUBLIC INFORMATION SPECIALIST | 24 | 37,814 | 56,305 |
| 702 | PUBLIC SERVICE AIDE | 17 | 26,644 | 39,707 |
| 404 | PUBLIC WORKS DIRECTOR, ASSISTANT (ADH) (E) | 39 | 79,435 | 117,728 |
| 407 | PUBLIC WORKS DIRECTOR, ASSISTANT TO THE (JB) (E) | 28 | 46,051 | 68,452 |
| 405 | PUBLIC WORKS OPERATIONS CHIEF (JB) (E) | 31 | 53,580 | 79,435 |
| 135 | PURCHASING AGENT (JB) (E) | 28 | 46,051 | 68,452 |
| 136 | **PURCHASING MANAGER I (JB) (E)** | 30 | 50,960 | 75,587 |
| 740 | QUARTERMASTER | 20 | 30,867 | 46,051 |
| 106 | RECORDS MANAGEMENT SUPERVISOR | 20 | 30,867 | 46,051 |
| 109 | RECORDS TECHNICIAN | 16 | 25,417 | 37,814 |
| 805 | RECREATION AIDE | 12 | 20,612 | 30,867 |
| 815 | RECREATION COORDINATOR | 22 | 34,236 | 50,960 |
| 810 | RECREATION LEADER I | 16 | 25,417 | 37,814 |
| 812 | RECREATION LEADER II | 18 | 28,038 | 41,704 |
| 818 | RECREATION SPECIALIST | 21 | 32,448 | 48,505 |
| 822 | RECREATION SUPERINTENDENT (JB) (E) | 28 | 46,051 | 68,452 |
| 817 | RECREATION SUPERVISOR (JB) (E) | 25 | 39,707 | 59,217 |
| 540 | REFUSE COLLECTOR | 18 | 28,038 | 41,704 |
| 512 | RIGHTS-OF-WAY INSPECTOR | 18 | 28,038 | 41,704 |
| 160 | **RISK MANAGER I (JB) (E)** | ~~30~~ **32** | 56,305 | 83,428 |
| 158 | SAFETY OFFICER (JB) (E) | 25 | 39,707 | 59,217 |
| 545 | SANITATION COORDINATOR | 22 | 34,236 | 50,960 |
| 552 | SANITATION SUPERINTENDENT (JB) (E) | 28 | 46,051 | 68,452 |
| 110 | SECRETARY | 20 | 30,867 | 46,051 |
| 195 | SERVICE WORKER | Flat Rate | - | - |
| 127 | STOCK CLERK | 17 | 26,644 | 39,707 |
| 125 | STOREKEEPER | 20 | 30,867 | 46,051 |
| 520 | STREETS COORDINATOR | 22 | 34,236 | 50,960 |
| 526 | STREETS SUPERVISOR (JB) (E) | 25 | 39,707 | 59,217 |

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

No COLA approved

**City of North Miami**
**Classification and Pay Plan**
**(Classified Positions)**
**Effective: September 29, 2013 - September 27, 2014**

| Class Number | Class Title | Numerical Pay Grade | Minimum Pay Rate (Annual) | Maximum Pay Rate (Annual) |
|---|---|---|---|---|
| 424 | SUSTAINABLE DEVELOPMENT ADMINISTRATOR (JB) (E) | 29 | 48,505 | 72,051 |
| 840 | SWIMMING POOL OPERATOR | 20 | 30,867 | 46,051 |
| 121 | SWITCHBOARD OPERATOR | 16 | 25,417 | 37,814 |
| 118 | SYSTEMS ANALYST (JB) (E) | 27 | 43,867 | 65,270 |
| 825 | TENNIS PRO (JB) (E)-ONLY IF EARNING MIN $455/WK | 10 | 18,740 | 28,038 |
| 637 | TRADES MECHANIC | 20 | 30,867 | 46,051 |
| 144 | TRAINING SPECIALIST (JB) (E) | 24 | 37,814 | 56,305 |
| 413 | **TRANSPORTATION MANAGER I (JB) (E)** | 30 | 50,960 | 75,587 |
| 228 | UTILITY BUSINESS COORDINATOR | 23 | 35,900 | 53,580 |
| 915 | UTILITY BUSINESS FIELD COORDINATOR | 22 | 34,236 | 50,960 |
| 230 | UTILITY BUSINESS SUPERVISOR (JB) (E) | 28 | 46,051 | 68,452 |
| 567 | UTILITY COORDINATOR | 22 | 34,236 | 50,960 |
| 566 | UTILITY CREW LEADER | 17 | 26,644 | 39,707 |
| 585 | UTILITY SUPERINTENDENT (JB) (E) | 28 | 46,051 | 68,452 |
| 568 | UTILITY SUPERVISOR (JB) (E) | 25 | 39,707 | 59,217 |
| 571 | UTILITY TECHNICIAN | 18 | 28,038 | 41,704 |
| 962 | WATER PLANT COORDINATOR | 22 | 34,236 | 50,960 |
| 960 | WATER PLANT OPERATOR | 21 | 32,448 | 48,505 |
| 955 | WATER PLANT OPERATOR, TRAINEE | 18 | 28,038 | 41,704 |
| 587 | WATER PLANT SUPERINTENDENT (JB) (E) | 28 | 46,051 | 68,452 |
| 570 | WATER PLANT SUPERVISOR | 25 | 39,707 | 59,217 |
| 124 | WEBMASTER (JB) (E) | 24 | 37,814 | 56,305 |
| 625 | WELDER | 23 | 35,900 | 53,580 |
| 112 | WORD PROCESSING SPECIALIST | 19 | 29,328 | 43,867 |
| 412 | ZONING ADMINISTRATOR (JB) (E) | 29 | 48,505 | 72,051 |

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

No COLA approved

# City of North Miami, Florida
## Classification and Pay Plan
## (Unclassified Positions)
## Effective: September 29, 2013 - September 27, 2014

| Class Number | Class Title | Numerical Pay Grade | Minimum Pay Rate (Annual) | Maximum Pay Rate (Annual) |
|---|---|---|---|---|
| 221 | BUDGET DIRECTOR (DH) (E) | 37 | 72,051 | 106,787 |
| 422 | BUILDING & ZONING DIRECTOR (DH) (E) | 37 | 72,051 | 106,787 |
| 421 | CAPITAL PROJECT MANAGER (E) | 37 | 72,051 | 106,787 |
| 167 | CHIEF OF STAFF (E) | 35 | 65,270 | 96,595 |
| 185 | CITY ATTORNEY (DH) (E) | 47A | 117,561 | 218,337 |
| 180 | CITY ATTORNEY, ASSISTANT (E) | 34 | 62,212 | 92,019 |
| 183 | CITY ATTORNEY, DEPUTY (ADH) (E) | 42 | 92,019 | 136,281 |
| 175 | CITY MANAGER (CM) (E) | 47C | 117,561 | 218,337 |
| 165 | CITY MANAGER, ASSISTANT TO THE (JB) (ADH) (E) | 29 | 48,505 | 72,051 |
| 170 | CITY MANAGER, DEPUTY (DCM) (E) | 42 | 92,019 | 136,281 |
| 417 | CODE COMPLIANCE DIRECTOR (DH) (E) | 37 | 72,051 | 106,787 |
| 408 | **COMMUNITY PLANNING & DEV. MANAGER ~~DIRECTOR~~ (DH) (E)** | 35 ~~37~~ | 65,270 | 96,595 |
| 735 | POLICE EXECUTIVE ASSISTANT (E) | 32 | 56,305 | 83,428 |
| 115 | EXECUTIVE SECRETARY (JB) (E) | 27 | 43,867 | 65,270 |
| 225 | FINANCE DIRECTOR (DH) (E) | 37 | 72,051 | 106,787 |
| 164 | **INFORMATION TECHNOLOGY MANAGER ~~DIRECTOR~~ (DH) (E)** | 35 ~~37~~ | 65,270 | 96,595 |
| 218 | INTERNAL AUDITOR (E) | 32 | 56,305 | 83,428 |
| 113 | LEGAL SECRETARY | 22 | 34,236 | 50,960 |
| 325 | LIBRARY DIRECTOR (DH) (E) | 37 | 72,051 | 106,787 |
| 823 | MOCA DIRECTOR/CHIEF CURATOR (DH) (E) | 37 | 72,051 | 106,787 |
| 114 | PARALEGAL | 27 | 43,867 | 65,270 |
| 860 | **PARKS & RECREATON MANAGER ~~DIRECTOR~~ (DH) (E)** | 35 ~~37~~ | 65,270 | 96,595 |
| 150 | **PERSONNEL ADMINISTRATION MANAGER ~~DIRECTOR~~ (DH) (E)** | 35 ~~37~~ | 65,270 | 96,595 |
| 725 | POLICE CHIEF (DH) (E) | 41 | 87,692 | 129,750 |
| 722 | POLICE CHIEF, ASSISTANT (ADH) (E) | 39 | 79,435 | 117,728 |
| 721 | POLICE COMMANDER (E) | 35 | 62,212 | 92,019 |
| 716 | POLICE MAJOR (E) | 36 | 68,452 | 101,608 |
| 400 | PUBLIC WORKS DIRECTOR (DH) (E) | 41 | 87,692 | 129,750 |
| 455 | PUBLICITY DIRECTOR (DH) (E) | 35 | 65,270 | 96,595 |
| 137 | **PURCHASING MANAGER ~~DIRECTOR~~ (DH) (E)** | 35 ~~37~~ | 65,270 | 96,595 |
| 111 | SECRETARY, CONFIDENTIAL | 20 | 30,867 | 46,051 |

DH - Department Head
ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

No COLA approved