



COMPENSATION WORKGROUP  
Milwaukee County

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INFORMATIONAL REPORT

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TO: Chairman Theodore Lipscomb, Sr.

FROM: Compensation Workgroup

RE: Recommendation to Adopt Pay Ranges

DATE: January 8, 2016

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**I. Executive Summary – Flexibility Required**

Restoring Milwaukee County’s dysfunctional compensation system to health is critical to the County’s future. While compensation has been a priority for the County, the structural deficit severely limited the County’s ability to maintain a fair and equitable system over the past several years. Currently, Milwaukee County’s compensation suffers from very limited cost of living adjustments, frozen step increases, and holds on reclassifications and reallocations of personnel. A healthy compensation system requires that employees be paid fairly for the work that they perform, and be provided increases which reflect performance and cost of living adjustments. A healthy compensation system will allow the County to recruit and retain the best and brightest employees to serve the public. This informational report includes recommendations for changes that should be made by the County Board and Administration to modernize the compensation system.

Given the nature of the County’s structural deficit, it is likely that compensation will continue to be limited by budgetary pressures. For this reason, it becomes even more important that we have a compensation system that fairly pays people, but is flexible for making pay adjustments. The current system does not allow for that flexibility.

Irregular pay steps are a primary fault in the existing compensation system. Steps are uneven from step to step and position to position. A well-performing employee moving up the “step-ladder” might get a 3% merit increase one year and a 5% increase the next, with no apparent reason for the difference. Her equally well-performing colleague at the next desk in a different position might receive 3% step increases both years, again with no obvious

explanation for the difference. And there is no mechanism for their manager to offer a 2% increase to recognize an employee for good but slightly less competent performance.

Another fault: under the terms of MCGO 17.10, step increases are to be granted only to those employees completing a year of “meritorious” service, but in practice, virtually any employee who has put in 2,080 hours has been granted the step increase, regardless of whether services was actually “meritorious”. In practice, this means step increases are based essentially only on seniority, which does not necessarily correspond to added value that should be automatically rewarded with a pay increase.

In addition, the current step system was designed to incorporate annual COLA’s and annual step increases that would occur on a regular and fairly automatic basis. The resulting rate of growth in costs to the County for wages and benefits was not fiscally sustainable. As a result, the County has had to freeze step increases periodically in reaction to budgetary stresses. These periodic freezes have disrupted progressions through the pay grades necessary for the system to function as designed creating issues with pay equity and employee dissatisfaction with compensation.

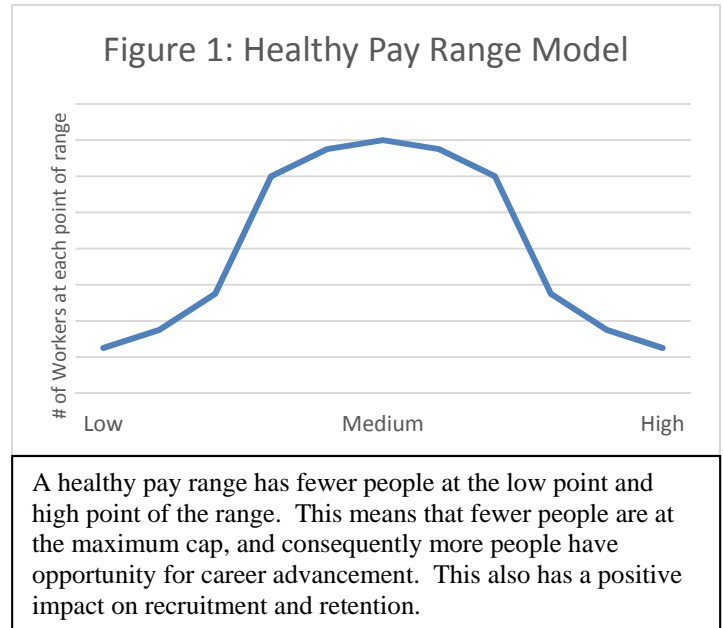
While Milwaukee County has granted modest general increases to employees recently (i.e., general increases of 1.5% in May 2013, 1.0% in April 2014, and 1.5% in June 2015) regular step or “merit” increases have been mostly frozen since 2009. Consequently, Milwaukee County has had several years of “step freezes.” These step freezes have resulted in inequities between workers by locking employees who have been here for years into steps that are not much above salaries paid to new hires. In turn these inequities have resulted in recruitment problems, succession planning problems, and general employee morale issues.

To address this and related problems, two things are necessary: 1. the total budget for each department, including the amount of additional employee compensation that can be afforded, must be established by the County Board during the budget process, and 2. County Administration must have procedures in place to manage the budget established by the County Board. Consequently, the Workgroup recommends a compensation system that provides maximum flexibility to the County Board to provide budgetary controls, and to the County Administration to provide management control. This report outlines how an effective Pay Range system can be implemented here at Milwaukee County that offers the County Board budgetary protections, and the County Administration management protections that will enhance Milwaukee County’s ability to attract and retain top talent.

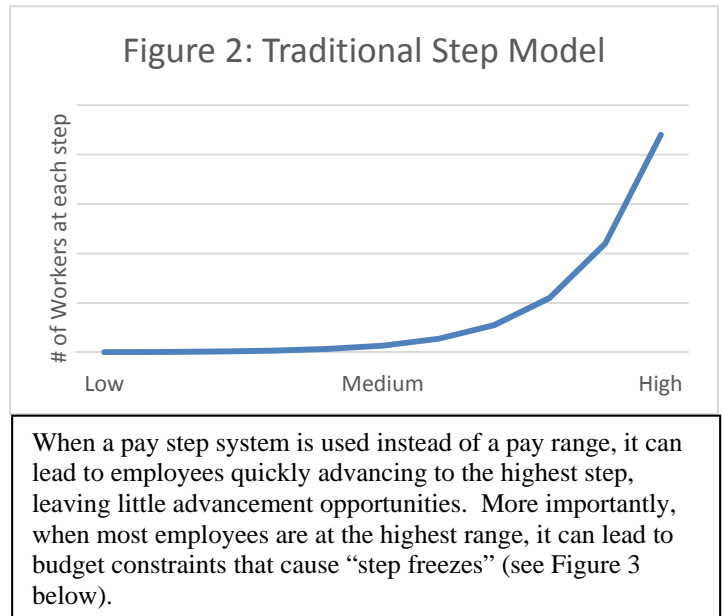
The recommendation of the Workgroup is to (a) adopt the Pay Range system by implementing Administrative Procedures and changing relevant ordinances, (b) approve the new market-based Pay Ranges by approving a County Board resolution, and (c) have the Compensation Workgroup meet as needed to further improve the compensation system.

## II. Background on Pay Ranges

As an organization with thousands of employees, it is important that our pay range system is developed to (a) reflect market data, (b) support equitable decisions, and (c) allow for succession planning and recruitment. A healthy pay range system would be like Figure 1 to the right. When the largest group of employees are at the midpoint of their pay range it means more employees are paid competitively, which ensures better pay equity and improved recruitment. Also, fewer people at the highest point of the range means that fewer people are at the maximum cap of the pay range. When employees are stuck at the maximum cap it may create a barrier for employee development and impact talent retention.<sup>1</sup>



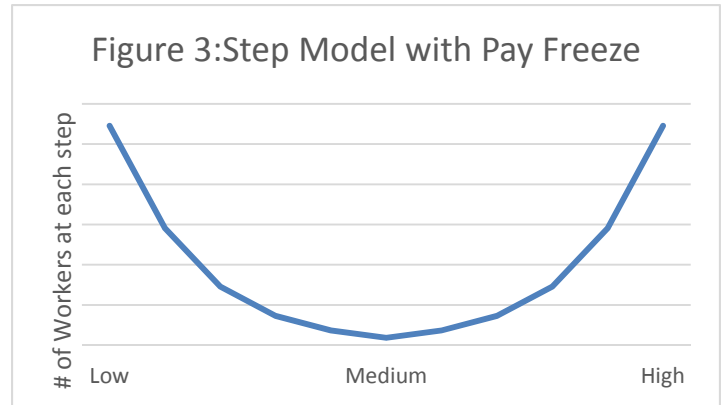
By limiting the pay range system to a “step” system, and also having an uneven width from bottom to top, several unintentional consequences may occur. When a step system is based on a limited number of steps (e.g. 5 steps) and the steps are based on seniority (e.g. advance one step each year), then employees advance through steps very quickly (see Figure 2). For a long-serving workforce, such as the County, this results in higher cost increases and quickly pushes employees up to the maximum step, creating equity issues. This distorts recruitment and succession planning efforts.<sup>2</sup>



<sup>1</sup> Rothwell, William. Effective Succession Planning (4<sup>th</sup> Ed. 2010), (“The continuity of the organization over time requires a succession of persons to fill key positions.” at Preface; “[Succession planning must] increase the talent pool of promotable employees.” at Chapter 1)

<sup>2</sup> Id. at Exhibit 1-7. (“People leave the organization because they: Are dissatisfied with their future prospects in the organization or believe they have better prospects for the future in another organization.”)

Organizations that have implemented a traditional step model may face budget pressures that result in “step freezes.” When pay freezes for employees, those at the high step may choose to stay, but many in the lower end or mid-point choose to leave or transfer to a department to get pushed up the scale. This is especially true for high performers.<sup>3</sup> Also, as retirements happen, more people are brought in and frozen at the lower steps. This creates recruitment problems because there is limited opportunity for growth. This also creates equity issues because people who have been here for years are being paid the same as new employees. This is essentially where the County is in 2015 (See Tables 1 & 2).



When budget constraints lead to step freezes, as they have in Milwaukee County, then both lower range and higher range workers are stuck, with little opportunity for advancement. This can lead to significant recruitment and retention problems.

**Tables 1 & 2: Start Date and Pay Range Distribution of Milwaukee County’s Workforce.**

Table 1			
Start Date of Classified and Unclassified Employees			
	All	Unclassified	Classified
1985 and Prior	85	10	75
1986 - 1990	219	12	207
1991 - 1995	225	14	211
1996 - 2000	370	20	350
2001 - 2005	333	24	309
2006 - 2010	392	27	365
2011 - 2015	1,039	94	945
	2,663	201	2,462

Table 2	
Salary Position in Pay Grades	
Classified Positions	Grades
Below Minimum	-
Lowest 25%	906.0
Btwn 25% and 50%	314.0
Btwn 50% and 75%	276.0
Btwn 75% and 100%	964.0
Greater 100%	2.0
	2,462.0

Table 1 (on the left) shows the start date of Milwaukee County’s Workforce. Nearly 40% of Milwaukee County’s workforce was hired in the last 4 years. The County has also had step freezes during this time period. Consequently, nearly 40% of the County’s workforce is capped at the point in the range that they started. This is reflected in Table 2 (on the right) which shows that nearly 50% of the County’s workforce is below the mid-point. Functionally, this looks a lot like Figure 3, which again causes recruitment, retention and equity issues.

<sup>3</sup> Becker, Briean, et. al, The Differentiated Workforce: Transforming Talent into Strategic Impact. (Harvard Business Press 2009), Chapter 5 (“[When] the degree of differentiation between low and high levels of performance is limited ... few top performers appear in strategic roles, and high-potential employees quite often become dissatisfied with their pay and leave.”)

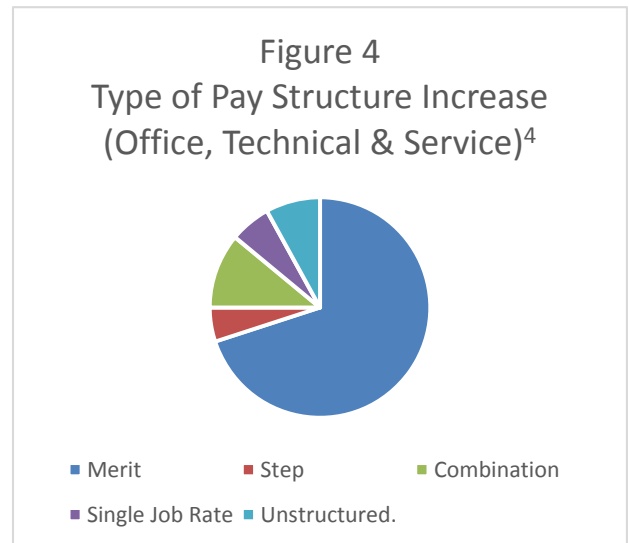
These equity and recruitment issues can be addressed immediately by creating a pay range system that is based on the midpoint, with pay guidelines that fairly move employees toward the midpoint, with room to grow. Over time, as there are more retirements and more people moved to the midpoint, it is expected to result in a pay range that looks more like Figure 1, the Healthy Pay Range model.

### III. Why Not Just Adjust the Pay Steps?

The obvious question is “Why not just adjust the current step/ pay grade system?” This was an alternative explored by the Workgroup, but there are several reasons why the Workgroup recommends Pay Ranges over Pay Steps.

#### A. Existing Grades and Steps are Arbitrary

1. The existing grades are not based on market data. In fact, market data is not even available to create steps.
2. In a recent survey of regional employers, only 5% of employers still use steps.<sup>4</sup> Steps are continuing to be used by some local governments, however, these governments are evaluating the equity of the step system, or have transitioned certain employee groups to a pay range system.
3. Furthermore, in some existing job categories there may be 5 steps, in others there are as many as 17. Consequently moving one employee up a step might be a 1.9% pay raise, and moving another would mean a 5% pay raise. On average, a step increase is 3% to 4% of pay. These step increases creates budgetary issues, thus frozen steps.
4. The current pay grade system has a wide variance in the width from bottom to top. This system is inequitable (See Tables 3 & 4).



#### B. Utilizing New Pay Grade with Steps will create “Frozen Steps”

Simply adopting new ranges using existing steps is likely to lead to a model similar to Figure 2 above where employees quickly advance through the range creating pressures for layoffs, pay freezes and further inequities. Also, if there are only 5 -10 steps for each job where the maximum pay is 50% more than the minimum, it is unlikely that the County could afford to move everyone up one step in a single year, because each step would equate to an approximately 3.5% increase for employees receiving the step and a

<sup>4</sup> MRA. 2015 Annual Salary & Benefits Survey: Pay Trends & Talent Strategies Survey (Wisconsin, Minnesota, Illinois, Iowa) (September 2015).

corollary 3.5% increase in budgeted costs. Consequently, a new step system that would allow for realistic annual budget increases by the County Board and the County Executive would need step increments of no more than 0.5% to 1% for each job. This would create dozens of steps for each job, and up to potentially 100 steps for some jobs. A job with 100 steps at 0.5% increments is functionally the same as a range. Using a pay range instead of steps results in better budget control, more employees making more money and corrects equity issues.

**Tables 3 & 4: Step Differences and Width of Existing Pay Grades**

**Table 3**

<b>Difference Between Steps in Pay Grade</b>			
<b>Pay Grade</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Increase</b>
23F	\$ 22.90	\$ 23.65	3.3%
23M	\$ 23.95	\$ 24.86	3.8%
23P	\$ 28.94	\$ 30.16	4.2%
23YM	\$ 22.90	\$ 23.77	3.8%
24	\$ 25.24	\$ 26.13	3.5%
24D	\$ 28.47	\$ 29.47	3.5%
24M	\$ 24.75	\$ 25.62	3.5%
27MN	\$ 29.89	\$ 29.94	0.2%
28	\$ 29.86	\$ 31.18	4.4%

**Table 4**

<b>Width of Pay Grades Varies</b>				
<b>Pay Grade</b>	<b>Bottom</b>	<b>Top</b>	<b>Steps</b>	<b>Width</b>
23F	21.4791	26.6733	7	24%
23M	22.7938	26.1529	5	15%
23P	26.8936	38.0644	10	42%
23YM	21.7965	25.9946	6	19%
24	23.7982	27.7247	5	16%
24D	27.3705	34.6187	7	26%
24M	23.334	27.184	5	16%
27MN	28.4085	35.5619	9	25%
28	27.7247	33.1776	5	20%

Table 3 (on the left) shows that the difference in steps in some pay grades (i.e. 27MN) are only .2% and the difference in other steps is 4.2% (i.e. 23P). This means that when some employees move up a step they only get a .2% raise, and another person may get 4.2%. This leads to equity issues. Furthermore, Table 4 (on the right) shows that some pay grades have a width of only 15% (i.e. 23M) and others have 42% (i.e. 23P). This means that some employees can only earn 15% more than when they started, and others can earn 42% more. Again, this leads to equity issues.

<b>Figure 4: Advantages and Disadvantages of Step System vs. Pay Grade System</b>	
<p><b><u>Step System: Advantages</u></b></p> <ul style="list-style-type: none"> <li>• Familiar to long-term County employees</li> <li>• Defined Structure</li> <li>• Predictable (but only consistent if budget allows)</li> </ul>	<p><b><u>Pay Grade System: Advantages</u></b></p> <ul style="list-style-type: none"> <li>• Familiar to job candidates</li> <li>• Flexibility to address equity issues</li> <li>• Lower cost to implement, migrate and update technology system</li> <li>• Better budgetary controls</li> </ul>
<p><b><u>Step System: Disadvantages</u></b></p> <ul style="list-style-type: none"> <li>• Fiscally Unsustainable</li> <li>• Unfamiliar to most job candidates</li> <li>• Lacks flexibility to address equity issues</li> <li>• Higher cost to migrate outdated payroll system in to modern enterprise technology systems.</li> </ul>	<p><b><u>Pay Grade System: Disadvantages</u></b></p> <ul style="list-style-type: none"> <li>• Unfamiliar to long-term County Employees</li> <li>• Additional training/communication needed for transition</li> </ul>

#### **IV. History of Pay Ranges vs. Pay Steps at Milwaukee County**

Starting in 2013 the Human Resources Department began a compensation review of all of the positions in Milwaukee County government. The goal of the compensation review was to ensure that positions were being fairly compensated for the work that they performed.<sup>5</sup> To accomplish this task, each manager was required to submit a Job Evaluation Questionnaire which listed in great detail the job duties, not just the job title and description.

The compensation review was done in phases based on departments within Milwaukee County government. As each phase of the compensation review was completed, the Human Resources Department requested that each set of positions be moved within the current pay step system. As it became clear that pay ranges for positions could not be tied to the market using a step system, the Human Resources Department began to make requests to move from the outdated pay-steps to the modern pay range structure. Initially these compensation reviews were presented pursuant to Milwaukee County Ordinances Chapter 17.05(7), which states:

Monthly while a reclassification is pending, the director of human resources shall provide a report to the committee on finance, personnel and audit which lists all

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<sup>5</sup> The Human Resources Department was able to define new salary ranges based upon current market data. The Human Resources Department uses several independent survey companies. For example, one independent company, the Economic Research Institute, has salary information for over 6,000 positions in more than 1,000 industries and over 8,000 locations. The Human Resources Department was able to assign the majority of positions to a market appropriate pay range, with a set minimum, mid-point, and maximum for each position. For those positions unique to the County, the Human Resources Department, working with department managers and by using direct comparisons to regional employers for positions with the same job duties, was able to assign these positions to appropriate pay ranges.

position reclassifications which the director intends to approve, along with a fiscal note for each. This report shall be distributed to all county supervisors and placed on the committee agenda for informational purposes. If a county supervisor objects to the decision of the director within seven (7) working days of receiving this report the reclassification shall be held in abeyance until resolved by the county board, upon recommendation of the committee, and subsequent county executive action.

Several compensation reviews were presented without objection and consequently the positions were moved to pay grade levels, with steps, that more closely approximated what survey data supported (e.g. File 13-465 related to positions in Comptroller's office, File 13-627 related to positions in County Clerk and Treasurer's, File 13-793 related to positions in Register of Deeds office, File 14-180 related to positions in DAS-PSB and DAS-ED). However, the County's current pay step system is not market-based and does not allow for us to pay employees competitively and equitably. Consequently, the Human Resources Department began to request a movement from the outdated pay step system to a modern pay range system.

In March of 2014, the Human Resources department submitted File 14-287 regarding compensation review for Corporation Counsel, HR, Courts, Zoo and other departments. For the first time since the Compensation Modernization Effort began, the County Board objected to the compensation review. With this objection, and without an affirmative vote to accept the compensation review, the Board effectively denied the compensation review of File 14-287. Similarly the Finance Committee effectively denied additional compensation reviews by initially objecting, and then taking no further action (e.g. File 14-419 regarding Veterans Services, Risk Management, Courts, County Clerk and Sheriff; File 14-508 regarding Corporation Counsel, HR and Courts; File 14-570 regarding Audit; File 14-706 regarding Election Commission and Zoo); File 14-807 regarding Comptroller, HOC and Fleet; etc.). These objections continued with each month's compensation submission for several months, leading to 99 employees' pay raises to be held.<sup>6</sup>

In March of 2015, Human Resources presented the close of the Compensation Modernization Initiative, requesting that the Finance, Personnel and Audit Committee approve migration to the new market-based salary ranges, as well as approve pay increases for approximately 500 employees who fall below the new grade minimums. The majority of these positions are Highway Workers, Victim Witness Advocates, Corrections Officers, and administrative support. The Human Resources Department also requested that the 99 employee pay increases be approved for processing.

The County Board then passed two resolutions. The first Board action, File 15-198, approved 99 positions that had been previously denied by the Board. The second Board Action, File 15-191, referred the Compensation Modernization Effort to this Workgroup, consisting of the Department of Human Resources, Office of the Comptroller, Office of Performance,

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<sup>6</sup> The county has been sued by an employee claiming that the withholding of the subject pay raises is an Equal Employment Opportunity violation.



Strategy , and Budget, Department of Administrative Services, and Corporation Counsel (“Compensation Workgroup”). Specifically the County Board asked the Compensation Workgroup for a “comprehensive report and recommendations related to the proposed new compensation structure.” File 15-191 also asked for specific answers to four questions which are detailed in section VI below.

The Compensation Workgroup included the following individuals

Office of the Comptroller – Scott Manske, Steve Cady, CJ Pahl, Sue Drummond  
Department of Administrative Services – Steve Kreklow, Teig Whaley-Smith  
Corporation Counsel – Paul Bargren  
Department of Human Resources – Mike Blickhahn, Kerry Mitchell

Since the Compensation Workgroup was created in March of 2015, the County Board has generally deferred further compensation reviews, however some compensation increases were allowed to take effect. The Compensation Workgroup has had several meetings and recommends the following.

#### **V. Compensation Workgroup Recommendations**

It is the recommendation of the Compensation Workgroup that both the new Pay Ranges and the Compensation Procedures should move forward. However, the Workgroup acknowledges that there will be additional steps in our migration to a new compensation system. The Workgroup recommends the following which are described in more detail below.

- (1) Move from Pay Steps to Pay Ranges (by adopting attached resolution)
- (2) Implement Administrative Procedures to Implement Pay Range Changes and Clarify Roles and Responsibilities (by publishing the attached Administrative Rule of Operating Procedure regarding Compensation)
- (3) Establish a method of using performance evaluations in compensation decisions
- (4) Update County Ordinances to Reflect Recommendations of Compensation Workgroup.

#### **RECOMMENDATION 1: Move from Pay Steps to Pay Ranges**

The Compensation Workgroup recommends that the County should modernize our compensation system by migrating away from the step system to standard pay ranges, to ensure pay equity, competitive compensation, effective management of salary budget, and fiscal sustainability. The Compensation Workgroup also agreed that the example data provided by Human Resources as part of this project is based upon market data and sound compensation practices. It is recommended that the new pay ranges be adopted during the January 2016

cycle of the Milwaukee County Board. This will allow the Department of Human Resources to make the appropriate preparations for adopting the new pay ranges for 2016.

Here are some of the differences between Pay Grades and Pay Ranges.

- Current pay grades are not based on market data, but on the assignment of positions to pay grades over the last twenty to thirty years. In some cases, the pay grade assignment was based on reviews of positions, after obtaining job descriptions, and duties of those positions. The majority of positions have not been examined in recent years, as can be seen by several positions in the recent study. The movement of positions from pay grades to pay ranges represents the opportunity to review all positions based on the duties they perform, in relation to market conditions for southeastern Wisconsin.
- Current pay grades have steps, in which employees move through the pay grades based on departmental review, years of service, plus budget authority. The distance between each step varies from pay grade to pay grade and even within pay grades. There are no steps in pay ranges, and an employee can receive pay in any part of the range; generally any movement occurs between the bottom and the midpoint. Movement above the midpoint will require approval of the Compensation Division.
- In pay grades, employees start in the bottom steps, but can rise after many years of service to the top step. In pay ranges, the majority of people will start in the bottom half of the pay range and should find themselves after several years near the mid-point. The mid-point represents where most people who perform those duties, based on market studies, are paid. Being paid above the midpoint means that the employee is above average or exceptional at the work they do.
  - The range from bottom to top also varies in current pay grades. Many of the County Pay Grades have a spread of between 15% and 25%. Certain pay grades have a spread of 45%. Pay ranges have a wider but more uniform spread, with the difference between bottom and top set at a minimum 40% for administrative and technical positions and 55% for professional and executive positions. There is more room for growth for good employees.

**Table 5: Consistency in Pay Range Width**

<u>Range</u>	<u>Bottom</u>	<u>Midpoint</u>	<u>Top</u>	<u>Width</u>
A001	\$ 6.65	\$ 7.98	\$ 9.31	40%
A002	7.05	8.46	9.87	40%
A003	7.47	8.97	10.46	40%
P001	12.36	15.14	17.93	45%
P002	13.35	16.36	19.36	45%
P003	14.42	17.66	20.91	45%
M001	14.62	18.27	21.92	50%
M002	15.78	19.73	23.68	50%
M003	17.05	21.31	25.57	50%

Table 5 shows that the new pay ranges have a much more consistent “width” (i.e. the difference between the bottom and top of a pay range). This width allows more room for growth, unlike the existing pay steps, many of which have a width of only 15% - 25%.

The process for establishing new Pay Ranges was based on a Job Evaluation Questionnaire (JEQ) submitted for each position, by departments responsible for the positions. Based on the JEQ, the Compensation Division examined independent surveys indicating the median pay for similar positions. This position data helps identify the appropriate pay range for the position. The Compensation Division used both market surveys for businesses and governments in the establishment of pay ranges for the positions. Positions which were so unique that existing market data did not have pay ranges data available were assigned to a pay range by a review of positions that were similar and based on discussions with departments.

**Figure 5: Pay Range Market Study - Sample**

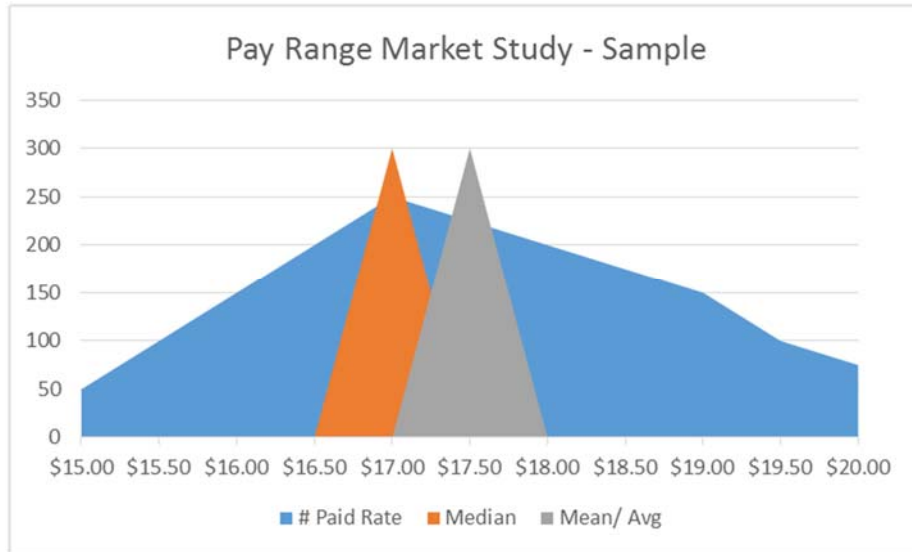


Figure 5 shows a sample pay range market study. The blue represents all survey data. The grey cone represents the average, and the orange cone represents the median. The median was used for most mid-points to avoid over inflating the midpoint from data sets that included employers at the top end of the data set.

**Figure 6: Sample for Accountant II from the MRA Survey**

	# of Orgs	# of Emp	Base Pay				
			Un-Wtd Avg	Wtd Avg	P25	Median	P75
<b>Total Responses</b>	92	136	\$51,934	\$51,722	\$45,779	\$51,667	\$56,300
<b>Geographic Area</b>							
Region 1 - Racine & Kenosha counties	5	5	\$52,262	\$52,262	\$46,125	\$48,200	\$60,429
Region 2 - Milwaukee & Waukesha	44	69	\$51,663	\$50,870	\$44,075	\$50,000	\$55,901
Region 3 - Ozaukee & Washington	6	6	\$51,081	\$51,081	\$47,594	\$51,513	\$55,000
Region 4 - East Central	12	12	\$50,172	\$50,172	\$46,138	\$49,648	\$54,190
Region 5 - North & West Central	7	10	\$52,237	\$53,192	\$48,859	\$53,782	\$58,046
Region 6 - Southwest	18	34	\$53,846	\$53,600	\$51,500	\$55,019	\$59,098

Figure 6 shows a sample survey result for the Accountant II position. Notice that the results are categorized by Geographic Areas to avoid higher or lower paying markets.

Positions may be assigned to either a unique pay range or to a pay range which includes multiple positions. As a result, the market study midpoint should be within an acceptable range of the midpoint of the assigned pay range.

**RECOMMENDATION 2: Implement Administrative Procedures to Implement Pay Range Changes and Clarify Roles and Responsibilities**

The Compensation Workgroup asked for revisions to the Human Resource Department's draft Compensation Procedure prepared by the Department of Human Resources. Specifically the Compensation Workgroup edited these procedures to ensure that they included appropriate checks and balances with respect to pay-related actions so that (1) only limited decisions can be made by a Department Head, (2) decisions over a certain threshold require approval of the Compensation Division, and (3) classified and elected positions continue to require County Board approval as required by state statute and county ordinance. The Compensation Workgroup acknowledges that there is a dispute between the County Board and the Administration on the approval of pay ranges for unclassified positions, and the approval of pay increases for all employees. Consequently, the Compensation Procedure has been drafted to be consistent with Corporation Counsel's most recent opinion, and the Compensation Procedure would need to be revised if there is a successful legal challenge to the status quo. These Compensation Procedures are included in an attachment to this memo. It is the opinion of the Workgroup that these procedures are appropriate.

In addition to setting the basic framework for setting and adjusting compensation, the Compensation Procedure includes provisions that address reporting pay to the general public (§3(F)), adjusting pay ranges in the future (§3(B)(vi)), and employee requested reviews of compensation decisions (§3(G)).

These Compensation Procedures will be published for public comment as part of the Administrative Manual of Operating Procedures (AMOP). Because the County Board is a key stakeholder in approving the compensation of many County positions, the Compensation Workgroup invites the County Board to provide input prior to the procedure being implemented. Once the procedure is implemented it is expected that future compensation decisions under the control of the County Board will continue to be presented for review under MCO 17.055 until a new ordinance, if any, is passed by the County Board.

It is suggested that the Compensation Procedures be published in the AMOP prior to January 1, 2016 so that the Compensation Division can utilize these procedures starting in the 2016 budget year. The Workgroup acknowledges that there are areas of additional detail that need to be addressed in the Compensation Administration Procedures (See Recommendations 3 - 4) and the Workgroup will review these issues at a later date.

**RECOMMENDATION 3: Create a method of using performance evaluations in compensation decisions**

The Compensation Workgroup recommends that the Human Resources Department work towards a compensation structure that utilizes performance evaluations. The Workgroup acknowledges that not all employees currently get an evaluation, consequently, the first step is requiring performance evaluations for each employee. This topic requires more discussion, but as an interim step, the Compensation Procedures require:

3(H) Performance Evaluations. Each employee should receive a formal performance evaluation, at least annually. Each manager will complete an annual performance evaluation for each of the employees that the manager supervises. A manager's performance evaluation must include as part of the manager's appraisal, whether or not all supervised employees received a timely performance evaluation. Any future formula or amount approved for pay increases based on performance evaluations should be discussed as part of the County Budget.

**RECOMMENDATION 4: Update County Ordinances to Reflect Recommendations of Compensation Workgroup.**

The Compensation Workgroup recommends the adoption of County Ordinances that are consistent with Compensation Procedures. This would clarify that Compensation Procedures apply to all branches of government, not just the Administration. Including in an ordinance, for example, the requirement that all elected branches utilize standard Milwaukee County performance evaluations would be beneficial. Furthermore, the ordinances related to a compensation system that utilizes Pay Ranges would require multiple ordinance changes.

The Compensation Workgroup believes that the Compensation Procedures are a good starting point to begin a dialogue with the County Board about what is appropriate for ordinance versus what is appropriate for administrative procedures. After review by the County Board of the Compensation Procedures, the Compensation Workgroup needs further guidance from the County Board on which ordinances it would like the Compensation Workgroup to review. The Compensation Workgroup recommends reviewing Milwaukee County Ordinance Chapter 17 (Classification Salary Standardization Ordinance), Chapter 33 (Personnel Review Board), Chapter 79 (Department of Labor Relations), Chapter 80 (Procedures in Employment Relations), and Appendix A (Civil Service Rules) to make sure they are consistent with the Compensation Procedures and other recommendations of the Compensation Workgroup.

## VI. Specific County Board Questions

County Board File 15-191 created the Compensation Workgroup and asked that the Workgroup address the following issues.

- A. "Ensures employees and the public can understand the new system and how pay increases will be earned."

The Compensation Procedure provides detail on how compensation will be administered. The draft Compensation Administration Procedure is attached to this memo submitted to the Board. It will be submitted for public comment as part of the Administrative Manual of Operating Procedures.

The Compensation Workgroup is aware that eventually the Administration would like to tie performance of employees to compensation. However, in addition to any future performance-based compensation increases for individual employees, there are at least two types of broader, essentially county-wide pay increases that can be accommodated within this compensation system. The two are across-the-board pay increases, and Cost of Living Adjustments (COLA). In either case, the minimum and maximum of the ranges would remain the same, since minimum and maximum are only adjusted when comparing to market surveys for the position. It is most likely these types of increases would be included as part of annual budget deliberations, whether proposed by the Executive, by the Board, or a combination.

The first is an across-the-board pay increase for all employees. This could be a percentage increase, a lump-sum increase or some combination (for example, a \$500 or 1% increase, whichever is greater). Note that this would be considered to be similar to an advancement within the pay range for all employees except those at the range maximums.

The second form of county-wide increase is a cost-of-living adjustment (COLA) designed to offset the effect of inflation, typically a percentage increase. This would also result in advancement within the pay range, without any impact on the minimum and maximum of the pay range.

The only relevant portion of the Compensation Administration Procedure is that these increases will only be for employees who are not in a disciplinary status (see §§3(E)(i)-(ii)). The procedures for disciplinary status are being finalized and will be published separately.

In addition to the countywide increases, there are the opportunity for individual increases as discussed in the next section.

- B. "Includes safeguards and internal controls to ensure that any pay changes by managers are properly reviewed."

The attached Compensation Procedures provide direction for pay changes made by managers. For example, §3(D) Initial Job Offers provides guidance that managers should provide initial job offers for candidates with no experience at the minimum of the pay range, and that any offers for candidates above the midpoint require an approval by the Compensation Division. Furthermore, §3(E)(iv) Promotions provides that if a promotion includes anything other than a standard 5% increase that the promotion must be approved by the Compensation Division. There are other safeguards and internal controls that can be found throughout the Compensation Procedures.

C. “Properly amends current ordinances to reflect any new compensation program.”

Current ordinances and statutes provide for County Board oversight of (a) setting the ranges for classified employees, and (b) salaries for elected officials.<sup>7</sup> The County Board has filed a lawsuit requesting a court interpretation that the County Board also has oversight of setting the pay ranges for unclassified employees. The Compensation Workgroup does not express an opinion on this dispute, and instead has drafted a Compensation Administration procedure that reflects the status quo as interpreted by Corporation Counsel following Act 14. (Opinion Memo January 21, 2014.) Specifically the Compensation Administration Procedure provides the following:

§3(B)(iii) Market Review and Position Range Assignment

- a. Compensation Division staff will be responsible for working with managers to determine the best match for a position, based upon market data.
- b. After review of the JEQ, the Compensation Division will either create a new position, or assign the position to an existing position description that has similar duties. Compensation Division staff will be responsible for assigning all positions to Pay Ranges. If the action is assignment to an existing position, then no further approval of the assigned pay range is necessary. If the action is creation of a new position, the Compensation Division must seek approval of the pay range assignment pursuant to section 3(B)(v) below. In the case of an abolish/create action, the approval of a pay range assignment may be required pursuant to 3(B)(v) below.

§3(B)(iv) Approval of Pay Ranges. Once the Compensation Division has established or revised the appropriate pay range for a position or a group of positions, the Compensation Division shall submit the Pay Ranges for approval by the appropriate entity. Pay Ranges for classified positions must be approved by the County Board pursuant to Wisconsin Statutes §63.11 and Milwaukee County Ordinances §17.055. Elected Officials have a defined salary, not a Pay Range, and elected officials’ salary must be approved by the County Board pursuant

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<sup>7</sup> See Wis. Stats. 63.03 allowing the County Board the approval of a “standardized scale of wages and salaries for all county offices and positions in the classified service”). See Wis. Stats. 59.22(1)(a) giving county board authority to set salary of elected officials. See Wis. Stats. §59.17(2)(b)(2), interpreted by corporation counsel to transfer to the County Executive the authority to (a) set the salary of an individual employee within a range for both classified and unclassified employees and (b) set the salary range of unclassified positions.



to Wisconsin Statutes 59.22(1)(a) and Milwaukee County Ordinances §17.98 § 17.99. Pay Ranges for unclassified positions are approved by the County Executive pursuant to Wisconsin Statutes §59.17(2)(b)(2).

The Compensation Workgroup also recommends ordinances be changed to reflect the Compensation Procedure (See Recommendation 4 above)

- D. “Provides regular reporting to the Committee on Finance, Personnel, and Audit to ensure all employee compensation changes are publicly reported and/or received.”

The historical reporting of compensation changes through the Committee on Finance, Personnel, and Audit has created confusion for the Administration, County Board and the public. For example, the reporting typically included both classified and unclassified positions. The status quo provides that the County Board only has oversight of setting ranges for classified positions. Consequently it was unclear when the County Board objected to the entire report, what happened to the status of unclassified positions, and the movement for an individual within an established pay range.

The Compensation Workgroup has added provisions to the Compensation Procedures to include consistent reporting accessible to the County Board and the public (See Compensation Procedure §3(F)).

## VII. Recommendation

The Compensation Workgroup recommends the County Board review the attached information, and in a subsequent board cycle adopt the attached resolution to implement the new pay ranges. The Compensation Workgroup further invites feedback on the attached Compensation Procedure by the County Board prior to publication. If the attached resolution is adopted, the Compensation Workgroup will begin drafting Ordinance changes for presentation to the County Board.

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Teig Whaley-Smith  
Director, Dept. Admin. Services

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Scott Manske  
Comptroller

Cc: Chris Abele, County Executive  
Raisa Koltun, Chief of Staff, County Executive's Office  
Kelly Bablitch, Chief of Staff, County Board  
County Board  
Kerry Mitchell, Chief Human Resources Officer  
Mike Blickhahn, Compensation Director  
Sue Drummond, Payroll Manager, Comptroller's Office  
CJ Pahl, Budget and Management Coordinator, Comptroller's Office  
Paul Bargren, Corporation Counsel  
Steve Kreklow, PSB Director  
Julie Esch, Director of Operations, DAS-Central Business Office  
Steve Cady, Research & Policy Director  
Janelle Jensen, County Clerk, Committee Coordinator

Attachments: Resolution  
Range Assignments for Classified Positions  
Fiscal Note  
Draft Compensation Administration Procedure.

## 2.11 Compensation Administration

Procedure Number: 2.11  
Procedure Title: Compensation Administration  
Original Issue Date: 1/1/2016  
Revision Date: 1/1/2016  
Appendices: None  
Forms: 2.11(a) Job Evaluation Questionnaire (JEQ)  
2.11(b) Temporary Assignment Request (TACH)  
Statutory References: Wis. Stats. §§ 59.17(2)(b)(2), 59.22(1)(a), 63.02, 63.03, 63.11  
Ordinance References: MCO §§ 17.055, 17.98  
Department Responsible for Updates: Human Resources  
Date for scheduled procedure review: 01/01/2017

### 1. OBJECTIVE

This procedure outlines administration of the pay range structure at Milwaukee County, and how it will be maintained by the Department of Human Resources.

### 2. DEFINITIONS

- A. Compensation Division. The Compensation Division of the Department of Human Resources.
- B. Department. The Department that a job is assigned to.
- C. Hiring Manager. The manager responsible for making a hiring decision as determined by the director of the Department.
- D. HR Department. The Department of Human Resources.
- E. HR Generalist. The HR Department representative assigned to the Department.
- F. Job Family. A group of jobs with similar but increasingly advanced job descriptions (e.g. Accountant 1, Accountant 2, etc.)
- G. Pay Range. A range of pay initially established by the Compensation Division using market data and requiring an approval by the appropriate elected officials. A pay range includes minimum, midpoint and maximum pay rates.

### 3. PROCEDURE

- A. Pay Range Structure. Using market data, the Compensation Division of HR will establish a Pay Range for every position at Milwaukee County that includes a minimum pay, maximum pay and midpoint. If market data is not available, then the pay range for a position will be based on market data for positions that have similar duties.
  - i. Width of Pay Range. Generally, Pay Ranges will have a spread between its minimum pay and maximum pay of 40% to 55%.
  - ii. Pay Range Midpoints. For each Pay Range, the Compensation Division will set a midpoint half way between the minimum and the maximum pay of the range. The Midpoint is generally

based on market data. The market data will provide a median of survey data, which shall be used by the department to help set the midpoint. The HR Department will use the market data to assign a position to the pay range whose midpoint is closest to the market data.

- iii. Difference of Midpoints in Pay Ranges. Generally, moving up one level in a Job Family will involve moving to a Pay Range with a midpoint that is 6% to 10% higher.
  - iv. Additional Information on Midpoints.
    - a. The midpoint of a Pay Range is typically the most significant factor in determining how a Pay Range is assigned for a given position. Available market data for a position is reviewed and the assigned Pay Range is intended to represent the median pay in the applicable market for the position.
    - b. The Compensation Division may set up different Range Structures for Executive, Management, Professional, and General Staff positions.
    - c. A separate Pay Range, without a minimum or maximum, may be created by the Compensation Division for various “flat rate” types of roles where one rate is paid to everyone working in that position.
    - d. In specific circumstances, usually based on market factors, a Pay Range may be developed and applied specifically to one or a group of positions. These must be developed and approved by the Compensation Division.
    - e. For a given position, the midpoint represents the median pay based on a review of available market data. Based on the market midpoint for a position, the Compensation Division will assign the position to a pay range. If a position for the County is so unique that no market data is available, the pay range will be set based on a discussion with Departments and a comparison of duties to other positions that have market data.
- B. Procedure to Assign Jobs to Pay Ranges. In implementing this procedure, the following will apply:
- i. Job Evaluation Questionnaire.
    - a. Managers must complete a job evaluation questionnaire (JEQ) for all new positions and for any position where there have been significant changes to positions’ responsibilities.
    - b. The JEQ is used as the basis for a job posting and other supporting documentation for a position.
    - c. The JEQ must always be updated if a position is being changed to include oversight of staff or a specific workflow.
    - d. All revised JEQs must be submitted to the Compensation Division for review.
    - e. If the responsibilities for the position include changes to reporting relationships, an updated organizational chart is also required to be submitted with the revised JEQ.
  - ii. Fair Labor Standards Act (FLSA) status

- a. Compensation Division staff will be responsible for determining the FLSA status of all positions.
  - b. Provided FLSA and organizational equity allows, manager requests for positions normally deemed to be exempt to remain non-exempt may be allowed, provided these cases are approved by the Compensation Division.
- iii. Market Review and Position Range Assignment
- a. Compensation Division staff will be responsible for working with managers to determine the best match for a position, based upon market data.
  - b. After review of the JEQ, the Compensation Division will either create a new position, or assign the position to an existing position description that has similar duties. Compensation Division staff will be responsible for assigning all positions to Pay Ranges. If the action is assignment to an existing position, then no further approval of the assigned pay range is necessary. If the action is creation of a new position, the Compensation Division must seek approval of the pay range assignment pursuant to section 3(B)(v) below. In the case of an abolish/create action, the approval of a pay range assignment may be required pursuant to 3(B)(v) below.
- iv. Job Family structure
- a. In select areas it may be appropriate, either for administrative or for market purposes, to set up a Job Family of similar types of positions. The Compensation Division will work with leadership to develop the requirements and pay structure for these types of positions.
  - b. The Compensation Division will be responsible for reviewing and maintaining an appropriate hierarchy of positions and applicable Pay Ranges.
- v. Approval of Pay Ranges. Once the Compensation Division has established or revised the appropriate pay range for a position or group of positions, the Compensation Division shall submit the Pay Ranges assignment for approval by the appropriate entity. Pay Ranges for classified positions must be approved by the County Board pursuant to Wisconsin Statutes §63.11 and Milwaukee County Ordinances §17.055. Elected Officials have a defined salary, not a Pay Range, and elected officials' salary must be approved by the County Board pursuant to Wisconsin Statutes 59.22(1)(a) and Milwaukee County Ordinances §17.98 § 17.99. Pay Ranges for a unclassified positions are approved by the County Executive pursuant to Wisconsin Statutes §59.17(2)(b)(2).
- vi. Annual Review. On an annual basis, the Compensation Division will review Pay Ranges to determine if additional adjustments are necessary. Not every position has a direct market comparison. Consequently, the Compensation Division may benchmark core jobs in a department that have a direct market comparison. If the benchmarked jobs require a market adjustment, the Compensation Division may use this information to benchmark all jobs in similar Job Families. In addition to annual reviews, the Compensation Division may conduct additional reviews at any time. If any review results in a recommendation to change the Pay Range, approval must be obtained pursuant to §3(b)(v) above. Upon approval of changes to

a Pay Range, positions, whose pay falls outside of the minimum of the revised pay of the Pay Range will be increased to the minimum of the revised Pay Range. No other adjustments will occur with pay as a result of the annual review of Pay Ranges. This does not preclude pay adjustments made pursuant to Section 3(E) below.

- C. Determining the Wage for an Individual Employee. The following will be applied by a manager when determining the appropriate wage for an individual employee:
- i. All employees who are new to a position should start no lower than the minimum of the Pay Range.
  - ii. Employees assigned to a new Pay Range will continue at the same wage and will be placed in the proper Pay Range for their position (or at the minimum, if current wage is below the minimum), unless subsection iii applies. Pay Increase Administration is governed by Section III (E) below.
  - iii. If a current employee's position is assigned to a different Pay Range, and the employee's pay is above the maximum of that Pay Range, the employee's rate of pay will be frozen and the employee will not be eligible for any pay increase, until such time that their pay falls below the maximum of the Pay Range.
  - iv. During the course of employment, if an increase is provided, the employee's rate of pay may not exceed the maximum of the Pay Range. The minimum, midpoint and maximum of a pay range are not a function of pay increases, but are adjusted by changes in market conditions.
  - v. The midpoint of a Pay Range for a position is of particular note because any employee hired or transferred into a new position cannot start above the midpoint of the range without approval of the Compensation Division.
- D. Initial Job Offers. The Hiring Manager and the Compensation Division will work together in determining an appropriate starting rate for all employees. Several factors may be taken into account when determining the amount to offer a potential employee. These factors include, but are not limited to:
- i. No experience. Employees with no prior experience in a position should be started at or near the minimum pay of the Pay Range whenever possible. In certain cases, even though a candidate may not have previous experience in a position, the candidate may have desirable skill(s) that support starting slightly above the minimum pay of the Pay Range. Managers should always consult with their HR Generalist or the Compensation Division when considering these types of offers.
  - ii. Previous experience/skill. Previous experience or specific skills should always be taken into account when determining an offer for a new employee. The HR Department will work with

Departments to determine how best to value previous experience and also compare it to any other incumbents in the position.

- iii. Length of time position has been open. In some circumstances, particular positions may be open for extended periods of time due to lack of viable candidates and this may necessitate a higher than normal offer be made. Compensation should be consulted on these types of offers. Pre-approvals from Compensation are always required for offers above midpoint of the Pay Range.
  - iv. Single vs. multi-incumbent position. If the position has multiple incumbents, offers will be reviewed on the basis of internal equity.
  - v. Required approvals for offers outside the process stated above.
    - a. Offers below midpoint of the range. When hiring or transferring an employee into a new position, the employee must always be paid at least the minimum of the pay range.
    - b. Offers above midpoint of the range. In rare circumstances, the hiring Department may wish to offer a prospective new employee, transfer, or newly promoted employee a starting rate above the midpoint of the Pay Range. The hiring department must have these offers approved by the Compensation Division.
    - c. Offers to internal transfers for same pay range or position. This type of transfer, where the employee is moving to a position on the same pay range as their current position, is otherwise known as a lateral transfer. Typically there would not be an offer of a pay change for lateral transfers. There may be an exception if the lateral transfer at the same pay rate causes an equity issue for the department receiving the lateral transfer. In all cases, these types of pay changes would need to be reviewed and approved by the Compensation Division prior to making an offer. As a general rule Department heads should not use a job offer to hire an existing employee from another department at the same pay range. Instead the receiving Department should work collaboratively with the existing Department, the employee and the HR Department to do an internal transfer.
- E. Pay Increase Administration. In implementing this procedure, the following will apply:
- i. Annual increases – Across-the-Board. Any annual, across-the-board increase will be determined as part of the budget process.
    - a. This type of incremental increase is provided to all employees except in any circumstances where the amount of the increase results in the employee exceeding the maximum of the range. This can be a percentage increase, a lump sum dollar amount increase or some combination (for example \$500 or 1%, whichever is greater).
    - b. Any employee on a corrective action plan or in a disciplinary status will be excluded from receiving these annual increments.
    - c. Annual increments are always tied to a specific date at the start of a pay period.

- d. Note that across-the-board increases will result in employees advancing to higher salaries within the pay range.
- ii. Annual increases – COLA. Occasionally, it may be deemed necessary to provide all employees a Cost of Living Adjustment (COLA). These one-time, County-wide increases are intended to offset economic factors. COLAs must be specifically designated as “cost of living adjustments” in the county budget, based upon appropriate market analysis by the Compensation Division.
  - a. These are normally percentage increases designed to offset effects of inflation.
  - b. This type of incremental increase is provided to all employees except in any circumstances where the amount of the increase results in the employee exceeding the maximum of the range.
  - c. Any employee on a corrective action plan or in a disciplinary status will be excluded from receiving these annual increments.
  - d. COLAs are always tied to a specific date at the start of a pay period.
  - e. Note that a COLA also results in employees advancing to higher salaries within their pay ranges.
- iii. Equity adjustments. Where necessary, and dependent on availability of funds, Compensation will work with Department leadership on any sort of base pay adjustments that would be tied to experience or other factors. These types of adjustments must be approved by the manager’s Department director and the Compensation Division.
- iv. Promotions. Promotions are defined as an employee moving to a position in a different pay range with a higher midpoint. Typically these types of promotions would include a 5% increase in base pay, or to the minimum of the new Pay Range, whichever is greater. If consideration is given to providing the employee more or less than a 5% increase, the Compensation Division must be consulted and approve the new pay rate. If the promotion is to an existing position with an approved Pay Range, no further approval is needed, however, if the promotion is to a new position without an approved Pay Range, the position must be approved pursuant to § 3(b)(v) above.
- v. Temporary Assignments (TAHCs) or Interim Appointments. TAHCs or interim appointments are addressed on a case-by-case basis. TAHC requests should be submitted to the Department. Typically the guidelines for a promotional increase (above) would apply.
- vi. Demotions. Demotions occur when an employee moves to a position in a lower pay range (either voluntarily or involuntarily). Demotions must be handled on a case-by-case basis. The Compensation Division must be contacted by the employee’s manager to determine the appropriate pay rate.
- vii. Lateral Transfers. Lateral Transfers occur when employees move into new positions that are in the same pay ranges as their current roles. Lateral transfers also must be reviewed on case-by-case basis. While generally there may be no pay increase associated with a lateral transfer,



equity and other factors may warrant further review by the Compensation Division before a decision is made.

- viii. Position assigned to a higher range. If a position is assigned to a higher range (usually this is based on market needs or other specific factors), the compensation of all employees in that position will be reviewed. These types of changes must be approved by the Director of the Compensation Division. Any change in the Pay Range for an established position must be approved pursuant to § 3(b)(v) above.
  - ix. Special Pay Adjustment. In select circumstances a manager may request an increase in an individual employee's compensation due to performance, specific market circumstances, or other factors. In these cases the increase would need to be approved by the department head and the Director of the Compensation Division in advance. These increases will not normally exceed 5%. If the pay adjustment is within the established Pay Range, no further approval is necessary. If the pay adjustment results in pay that exceeds the established Pay Range, approval pursuant to § 3(b)(v) above must be obtained prior to implementing pay adjustment.
  - x. Increase approvals. On a monthly basis, the Director of Budget and Performance will provide the Compensation Division a list of departments in a deficit status. Any increase in compensation requested, except for scheduled incremental increases, will not be provided for employees in the departments listed unless approval has been obtained from the Director of Budget and Performance or her/his designee.
- F. Reporting Pay to the County Board and General Public. At least quarterly, the HR Department will post on the Financial Intranet, the pay of all classified and unclassified employees. In addition to posting on the Financial Intranet, the HR Department will post publically the pay of all classified and unclassified employees on a semi-annual basis.
- G. Review of Pay Decision. If any employee desires to review a pay decision by the Hiring Manager or a department, the employee may appeal such decision with the HR Department by contacting the HR Generalist of the employee's department. The HR Department, in considering the review, may utilize the following factors: (1) performance reviews, (2) job duties and (3) Department budget limitations. The HR Department will share the review with the Hiring Manager and head of the Department. Any employee who feels that a pay decision is based on a prohibited practice as defined by the Equal Employment Opportunity Commission (EEOC), may follow EEOC procedures to file a complaint with the EEOC.
- H. Performance Evaluations. Each employee should receive a formal performance evaluation, at least annually. Each manager will complete an annual performance evaluation for each of the employees that the manager supervises. A manager's performance evaluation must include as part of the manager's appraisal, whether or not all supervised employees received a timely performance evaluation. Any future formula or amount approved for pay increases based on performance evaluations should be discussed as part of the County Budget.

#### 4. FORMS

The following attached forms are to be used in compliance with this procedure:

<b>Form #</b>	<b>Form Title</b>
2.11(a)	Job Evaluation Questionnaire (JEQ)
2.11(b)	Temporary Assignments (TACH)

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(ITEM ) From the Chief Human Resources Officer, Department of Human Resources, recommending adoption of a resolution to implement revisions to employee compensation, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, at the beginning of 2013, the Compensation Division of the Department of Human Resources initiated a review of Milwaukee County’s employee compensation practices; and

WHEREAS, the review identified a number of flaws in the County compensation system, including

- pay grades that were not tied to market factors
- pay grades with inequitable pay spreads distributed across 4 to as many as 17 steps
- equity concerns regarding how compensation is determined and managed
- using antiquated pay practices such as step-driven pay grades rather than pay ranges;

and

WHEREAS, the Compensation Division developed an instrument known as the Job Evaluation Questionnaire (JEQ) to appropriately define the functions of each position within Milwaukee County and worked with departments to validate those functions; and

WHEREAS, on the basis of the information provided in the JEQ, the Division used salary surveys and market data to determine appropriate compensation for each position; and

WHEREAS, the County Board created the Compensation Workgroup to review the compensation process that is used by the Division, and

WHEREAS, the Compensation Workgroup has recommended moving from the outdated pay steps to modern pay ranges, adopting administrative procedures to implement pay range changes, and including in the 2016 budget the funds necessary to implement the modern pay range system, and

WHEREAS, the previously held recommendations of the Compensation Division and remaining recommendations, as reviewed and approved by the corresponding department heads, are attached to and included within this file for approval; now therefore

36 BE IT RESOLVED, that the Board approves the implementation of the attached  
37 pay ranges for classified employees, including recommended adjustments to  
38 minimums, submitted by the Compensation Division to be effective with the first full pay  
39 period following January 1, 2016, also attached to this file and included by reference  
40 herein.

Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
1000	Writer Grant	26M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
1021	Assistant Administrative	06P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
1021	Supervisor Program Vets Asst	22M	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
1021	Officer Veteran Services	915E	E001	\$ 61,286.99	\$ 78,141.02	\$ 94,995.06	Exempt	Classified
1121	Civil Serv Comm Member	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
1121	Paralegal 2	19L	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
1130	Specialist Clerical	03PM	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
1130	Assistant Legal	20M	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
1130	Sr Coordinator Office	30M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
1130	Paralegal 2	24M	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
1130	Assistant Executive	25M	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
1130	Assistant Corporation Counsel	34Z	L001	\$ 50,236.99	\$ 81,635.01	\$ 113,033.02	Exempt	Classified
1130	Deputy Corporation Counsel	37AM	M015	\$ 89,291.07	\$ 111,613.01	\$ 133,935.98	Exempt	Classified
1140	HR Clerk	04PM	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
1140	Assistant Retirement	05PM	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
1140	Specialist Clerical	04PM	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
1140	Clerk HR	05PM	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
1140	Assistant HR	06PM	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
1140	Assistant Human Resources	06PM	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
1140	Assistant Employment	06PM	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
1140	Assistant Compensation/HRIS	06PM	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
1140	HR Analyst/Compensation	07PM	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1140	Assistant HR Sr.	06PM	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Exempt	Classified
1140	Assistant Administrative Sr.	18M	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
1140	Specialist Compensation/HRIS	07PM	P005	\$ 34,983.94	\$ 42,855.07	\$ 50,727.04	Non Exempt	Classified
1140	Sr Recruitment Specialist	28M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
1140	Recruitment Specialist	17JM	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1140	Specialist Retirement	07PM	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1140	Sr Specialist Retirement	25M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1140	Specialist Benefits	22M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1140	Generalist Human Resources	30M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1140	Training Specialist	30M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
1140	Sr Assistant Executive	28M	A023	\$ 49,849.07	\$ 59,818.93	\$ 69,788.99	Exempt	Classified
1140	Analyst Compensation	29M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1140	Sr Compensation Analyst		P013	\$ 64,753.10	\$ 79,322.05	\$ 93,892.03	Exempt	Classified
1140	Business Partner HR	32M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1140	Coordinator Wellness	29M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
1140	Analyst Financial Retirement	29M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
1140	Sr Analyst Pension	32M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1140	Sr Analyst Financial Retirement	32M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1140	Analyst Info System Retirement	28M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1140	Manager Training Development	33M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
1140	Manager Benefits	31M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
1140	Manager Retirement Services	32M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
1140	Lead Assistant Compensation/HR	07PM	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
1140	Benefits Support Specialist	22M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1140	Coordinator Pre-Employment	30M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1150	Technician Claims	16	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
1150	Specialist Leave Processing	25M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1150	Manager Safety	32M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
1150	Manager Program Claims		P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1151	Accountant	25M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
1151	Administrator CBDP	915E	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
1151	Administrator Financial Ops CBO	38M	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
1151	Analyst Accounts	24	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
1151	Analyst Budget and Mgmt	26M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1151	Analyst Business Systems	29M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
1151	Analyst Certification	27	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1151	Analyst Cost	27	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1151	Analyst Economic	27	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
1151	Analyst GIS	25	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1151	Architect	32A	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1151	Assistant Administrative	06P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
1151	Assistant Distribution	02P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
1151	Associate Analyst Budget Mgmt	26M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
1151	Associate Manager Proj EconDev	30M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
1151	Buyer	21	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1151	Clerk Mail	01P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
1151	Clerk Records Management	13F	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
1151	Clerk Supply	02P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
1151	Coordinator Administrative Services	22M	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified

Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
1151	Coordinator Budget Capital	38M	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
1151	Coordinator Building Operations	06PM	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
1151	Coordinator Construction	29A	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
1151	Coordinator Contract	27	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1151	Deputy Director Administrative Services	38M	E005	\$ 89,729.95	\$ 114,406.03	\$ 139,081.90	Exempt	Classified
1151	Designer Architectural	29A	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
1151	Director Procurement	902E	E004	\$ 81,573.02	\$ 104,006.03	\$ 126,438.00	Exempt	Classified
1151	Engineer Administrative	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
1151	Engineer Civil	32A	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1151	Estimator Cost	28A	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
1151	Lead Clerk Supply	07PM	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
1151	Lead Machinist	59	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
1151	Lead Worker Maintenance Facilities	19	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
1151	Machinist	58	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
1151	Manager CBDP	33M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
1151	Manager Disabilities Recreation	22M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Exempt	Classified
1151	Manager Environment Compl	29G	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1151	Manager Financial CBO	35M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
1151	Manager GIS	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
1151	Manager Maintenance Facilities	916E	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
1151	Manager Mechanical Services	916E	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
1151	Manager Operations Facilities	30M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
1151	Manager Program Assessment Prop	36M	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
1151	Manager Proj EconDev	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
1151	Principal Architect	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
1151	Principal Engineer Airport	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
1151	Principal Engineer Environment	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
1151	Principal Engineer Civil	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
1151	Prinicpal Facilities Conditions Assessment	31M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
1151	Receptionist	04PM	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
1151	Specialist Buildings Systems	23	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
1151	Specialist Clerical	05P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
1151	Specialist Facilities Management	30M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
1151	Specialist Purchasing	07P	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
1151	Sr Analyst Budget and Mgmt	33JM	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1151	Sr Analyst GIS	30	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1151	Sr Architect	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
1151	Sr Assistant Executive	22M	A023	\$ 49,849.07	\$ 59,818.93	\$ 69,788.99	Non Exempt	Classified
1151	Sr Engineer Civil	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
1151	Sr Engineer Construction	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Non Exempt	Classified
1151	Sr Engineer Electrical	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
1151	Sr Engineer Environment	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
1151	Sr Engineer Mechanical	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Non Exempt	Classified
1151	Supervisor Accounting	31M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
1151	Supervisor Maintenance Facilities	23M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
1151	Surveyor Engineering	30A	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1151	Technician Architectural	24A	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1151	Technician Engineering	24A	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1151	Technician Surveyor	30A	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
1151	Worker Maintenance Facilities	12F	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
1151	Worker Maintenance Tile Concrete	5105	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
1151	Writer Specification	28A	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
1160	Specialist Operations IT	15	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
1160	Lead Specialist Operations IT	19	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
1160	Specialist Support IT	21D	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
1160	Analyst Telecommunications IT	28D	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
1160	Accountant	21	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
1160	Lead Specialist Support IT	28D	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
1160	Assistant Executive	02P	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
1160	Analyst Technical Documentation	28M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
1160	Programmer Systems IT	24D	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Non Exempt	Classified
1160	Analyst Server IT	24D	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1160	Analyst Network IT	24D	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1160	Sr Programmer Systems IT	28D	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1160	Analyst Project Development IT	28D	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1160	Analyst Security IT	28	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1160	Coordinator Project Management Office	32M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
1160	Developer Systems IT	24D	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1160	Specialist Systems Software IT	28D	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
1160	Analyst Business Development IT	28D	P012	\$ 59,956.00	\$ 73,447.09	\$ 86,936.93	Non Exempt	Classified
1160	Coordinator Project IT	36M	P012	\$ 59,956.00	\$ 73,447.09	\$ 86,936.93	Exempt	Classified

Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
1160	Administrator Database	28D	P012	\$ 59,956.00	\$ 73,447.09	\$ 86,936.93	Non Exempt	Classified
1160	Analyst Business Project IT	28D	P012	\$ 59,956.00	\$ 73,447.09	\$ 86,936.93	Non Exempt	Classified
1160	Manager Service Desk IT	35M	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
1160	Manager Project IT	35M	P015	\$ 75,527.92	\$ 92,521.94	\$ 109,514.91	Exempt	Classified
1160	Manager Networks IT	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
1160	Manager Business Development IT	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
1160	Manager Information Systems IT	35M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
1160	Manager Systems Development IT	35M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
2000	Clerk Cash	03P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
2000	Sr Assistant Clerical	04P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
2000	Clerk Court Services	12	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
2000	Specialist Clerical Cts	05P	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
2000	Assistant Accounting	14	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
2000	Assistant Administrative	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
2000	Assistant Purchasing	05P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
2000	Specialist Court Services	16	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
2000	Technician Audiovisual	15	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
2000	Associate Accountant	20	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
2000	Assistant Legal	19	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
2000	Interpreter	22	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
2000	Supervisor Office Management	24M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
2000	Supervisor Court Operations	24M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
2000	Clerk Deputy Court	19Z	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
2000	Paralegal 2	23	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
2000	Accountant	25M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
2000	Assistant Executive	25M	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
2000	Analyst Budget and Mgmt	26M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
2000	Deputy Administrator Division	28M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
2000	Manager Jury Services	28M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
2000	Coordinator Researcher Court	28Z	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
2000	Coordinator Court	29M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
2000	Analyst IT 2 (Network)	24D	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Non Exempt	Classified
2000	Supervisor Accounting	31M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
2000	Administrator Division ACDC	32M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
2000	Manager Operations Judicial	33M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
2000	Counsel Legal	34Z	L001	\$ 50,236.99	\$ 81,635.01	\$ 113,033.02	Exempt	Classified
2000	Administrator Justice Center	35M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
2000	Manager Financial Courts	38M	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
2000	Commissioner Cir Ct Probate	34Z	P016	\$ 81,569.90	\$ 99,922.99	\$ 118,276.91	Exempt	Classified
2000	Deputy Register Probate	34Z	P016	\$ 81,569.90	\$ 99,922.99	\$ 118,276.91	Exempt	Classified
2000	Assistant Commissioner Family Court	34Z	P016	\$ 81,569.90	\$ 99,922.99	\$ 118,276.91	Exempt	Classified
2000	Deputy Commissioner Family Court	916A	M014	\$ 82,677.09	\$ 103,346.05	\$ 124,015.01	Exempt	Classified
2000	Commissioner Family Court	917A	M015	\$ 89,291.07	\$ 111,613.01	\$ 133,935.98	Exempt	Classified
2430	Assistant Clerical	03P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
2430	Clerk Mail	01P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
2430	Clerk Cash	03P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
2430	Clerk Records	04P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
2430	Sr Assistant Clerical	04P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
2430	Representative Customer Service	04P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
2430	Assistant Accounting	04P	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
2430	Assistant Administrative	06P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
2430	Specialist Child Support	16J	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
2430	Associate Accountant	21	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
2430	Paralegal 1	19L	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
2430	Worker Human Service	16C	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
2430	Paralegal 2	22	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
2430	Coordinator Child Support	22M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
2430	Supervisor Child Support	24M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
2430	Assistant Executive	25M	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
2430	Supervisor Accounting	27M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
2430	Counsel Legal	34Z	L001	\$ 50,236.99	\$ 81,635.01	\$ 113,033.02	Exempt	Classified
2430	Manager Community Program & Grants	901E	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
2430	Manager Operations Child Support	916E	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
2430	Administrator Assistant Legal Counsel	38LM	M014	\$ 82,677.09	\$ 103,346.05	\$ 124,015.01	Exempt	Classified
2430	Administrator Legal Counsel	37AM	M015	\$ 89,291.07	\$ 111,613.01	\$ 133,935.98	Exempt	Classified
3010	Clerk Election	03PM	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
3010	Coordinator ElectionCommission	24M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
3090	Assistant Accounting	14	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
3090	Assistant Administrative	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
3090	Associate Accountant	20	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
3090	Accountant	21	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified

Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
3090	Supervisor Accounting	25M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
3090	Manager Accounting Treasury	34M	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
3270	Sr Assistant Clerical	04P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
3270	Specialist Accounting	06P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
3270	Assistant Administrative	06P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
3270	Assistant Info County Clerk	22M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
3400	Technician Document Imaging	02P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
3400	Examiner Document	04P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
3400	Clerk Vital Records	03P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
3400	Clerk Records	03P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
3400	Clerk Document Imaging	05P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
3400	Analyst Real Property	05P	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
3400	Supervisor Vital Records	06P	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
3400	Supervisor Register of Deeds	06P	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
3400	Supervisor Document Imaging	06P	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
3400	Supervisor Real Property	07P	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
3400	Coordinator Register of Deeds	21	M004	\$ 38,295.09	\$ 47,868.91	\$ 57,442.94	Non Exempt	Classified
3400	Analyst GIS	25	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
3700	Assistant Clerical	01P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
3700	Sr Assistant Clerical	04P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
3700	Receptionist	04PM	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
3700	Assistant Accounts Payable	05P	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
3700	Assistant Audit	15	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
3700	Specialist Payroll	18	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
3700	Associate Accountant	20	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
3700	Associate Auditor	21M	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Exempt	Classified
3700	Teamleader Accounts Payable	23M	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Exempt	Classified
3700	Teamleader Payroll	22	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Exempt	Classified
3700	Accountant	25M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
3700	Analyst Financial	26M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
3700	Auditor	26M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
3700	Sr Assistant Executive	05PM	A023	\$ 49,849.07	\$ 59,818.93	\$ 69,788.99	Non Exempt	Classified
3700	Coordinator Payroll Systems	30M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
3700	Analyst Business Systems	29M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
3700	Sr Accountant	28M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
3700	Supervisor Accounting	31M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
3700	Coordinator Budget and Mgmt	36M	P013	\$ 64,753.10	\$ 79,322.05	\$ 93,892.03	Exempt	Classified
3700	Manager Payroll	916E	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
3700	Manager Accounts Payable Comptroller	916E	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
3700	Deputy Director Audits	918E	E004	\$ 81,573.02	\$ 104,006.03	\$ 126,438.00	Exempt	Classified
3700	Director Audits	919E	E005	\$ 89,729.95	\$ 114,406.03	\$ 139,081.90	Exempt	Classified
4000	Security Officer	07G	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
4000	Clerk Store	11	A011	\$ 24,773.01	\$ 29,727.98	\$ 34,682.96	Non Exempt	Classified
4000	Assistant Clerical Sheriff	03P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
4000	Clerk Accounting	03P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
4000	Checker Parking	10	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
4000	Fiscal Asst 1	03P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
4000	Assistant Accounting	05P	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
4000	Assistant Administrative	06P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
4000	Assistant Training Academy	06P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
4000	Coordinator Sales	17	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
4000	Associate Accountant	17	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4000	Corrections Officer	14Z	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
4000	Investigator	22M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Exempt	Classified
4000	Supervisor Office Management	24M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
4000	Supervisor Office Management	24M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
4000	Corrections Officer Lt	23CM	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
4000	Accountant	21	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
4000	Coordinator Office Sheriff	30M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
4000	Analyst	33JM	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
4000	Manager Corrections	915E	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
4000	Deputy Sheriff Lt	30M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
4000	Captain Sheriff	915E	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
4000	Manager Accounting	32M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
4000	Administrator Financial Ops Sheriff	917E	E003	\$ 74,156.99	\$ 94,550.98	\$ 114,943.92	Exempt	Classified
4300	Assistant Clerical	03P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
4300	Clerk Store	10	A011	\$ 24,773.01	\$ 29,727.98	\$ 34,682.96	Non Exempt	Classified
4300	Assistant Distribution	02P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
4300	Technician Print Shop	12	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
4300	Specialist Clerical	04P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
4300	Clerk Accounting	03P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified



Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
4300	Assistant Laundry	13	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
4300	Assistant Accounting	04P	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
4300	Assistant Graphic	14	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
4300	Assistant Administrative	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
4300	Worker Maintenance	16	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
4300	Supervisor Laundry Cloth Prod	16M	M003	\$ 35,459.01	\$ 44,322.93	\$ 53,188.10	Non Exempt	Classified
4300	Designer Graphic	06P	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4300	Specialist Purchasing	07PM	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4300	Locksmith	57	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4300	Specialist Plan Healthcare	15	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4300	Corrections Officer	17Z RC	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
4300	Mechanic Fleet	19	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
4300	Coordinator Graphic Services	21M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
4300	Abolish	24	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
4300	Supervisor Laundry	25M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Non Exempt	Classified
4300	Operator Power Plant	21	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
4300	Corrections Officer Lt	23CM	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
4300	Worker Psych Social	24	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
4300	Supervisor Graphics	24M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
4300	Supervisor Social Worker	26M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
4300	Assistant Executive	06PM	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
4300	Analyst Budget and Mgmt	26M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
4300	Supervisor Power Plant Operators	27M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
4300	Superintendent Maintenance HOC	29M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
4300	Supervisor Accounting	31M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
4300	Supervisor Maintenance Mechanical	29M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
4300	Manager Corrections	915E	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
4300	Administrator Financial Ops HOC	34M	E003	\$ 74,156.99	\$ 94,550.98	\$ 114,943.92	Exempt	Classified
4300	Psychiatrist Staff	44PM	P025	\$163,059.10	\$ 199,746.98	\$ 236,435.06	Exempt	Classified
4500	Clerk File	01P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
4500	Assistant Office Services	03P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
4500	Assistant Purchasing	04P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
4500	Assistant Administrative	05PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
4500	Assistant Legal	04P	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4500	Supervisor Office Management	20M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Non Exempt	Classified
4500	Assistant Executive	04P	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
4500	Sr Assistant Executive	07PM	A023	\$ 49,849.07	\$ 59,818.93	\$ 69,788.99	Non Exempt	Classified
4800	Assistant Clerical	04P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
4800	Specialist Clerical	04P	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
4800	EMS Communicator	16Z	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
4800	Clerk Medical Records	12	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
4800	Paramedic	16	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
4800	Dispatcher	16Z	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
4800	Specialist Quality Assurance	16C	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
4800	Lead EMS Communicator	17H	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
4800	Lead Dispatcher	17H	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4800	Associate Accountant	20	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4800	Specialist GIS	20	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
4800	Coordinator Administrative Services	06PM	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Exempt	Classified
4800	Technician Radio	35M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
4800	Supervisor EMS	25M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
4800	Instructor EMS	18N	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
4800	Instructor EMS	18N	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
4800	Supervisor Medical Information Services	23M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
4800	Supervisor Communications 911	28M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
4800	Coordinator Program Emergency Management	28MN	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
4800	Manager Communications EMS	24	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Non Exempt	Classified
4800	Coordinator Quality Assurance	29	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
4800	Manager 911 Communications	31	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
4800	Assistant Director Emergency Management	29M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
4800	Director Program EMS	29MN	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
4900	Forensic Asst-Med Examiner	14	P003	\$ 29,992.98	\$ 36,741.95	\$ 43,490.10	Non Exempt	Classified
4900	Assistant Administrative	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
4900	Supervisor Medical Records	23M	M004	\$ 38,295.09	\$ 47,868.91	\$ 57,442.94	Exempt	Classified
4900	Investigator Forensic	25	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
4900	Lead Forensic Investigator	27	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
4900	Supervisor Forensic	27M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
4900	Manager Toxicology	37M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
4900	Toxicologist	18N	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
4900	Director of Operations ME	38M	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
5040	Worker Ground Airport Sea	5111	A007	\$ 19,622.93	\$ 23,547.06	\$ 27,472.02	Non Exempt	Classified

Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
5040	Custodian Airport	10Z	A011	\$ 24,773.01	\$ 29,727.98	\$ 34,682.96	Non Exempt	Classified
5040	Assistant Distribution	10	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
5040	Receptionist	04PM	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
5040	Sr Assistant Clerical	03P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
5040	Lead Custodian Airport	12	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
5040	Worker Airport Seasonal	5132	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
5040	Assistant Parts	13	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
5040	Assistant Supervisor Custodial	14M	M001	\$ 30,400.03	\$ 37,999.94	\$ 45,600.05	Non Exempt	Classified
5040	Assistant Administrative	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
5040	Assistant Purchasing	04P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
5040	Specialist Access Control	15	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
5040	Control Center Operations Agent	15	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
5040	Supervisor Custodial	20M	M002	\$ 32,831.97	\$ 41,040.06	\$ 49,247.95	Non Exempt	Classified
5040	Assistant Public Relations	07PM	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
5040	Specialist Mechanic HVAC	15	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
5040	Assistant Legal	05PM	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
5040	Associate Accountant	17	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
5040	Mechanic	19	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
5040	Worker Maintenance Airport	15KZ	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
5040	Specialist Landside Operations	20	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
5040	Lead Mechanic	20	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
5040	Lead Worker Maintenance Airport	15KZ	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
5040	Specialist Airside Operations	25	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
5040	Specialist Security Operations	25	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
5040	Accountant	21	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
5040	Assistant Supervisor Maintenance Airport	26M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
5040	Assistant Supervisor Maintenance	26M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
5040	Assistant Executive	06PM	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
5040	Analyst GIS	25	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
5040	Analyst Market Research	27M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
5040	Specialist Property	21	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
5040	Supervisor Fleet	23M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
5040	Supervisor HVAC	25M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
5040	Supervisor Maintenance Airport	28M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
5040	Specialist Marketing Public Relations	28M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
5040	Analyst Noise Program	28MTC	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
5040	Coordinator Program Emergency Management	30	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
5040	Supervisor Accounting	25M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
5040	Assistant Manager Operations Airside	28M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Non Exempt	Classified
5040	Manager Property	29M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
5040	Assistant Manager Operations Landside	28M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
5040	Assistant Manager Public Safety Security	28M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
5040	Manager Program Environmental	32M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
5040	Analyst IT 3	28D	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
5040	Coordinator GIS City Works	34M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
5040	Manager Program Safety GMIA	31M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
5040	Manager Marketing Airport	36M	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
5040	Assistant Manager Maintenance Airport	31M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Non Exempt	Classified
5040	Manager Noise Program	32M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
5040	Manager Planning Airport	27	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Non Exempt	Classified
5040	Manager Accounting	915E	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
5040	Manager Operations Airside	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
5040	Manager Public Safety Security	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
5040	Manager Maintenance Airport	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
5040	Manager Operations Landside	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
5040	Director Marketing Public Relations	916E	E003	\$ 74,156.99	\$ 94,550.98	\$ 114,943.92	Exempt	Classified
5040	Chief of Airt Res & Fire Figh	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
5100	Dispatcher Highway	11	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
5100	Assistant Purchasing	04P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
5100	Assistant Administrative	04PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
5100	Worker Maintenance Highway	11H	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
5100	Engineering Technician	24A	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
5100	Lead Worker Maintenance Highway	11H	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
5100	Assistant Supervisor Highway Maintenance	26M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
5100	Analyst Financial	24	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
5100	Coordinator Construction	29A	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
5100	Supervisor Highway Maintenance	28M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
5100	Manager Project Highway	30M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
5100	Sr Analyst GIS	30	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
5100	Engineer Civil	32A	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
5100	Senior Capital Financial Analyst	33JM	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified

Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
5100	Assistant Superintendent Highway	31M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
5100	Superintendent Highway	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
5100	Manager Financial Highway	35M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
5100	Engineering Project Manager (Construction)	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Non Exempt	Classified
5100	Engineering Project Manager (Structures)	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Non Exempt	Classified
5100	Manager Transportation Engineering	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
5300	Assistant Fleet	04P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
5300	Assistant Parts	13	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
5300	Assistant Mechanic	15	P004	\$ 32,393.09	\$ 39,680.99	\$ 46,969.10	Non Exempt	Classified
5300	Worker Maintenance Fleet	16	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
5300	Welder	19	P005	\$ 34,983.94	\$ 42,855.07	\$ 50,727.04	Non Exempt	Classified
5300	Manager Parts	20M	M003	\$ 35,459.01	\$ 44,322.93	\$ 53,188.10	Non Exempt	Classified
5300	Mechanic	21	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
5300	Lead Mechanic	23	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
5300	Analyst Financial	26M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
5300	Supervisor Fleet	28M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
5300	Manager Fleet	31M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
5800	Sr Assistant Executive	28M	A023	\$ 49,849.07	\$ 59,818.93	\$ 69,788.99	Exempt	Classified
5800	Manager ProgramSafetyDOT	31M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
5800	Sr Manager Grants Development	37M	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
5800	Sr Manager Grants Compliance	36M	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91	Exempt	Classified
5800	Manager Financial DOT DIR Office	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
5800	Deputy Director of Transportation	38M	E005	\$ 89,729.95	\$ 114,406.03	\$ 139,081.90	Exempt	Classified
7900	Assistant Clerical	02P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
7900	Specialist Supply Services	9	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
7900	Assistant Accounting	14	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
7900	Assistant Administrative	04P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
7900	Worker Human Service	16C	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
7900	Paralegal 2	19L	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
7900	Manager Nutrition Program	30	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
7900	Accountant	21	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
7900	Assistant Executive	06PM	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Exempt	Classified
7900	Coordinator Program	26	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
7900	Coordinator Care Management	29M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
7900	Coordinator Quality Improvement Res	29	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
7900	Info And Outreach Coor Ag	23	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Non Exempt	Classified
7900	Budget Mgr - Aging	915E	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
7900	Specialist Dementia Care	29M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
7900	Supervisor Unit	26M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
7900	RN	18N	N001	\$ 53,125.96	\$ 66,407.95	\$ 79,690.00	Non Exempt	Classified
7900	Manager Resource Aging	915E	E001	\$ 61,286.99	\$ 78,141.02	\$ 94,995.06	Exempt	Classified
7900	Assistant Clerical	03P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
7900	Specialist Enroll & Eligib	15	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
7900	Specialist Billing Collections	15	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
7900	Assistant Administrative	04P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
7900	Technician Claims Healthcare	16	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
7900	Secretarial Asst	04P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
7900	Assistant Director Quality	901E	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
7900	Associate Accountant	17	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
7900	Worker Human Service	16C	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
7900	Specialist Training	23	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
7900	Paralegal 2	19L	A021	\$ 44,364.94	\$ 53,238.02	\$ 62,111.92	Non Exempt	Classified
7900	Quality Assurance Specialist	16C	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
7900	Dietitian	30	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
7900	Accountant	21	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
7900	Coordinator Contract Services	27	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
7900	Coordinator Quality Assurance	27	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
7900	Assistant Executive	06PM	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
7900	Coordinator Care Management	29M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
7900	Client and Provide Liaison	25	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
7900	Analyst Financial	24	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
7900	Coordinator Quality Improvement CMO	29	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Non Exempt	Classified
7900	Supervisor Unit	26M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
7900	Supervisor Accounting	28M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
7900	Coordinator Program Enrollment	29M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
7900	LTC Functional Screener	26	N001	\$ 53,125.96	\$ 66,407.95	\$ 79,690.00	Non Exempt	Classified
7900	RN	18N	N001	\$ 53,125.96	\$ 66,407.95	\$ 79,690.00	Non Exempt	Classified
7900	Specialist Placement Team	24	N001	\$ 53,125.96	\$ 66,407.95	\$ 79,690.00	Non Exempt	Classified
7900	Sr Fincial Analyst	33JM	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
7900	Coordinator Medicare	31M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
7900	Supervisor Rehab Services	31M	P012	\$ 59,956.00	\$ 73,447.09	\$ 86,936.93	Exempt	Classified

Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
7990	Coordinator Program Care Mgmt	33M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
7990	Manager Operations	33M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
7990	Manager Project	35M	P013	\$ 64,753.10	\$ 79,322.05	\$ 93,892.03	Exempt	Classified
7990	Manager Accounting	32M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
8000	Accountant	21	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
8000	Analyst Financial	26JM	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
8000	Analyst Planning DSD	26M	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Exempt	Classified
8000	Assistant Accounting	04P	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
8000	Assistant Accounts Payable	19	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
8000	Assistant Administrative	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
8000	Assistant Clerical	03P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
8000	Assistant Control Center	04P	A011	\$ 24,773.01	\$ 29,727.98	\$ 34,682.96	Non Exempt	Classified
8000	Assistant Distribution	03P	A012	\$ 26,260.00	\$ 31,512.00	\$ 36,764.00	Non Exempt	Classified
8000	Assistant Executive	22M	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
8000	Assistant Housing Program	16Z	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
8000	Asst Housing Program	25M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
8000	Asst Superintendent Juv Det	33M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
8000	Contract Specialist	25	A022	\$ 47,026.93	\$ 56,433.10	\$ 65,838.03	Non Exempt	Classified
8000	Coordinator Contract Services	27	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
8000	Manager Contract Services	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified	
8000	Coordinator Disabilities Services	26M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
8000	Coordinator Grant	32M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
8000	Coordinator Program	29M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
8000	Coordinator Program BHD	27M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
8000	Corrections Officer	14Z	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
8000	Evaluator Housing Program	29	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
8000	Housekeeper	11M	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
8000	Human Service Worker	16C	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
8000	Inspector Housing	20	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
8000	Manager Accounting	26M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Non Exempt	Classified
8000	Manager Housing Program	33M	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
8000	Manager Nurse	28MN	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
8000	Manager Outreach Services	33M	P012	\$ 59,956.00	\$ 73,447.09	\$ 86,936.93	Exempt	Classified
8000	Manager Program ASD	29M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
8000	Manager Program Children Services	29M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
8000	Manager Quality Assurance	33M	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
8000	Manager Resource Center	29M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
8000	Manager Section	914E	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
8000	Navigatior Housing	23F	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Exempt	Classified
8000	Psychiatric Social Worker	24	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
8000	Quality Assur Coord	29M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
8000	Receptionist	01P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
8000	RN	16N	N001	\$ 53,125.96	\$ 66,407.95	\$ 79,690.00	Non Exempt	Classified
8000	Specialist Community Intervention	24	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
8000	Specialist Compliance	16C	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
8000	Specialist Custody Placement	25K	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
8000	Specialist Disabilities Benefits	13	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
8000	Specialist Energy Assistance Program	07A	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
8000	Specialist Info Systm Appl Cc	21DM	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
8000	Specialist Quality Assurance	16C	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
8000	Specialist Supply Services	9	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
8000	Sr Analyst Budget and Mgmt	33JM	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
8000	Sr Assistant Clerical	04P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
8000	Sr. Analyst Financial	33JM	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified
8000	Supervisor Accounting	27M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Non Exempt	Classified
8000	Supervisor Human Services	26M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Exempt	Classified
8000	Supervisor Juvenile Co Officer	28M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Non Exempt	Classified
8000	Supervisor Nursing	27MN	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Non Exempt	Classified
8000	Supervisor Office Management	24M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
8000	Supervisor Unit	26M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Exempt	Classified
8000	Technician Quality Assurance	15	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
8000	Worker Human Service	16C	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
8000	Worker Human Service Pool	16C	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
9000	Arch Landscape	29G	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Non Exempt	Classified
9000	Artist Park	13	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9000	Assistant Administrative	6	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
9000	Assistant Clerical	03P	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified
9000	Assistant Maintenance Park	7	A011	\$ 24,773.01	\$ 29,727.98	\$ 34,682.96	Non Exempt	Classified
9000	Associate Accountant	22	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
9000	Associate Marketing	17	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9000	Asst Headlifeguard Seasonal	5124	A010	\$ 23,371.09	\$ 28,045.06	\$ 32,720.06	Non Exempt	Classified



Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
9000	Asst Natural Areas Coordinator	15Z	P004	\$ 32,393.09	\$ 39,680.99	\$ 46,969.10	Non Exempt	Classified
9000	Clerk Account	05P	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
9000	Coordinator Maintenance Services	25M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
9000	Coordinator Natural Areas	24	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
9000	Coordinator Organized Sports	26M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
9000	Coordinator Special Events	17	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9000	Coordinator Unit Park	17	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9000	Director Botanical Gardens	914E	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
9000	Director Horticultural	914E	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
9000	Golf Starter 1 Seas	5106	A004	\$ 16,476.10	\$ 19,771.02	\$ 23,065.95	Non Exempt	Classified
9000	Golf Starter 2 Seas	5107	A007	\$ 19,622.93	\$ 23,547.06	\$ 27,472.02	Non Exempt	Classified
9000	Head Lifeguard Seas	511M	A011	\$ 24,773.01	\$ 29,727.98	\$ 34,682.96	Non Exempt	Classified
9000	Horticulturalist	22	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
9000	Horticulturist	15P	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
9000	Ironworker	5103	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
9000	Lead Park Ranger	07PM	M002	\$ 32,831.97	\$ 41,040.06	\$ 49,247.95	Non Exempt	Classified
9000	Lifeguard Seas	5123	A009	\$ 22,048.00	\$ 26,458.02	\$ 30,868.03	Non Exempt	Classified
9000	Manager Clubhouse Conession	915E	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
9000	Manager Comm Center	22M	M004	\$ 38,295.09	\$ 47,868.91	\$ 57,442.94	Exempt	Classified
9000	Manager Contract Services	30M	P012	\$ 59,956.00	\$ 73,447.09	\$ 86,936.93	Exempt	Classified
9000	Manager Financial Parks	915E	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
9000	Manager Marina	26M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
9000	Manager Marketing Comm	36M	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
9000	Manager Mechanical Services	916E	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
9000	Manager of Golf Services	915E	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
9000	Manager Operations Parks	27M	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
9000	Manager Planning Development	38M	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
9000	Manager Program Aquatic Recreation	33M	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
9000	Manager Public Services	26M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
9000	Manager Safety Security Training	32M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
9000	Manager Turf	33M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
9000	Nat Resources Spec	29B	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Non Exempt	Classified
9000	Nat Resources Tech	15Z	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
9000	Nat Resources Tech Lead	21	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
9000	Operating and Mtce Engrn	24M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
9000	Park Maint Wrkr Lead	18Z	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
9000	Park Naturalist	14	P005	\$ 34,983.94	\$ 42,855.07	\$ 50,727.04	Non Exempt	Classified
9000	Park Naturalist Interp Ed	14	P005	\$ 34,983.94	\$ 42,855.07	\$ 50,727.04	Non Exempt	Classified
9000	Park Naturalist Interp Ed Hr	14	P005	\$ 34,983.94	\$ 42,855.07	\$ 50,727.04	Non Exempt	Classified
9000	Park Patrol Seas	1	A007	\$ 19,622.93	\$ 23,547.06	\$ 27,472.02	Non Exempt	Classified
9000	Park Worker 2 Seas	5109	A004	\$ 16,476.10	\$ 19,771.02	\$ 23,065.95	Non Exempt	Classified
9000	Receptionist	12	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
9000	Recreation Leader	5127	A008	\$ 20,800.00	\$ 24,960.00	\$ 29,120.00	Non Exempt	Classified
9000	Specialist Clerical	6	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
9000	Specialist Marketing PR	33M	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
9000	Specialist Systems POS	20	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9000	Sr Assistant Clerical	12	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
9000	Sr Assistant Executive	07PM	A023	\$ 49,849.07	\$ 59,818.93	\$ 69,788.99	Non Exempt	Classified
9000	Sr Manager Business Services	916E	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
9000	Sr Manager Recreation Services	916E	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Exempt	Classified
9000	Superintendent Golf PGA	34M	M010	\$ 60,769.90	\$ 75,962.02	\$ 91,154.96	Non Exempt	Classified
9000	Supervisor Aquatic Program Seasonal	512M	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
9000	Supervisor Aquatics	21M	M004	\$ 38,295.09	\$ 47,868.91	\$ 57,442.94	Exempt	Classified
9000	Supervisor Comm Center	15	M001	\$ 30,400.03	\$ 37,999.94	\$ 45,600.05	Non Exempt	Classified
9000	Supervisor Food Serv Seas	9	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
9000	Supervisor Golf Courses Parks	22M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
9000	Supervisor Horticultural	24M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
9000	Supervisor Ironworker	5104	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
9000	Supervisor Landscape Const Region	27M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Exempt	Classified
9000	Supervisor Parks	22M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Exempt	Classified
9000	Technician Construction Parks	21	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
9000	Technician Horticulturist	15Z RC	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
9000	Worker Maintenance Park	13P	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
9000	Worker Park 1 Seasonal	5110	A001	\$ 13,833.04	\$ 16,600.06	\$ 19,367.09	Non Exempt	Classified
9000	Worker Park 2 Seasonal	5109	A004	\$ 16,476.10	\$ 19,771.02	\$ 23,065.95	Non Exempt	Classified
9000	Worker Park 3 Seasonal	5110	A007	\$ 19,622.93	\$ 23,547.06	\$ 27,472.02	Non Exempt	Classified
9500	Worker Zoo 1 Seasonal	5113	A001	\$ 13,833.04	\$ 16,600.06	\$ 19,367.09	Non Exempt	Classified
9500	Worker Zoo 2 Seasonal	5114	A002	\$ 14,662.96	\$ 17,595.97	\$ 20,528.98	Non Exempt	Classified
9500	Worker Zoo 3 Seasonal	5115	A003	\$ 15,543.01	\$ 18,651.98	\$ 21,759.92	Non Exempt	Classified
9500	Worker Zoo 4 Seasonal	5116	A004	\$ 16,476.10	\$ 19,771.02	\$ 23,065.95	Non Exempt	Classified
9500	Worker Zoo 5 Seasonal	5117	A005	\$ 17,464.10	\$ 20,957.04	\$ 24,449.98	Non Exempt	Classified

Department	New Job Title	Old Pay Grade	New Range	New Pay Range Min. Annual	New Pay Range Mid. Annual	New Pay Range Max. Annual	FLSA Status	Civil Service
9500	Worker Zoo 6 Seasonal	5118	A007	\$ 19,622.93	\$ 23,547.06	\$ 27,472.02	Non Exempt	Classified
9500	Custodian	7	A011	\$ 24,773.01	\$ 29,727.98	\$ 34,682.96	Non Exempt	Classified
9500	Lead Custodian	9	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
9500	Sr Assistant Clerical	01P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
9500	Assistant Accounting Cash	03P	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
9500	Representative Customer Service	16	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
9500	Clerk Store	13	A014	\$ 29,506.05	\$ 35,407.01	\$ 41,307.97	Non Exempt	Classified
9500	Assistant Accounting	14	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
9500	Exhibits Registrar	17	P004	\$ 32,393.09	\$ 39,680.99	\$ 46,969.10	Non Exempt	Classified
9500	Zookeeper	15	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
9500	Zookeeper Heritage Farm Seasonal	5119	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
9500	Zookeeper Heritage Farm	09ZB	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
9500	Sr Assistant Accounting Cash	06P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
9500	Assistant Administrative	05P	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
9500	Technician Veterinary	15	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
9500	Worker Maintenance	14	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
9500	Supervisor Area Zoo	17A	P005	\$ 34,983.94	\$ 42,855.07	\$ 50,727.04	Non Exempt	Classified
9500	Coordinator Elephant Care	17A	P005	\$ 34,983.94	\$ 42,855.07	\$ 50,727.04	Non Exempt	Classified
9500	Associate Accountant	20	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
9500	Specialist Mechanic HVAC	16	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
9500	Engineer Locomotive Welder	15Z	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9500	Engineer Locomotive	15LE	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9500	Specialist Group Sales	17	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9500	Specialist Marketing	17M	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9500	Engineer Locomotive Seasonal	15LE	P006	\$ 37,782.99	\$ 46,283.95	\$ 54,784.91	Non Exempt	Classified
9500	Worker Forestry	15Z	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
9500	Operator Zoo	18Z	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
9500	Supervisor Zookeeper Heritage Farm	19	M004	\$ 38,295.09	\$ 47,868.91	\$ 57,442.94	Non Exempt	Classified
9500	Assistant Coordinator Group Sales	20	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
9500	Coordinator Animal Division	21	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
9500	Coordinator Audiovisual	18	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
9500	Horticulturist	23	A020	\$ 41,853.97	\$ 50,224.93	\$ 58,596.10	Non Exempt	Classified
9500	Supervisor Office Management	21M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Non Exempt	Classified
9500	Coordinator Special Programs	24	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Non Exempt	Classified
9500	Coordinator Special Events	20	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Non Exempt	Classified
9500	Assistant Coordinator Concessions	22	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Non Exempt	Classified
9500	Supervisor Guest Services	16M	M005	\$ 41,358.93	\$ 51,699.02	\$ 62,038.08	Non Exempt	Classified
9500	Accountant	25M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
9500	Steamfitter Temp Contrl	5422	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
9500	Coordinator Merchandise Sales	24	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Non Exempt	Classified
9500	Coordinator Group Sales	24M	M006	\$ 44,668.00	\$ 55,834.06	\$ 67,000.96	Exempt	Classified
9500	Curator Reptile Aquar	27M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
9500	Curator Prim Sm Mammals	27M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
9500	Specialist Safety Training	25	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
9500	Curator of Birds	27M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
9500	Curator of Large Mammals	27M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
9500	Sr Assistant Executive	06PM	A023	\$ 49,849.07	\$ 59,818.93	\$ 69,788.99	Non Exempt	Classified
9500	Manager Admissions	22M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
9500	Supervisor Building Maintenance	20M	M007	\$ 48,241.02	\$ 60,301.07	\$ 72,360.91	Non Exempt	Classified
9500	Coordinator Public Relations	22	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Non Exempt	Classified
9500	Manager Grounds Maintenance	31M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
9500	Supervisor Maintenance	27M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
9500	Coordinator Concessions Merchandise	30M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
9500	Manager Business Operations	915E	M009	\$ 56,267.95	\$ 70,334.99	\$ 84,402.03	Exempt	Classified
9500	Veterinarian	30M	P012	\$ 59,956.00	\$ 73,447.09	\$ 86,936.93	Exempt	Classified
9500	Coordinator Zoo Oper Mtce	37M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
9500	Manager Accounting	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02	Exempt	Classified
9500	Director Public Affairs Services	917E	M012	\$ 70,882.03	\$ 88,601.97	\$ 106,322.94	Exempt	Classified
9500	Sr Veterinarian	33M	M014	\$ 82,677.09	\$ 103,346.05	\$ 124,015.01	Exempt	Classified
9910	Sr Assistant Executive	28M	A023	\$ 49,849.07	\$ 59,818.93	\$ 69,788.99	Exempt	Classified