

# COMPENSATION WORKGROUP Milwaukee County

#### **INFORMATIONAL REPORT**

TO:

Chairman Theodore Lipscomb, Sr.

FROM:

Compensation Workgroup

RE:

Recommendation to Adopt Pay Ranges

DATE:

January 8, 2016

### I. <u>Executive Summary – Flexibility Required</u>

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.

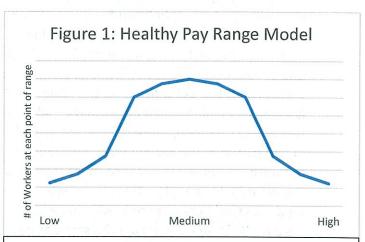
While Milwaukee County has granted modest general increases to employees recently (i.e., general increases of 1.5% in May 2013, 1.0% in April 2014, and 1.5% in June 2015) regular step or "merit" increases have been mostly frozen since 2009. Consequently, Milwaukee County has had several years of "step 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.

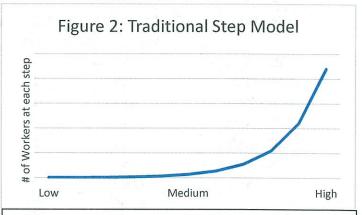
#### II. Background on Pay Ranges

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.1



A healthy pay range has fewer people at the low point and high point of the range. This means that fewer people are at the maximum cap, and consequently more people have opportunity for career advancement. This also has a positive impact on recruitment and retention.

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>

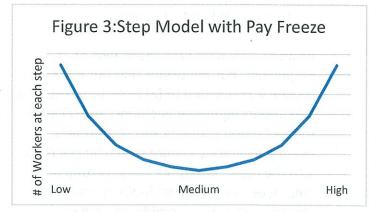


When a pay step system is used instead of a pay range, it can lead to employees quickly advancing to the highest step, leaving little advancement opportunities. More importantly, when most employees are at the highest range, it can lead to budget constraints that cause "step freezes" (see Figure 3 below).

<sup>&</sup>lt;sup>1</sup> Rothwell, William. <u>Effective Succession Planning</u> (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>&</sup>lt;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 essenentially 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.

	Tab	ole 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>&</sup>lt;sup>3</sup> Becker, Briean, et. al, <u>The Differented Workforce: Transforming Talent into Strategic Impact</u>. (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.")

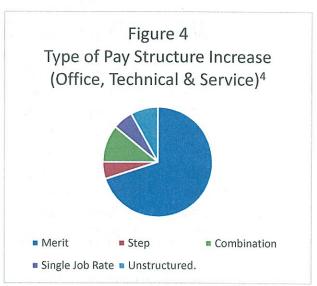
These equity and recruitment issues can be addressed immediately by creating a pay range system that is based on the midpoint, with pay guidelines that fairly move employees toward the midpoint, with room to grow. Over time, as there are more retirements and more people moved to the midpoint, it is expected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

- 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. Steps are continuing to be used by some local governements, 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 maxium 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>&</sup>lt;sup>4</sup> MRA. 2015 Annual Salary & Benefits Survey: Pay Trends & Talent Strategies Survey (Wisconsin, Minnesota, Illinois, Iowa) (September 2015).

corrilary 3.5% increase in budgeted costs. Consquently, 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							Table 4		
Difference Between Steps in Pay Grade						Width of P	ay Grades	Varies		
Pay Grade	5	Step 3	5	tep 4	<u>Increase</u>	Pay Grade	<b>Bottom</b>	Тор	Steps	Width
23F	\$	22.90	\$	23.65	3.3%	23F	21.4791	26.6733	7	24%
23M	\$	23.95	\$	24.86	3.8%	23M	22.7938	26.1529	5	15%
23P	\$	28.94	\$	30.16	4.2%	23P	26.8936	38.0644	10	42%
23YM	\$	22.90	\$	23.77	3.8%	23YM	21.7965	25.9946	6	19%
24	\$	25.24	\$	26.13	3.5%	24	23.7982	27.7247	5	16%
24D	\$	28.47	\$	29.47	3.5%	24D	27.3705	34.6187	7	26%
24M	\$	24.75	\$	25.62	3.5%	24M	23.334	27.184	5	16%
27MN	\$	29.89	\$	29.94	0.2%	27MN	28.4085	35.5619	9	25%
28	\$	29.86	\$	31.18	4.4%	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.

Step System: Advantages	Pay Grade System: Advantages						
<ul> <li>Familiar to long-term County employees</li> <li>Defined Structure</li> <li>Predictable (but only consistent if budget allows)</li> </ul>	<ul> <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>						
<ul> <li>Step System: Disadvantages</li> <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>	Pay Grade System: Disadvantages     Unfamiliar to long-term County     Employees     Additional training/communication     needed for transition						

### 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

<sup>&</sup>lt;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,

<sup>&</sup>lt;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. <u>Compensation Workgroup Recommendations</u>

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.

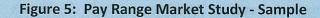
- Current pay grades are not based on market data, but on the assignment of positions to pay grades over the last twenty to thirty years. In some cases, the pay grade assignment was based on reviews of positions, after obtaining job descriptions, and duties of those positions. The majority of positions 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** 

Range	Bottom	Midpoint	Тор	Width
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.



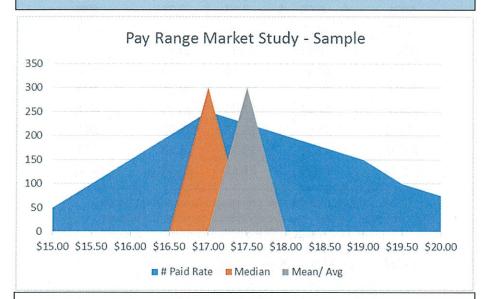


Figure 5 shows a sample pay range market study. The blue represents all survey data. The grey cone represents the average, and the orange cone represents the median. The median was used for most mid-points to avoid over inflating the midpoint from data sets that included employers at the top end of the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

Figure 6: Sample for Accountant II from the MRA Survey

			Base Pay								
	# of Orgs	# of Emp	Un-Wtd Avg	Wtd Avg	P25	Median	P75				
Total Responses	92	136	\$51,934	\$51,722	\$45,779	\$51,667	\$56,300				
Geographic Area											
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  $(\S3(F))$ , adjusting pay ranges in the future  $(\S3(B)(vi))$ , and employee requested reviews of compensation decisions  $(\S3(G))$ .

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) <u>Performance Evaluations</u>. 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.

# <u>RECOMMENDATION 4: Update County Ordinances to Reflect Recommendations of Compensation Workgroup.</u>

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. 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)(iiv) 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 Statues §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

<sup>&</sup>lt;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 <u>ranges</u> for <u>classified</u> 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 began drafting Ordinance changes for presentation to the County Board.

Teig Whaley-Smith

Director, Dept. Admin. Services

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. <u>Hiring Manager</u>. 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. <u>Job Family</u>. A group of jobs with similar but increasingly advanced job descriptions (e.g. Accountant 1, Accountant 2, etc.)
- G. <u>Pay Range</u>. 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. <u>Pay Range Structure</u>. 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. <u>Width of Pay Range</u>. Generally, Pay Ranges will have a spread between its minimum pay and maximum pay of 40% to 55%.
  - ii. <u>Pay Range Midpoints</u>. 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. <u>Difference of Midpoints in Pay Ranges</u>. 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. <u>Procedure to Assign Jobs to Pay Ranges</u>. 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. <u>Approval of Pay Ranges</u>. 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 Statues §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. <u>Determining the Wage for an Individual Employee</u>. 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. <u>Initial Job Offers</u>. 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. <u>No experience</u>. 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. <u>Previous experience/skill</u>. 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. <u>Length of time position has been open</u>. 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. <u>Single vs. multi-incumbent position</u>. 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. <u>Offers below midpoint of the range</u>. 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. <u>Offers above midpoint of the range</u>. 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. <u>Annual increases Across-the-Board</u>. 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. <u>Annual increases COLA</u>. 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. <u>Equity adjustments</u>. 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. <u>Promotions</u>. 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. <u>Temporary Assignments (TAHCs) or Interim Appointments</u>. 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. <u>Demotions</u>. 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. <u>Lateral Transfers</u>. 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. <u>Position assigned to a higher range</u>. 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. <u>Increase approvals</u>. 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. <u>Performance Evaluations</u>. 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:

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

P									
				New Pay	New Pay		New Pay		
Donostmont	New Job Title	Old Pay	Now Panga	Range Min.	Range Mid.	F	Range Max.	FLCA Status	Civil Country
Department 1000	New Job Title Writer Grant	Grade 26M	New Range P009	\$ 47,594.98	\$ 58,304.06	\$	Annual	Non Exempt	Classified
	Assistant Administrative	06P	A016	\$ 33,152.08	\$ 39,782.91	\$		Non Exempt	
	Supervisor Program Vets Asst	22M	A019	\$ 39,485.06	\$ 47,381.98	\$		Non Exempt	
	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
	Paralegal 2	19L	A021	\$ 44,364.94	\$ 53,238.02	\$	62,111.92	Non Exempt	Classified
	Specialist Clerical	03PM	A014		\$ 35,407.01	\$		Non Exempt	
	Assistant Legal	20M	A018		\$ 44,700.03	\$		Non Exempt	
	Sr Coordinator Office Paralegal 2	30M 24M	M005 A021		\$ 51,699.02 \$ 53,238.02	\$	62,038.08	Non Exempt	Classified
	Assistant Executive	25M	A021	\$ 47,026.93		\$		Non Exempt	
	Assistant Corporation Counsel	34Z	L001	\$ 50,236.99		\$	113,033.02		Classified
	Deputy Corporation Counsel	37AM	M015			\$	133,935.98		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
	Specialist Clerical	04PM	A014	\$ 29,506.05		\$	41,307.97	Non Exempt	Classified
	Clerk HR	05PM	A014		\$ 35,407.01	\$		Non Exempt	
	Assistant HR	06PM	A015	\$ 31,275.92		\$		Non Exempt	
	Assistant Human Resources	06PM	A015	\$ 31,275.92		\$		Non Exempt	
	Assistant Employment Assistant Compensation/HRIS	06PM 06PM	A015 A015	\$ 31,275.92 \$ 31,275.92		\$		Non Exempt Non Exempt	
	HR Analyst/Compensation	07PM	P009		\$ 58,304.06	\$	69,012.94	The state of the s	Classified
	Assistant HR Sr.	06PM	A017	\$ 35,142.02		\$	49,198.03	Charles and Charles	Classified
	Assistant Administrative Sr.	18M	A018	\$ 37,250.10		\$		Non Exempt	
	Specialist Compensation/HRIS	07PM	P005	\$ 34,983.94		\$		Non Exempt	
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
	Sr Specialist Retirement	25M	P007	\$ 40,805.02		\$		Non Exempt	
	Specialist Benefits	22M	P007	\$ 40,805.02		\$		Non Exempt	
	Generalist Human Resources	30M	P009	\$ 47,594.98		\$	69,012.94	25	Classified
	Training Specialist	30M	P008		\$ 53,984.94	\$	63,900.93		Classified
	Sr Assistant Executive Analyst Compensation	28M 29M	A023 P011	\$ 49,849.07 \$ 55,514.99	\$ 59,818.93 \$ 68,006.02	\$	69,788.99		Classified Classified
	Sr Compensation Analyst	25111	P011	\$ 64,753.10		\$	80,497.04 93,892.03		Classified
	Business Partner HR	32M	P011		\$ 68,006.02	\$	80,497.04		Classified
	Coordinator Wellness	29M	P010	\$ 51,403.04		\$	74,534.10	Samuel Samuel	Classified
1140	Analyst Financial Retirement	29M	P010	\$ 51,403.04		\$	74,534.10		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
	Analyst Info System Retirement	28M	P011	\$ 55,514.99	\$ 68,006.02	\$	80,497.04		Classified
	Manager Training Development	33M	M010		\$ 75,962.02	\$	91,154.96	3000	Classified
	Manager Benefits	31M	M011	\$ 65,631.07		\$	98,447.02		Classified
	Manager Retirement Services Lead Assistant Compensation/HR	32M 07PM	M011 A017	\$ 65,631.07		\$	98,447.02	Non Exempt	Classified
	Benefits Support Specialist	22M	P007	\$ 35,142.02 \$ 40,805.02		\$		Non Exempt	Classified Classified
	Coordinator Pre-Employment	30M	P009		\$ 58,304.06	\$	69,012.94		Classified
	Technician Claims	16	A017	\$ 35,142.02	The second second			Non Exempt	
	Specialist Leave Processing	25M	P007	\$ 40,805.02		\$	59,168.10		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
	Accountant	25M	P008	\$ 44,070.00		\$	63,900.93		Classified
	Administrator CBDP	915E	M009	\$ 56,267.95			84,402.03		Classified
	Administrator Financial Ops CBO	38M	M012	\$ 70,882.03			106,322.94		Classified
	Analyst Accounts Analyst Budget and Mgmt	24 26M	P008	\$ 44,070.00		\$	63,900.93		Classified
	Analyst Business Systems	29M	P009 P010	\$ 47,594.98 \$ 51,403.04		\$	69,012.94 74,534.10		Classified Classified
	Analyst Certification	27	P009	\$ 47,594.98		\$	69,012.94	Actor Control Control Control	Classified
	Analyst Cost	27	P009	\$ 47,594.98		\$	69,012.94		Classified
	Analyst Economic		P010	\$ 51,403.04		\$	74,534.10		Classified
	Analyst GIS	25	P009	\$ 47,594.98		\$	69,012.94		Classified
1151	Architect	32A	P011	\$ 55,514.99	\$ 68,006.02	\$	80,497.04	Exempt	Classified
	Assistant Administrative	06P	A016	\$ 33,152.08				Non Exempt	
	Assistant Distribution	02P	A012	\$ 26,260.00				Non Exempt	
	Associate Analyst Budget Mgmt	26M	P008		\$ 53,984.94	\$	63,900.93		Classified
	Associate Manager Proj EconDev	30M	P010		\$ 62,969.09	\$	74,534.10		Classified
	Buyer Clark Mail	21 01P	P007		\$ 49,986.98			Non Exempt	
	Clerk Mail Clerk Records Management	01P 13F	A010 A014		\$ 28,045.06 \$ 35,407.01			Non Exempt Non Exempt	
	Clerk Supply	02P	A014 A013		\$ 33,402.10			Non Exempt	
	Coordinator Administrative Services	22M	A019		\$ 47,381.98			Non Exempt	
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				M construction and a construction	I CONTRACTOR OF THE PARTY OF TH			
		0115		New Pay	New Pay	New Pay		
Department	New Job Title	Old Pay Grade	New Range	Range Min. Annual	Range Mid. Annual	Range Max. Annual	ELSA Status	Civil Service
HURST CHARLES COMMON THREE CONTROL COMMON CO	51 Coordinator Budget Capital	38M	P014	\$ 69,932.93	And the second s	\$ 101,402.91		Classified
	51 Coordinator Building Operations	06PM	A018	\$ 37,250.10		\$	Non Exempt	Classified
_ 11	51 Coordinator Construction	29A	P009	\$ 47,594.98	\$ 58,304.06	\$	Non Exempt	
11	51 Coordinator Contract	27	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Exempt	Classified
11	51 Deputy Director Administrative Services	38M	E005	\$ 89,729.95	\$ 114,406.03	\$ 139,081.90	Exempt	Classified
11	51 Designer Architectural	29A	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	Non Exempt	Classified
11	51 Director Procurement	902E	E004	\$ 81,573.02	\$ 104,006.03	\$ 126,438.00	Exempt	Classified
	51 Engineer Administrative	34A	P014		\$ 85,667.92	\$ 101,402.91	Exempt	Classified
	51 Engineer Civil	32A	P011	\$ 55,514.99		\$ 80,497.04	Non Exempt	Classified
	51 Estimator Cost	28A	P010	\$ 51,403.04		\$ 74,534.10	Control of the Contro	Classified
	51 Lead Machinist	07PM	A015		\$ 37,531.10	\$	Non Exempt	
	51 Lead Machinist	59	A021		\$ 53,238.02	\$	Non Exempt	Classified
	51 Lead Worker Maintenance Facilities 51 Machinist	19 58	A020	\$ 41,853.97		\$	Non Exempt	Classified
	51 Manager CBDP	33M	A020 M008	\$ 41,853.97 \$ 52,100.05		\$	Non Exempt	
	51 Manager Disabilities Recreation	22M	P007	\$ 40,805.02		\$ 78,149.97 59,168.10		Classified Classified
	51 Manager Environment Compl	29G	P011		\$ 68,006.02	\$ 80,497.04		Classified
	51 Manager Financial CBO	35M	M011	\$ 65,631.07		\$ 98,447.02	250	Classified
	51 Manager GIS	34M	M011	\$ 65,631.07		\$ 98,447.02	200	Classified
	51 Manager Maintenance Facilities	916E	M012			\$ 106,322.94		Classified
	51 Manager Mechanical Services	916E	M011		\$ 82,038.94	\$ 98,447.02		Classified
11	51 Manager Operations Facilities	30M	M011	\$ 65,631.07		\$ 98,447.02		Classified
11.	51 Manager Program Assessment Prop	36M	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91		Classified
11.	51 Manager Proj EconDev	34M	M011	\$ 65,631.07	\$ 82,038.94	\$ 98,447.02		Classified
11:	51 Principal Architect	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
11:	51 Principal Engineer Airport	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
11	51 Principal Engineer Environment	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
	51 Prinicipal Engineer Civil	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
	51 Prinicipal Facilities Conditions Assessment	31M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
	51 Receptionist	04PM	A013	\$ 27,834.98		\$ 38,970.05	Non Exempt	Classified
	51 Specialist Buildings Systems	23	A020	\$ 41,853.97		\$	Non Exempt	Classified
	51 Specialist Clerical	05P	A014		\$ 35,407.01	\$	Non Exempt	
	51 Specialist Facilities Management	30M	P008	\$ 44,070.00		\$ 63,900.93		Classified
	51 Specialist Purchasing	07P	A018	\$ 37,250.10	\$ 44,700.03	\$	Non Exempt	
	51 Sr Analyst Budget and Mgmt	33JM	P011		\$ 68,006.02	\$ 80,497.04		Classified
	51 Sr Analyst GIS 51 Sr Architect	30 34A	P011 P014		\$ 68,006.02	\$ 80,497.04	CANADA MANAGA PANGA	Classified
	51 Sr Assistant Executive	22M	A023	\$ 69,932.93		\$ 101,402.91	and the second second	Classified
	51 Sr Engineer Civil	34A	P014	\$ 49,849.07 \$ 69,932.93	\$ 59,818.93 \$ 85,667.92	\$	Non Exempt	
	51 Sr Engineer Construction	34A	P014		\$ 85,667.92	\$ 101,402.91	Non Exempt	Classified
	1 Sr Engineer Electrical	34A	P014	\$ 69,932.93	\$ 85,667.92	\$ 101,402.91		Classified
	1 Sr Engineer Environment	34A	P014	\$ 69,932.93		\$ 101,402.91		Classified
	1 Sr Engineer Mechanical	34A	P014	\$ 69,932.93		\$ and the state of the state of	Non Exempt	
	1 Supervisor Accounting	31M	P010	\$ 51,403.04		\$ 74,534.10		Classified
	1 Supervisor Maintenance Facilities	23M	M006	\$ 44,668.00	\$ 55,834.06	\$	Non Exempt	
115	1 Surveyor Engineering	30A	P011		\$ 68,006.02	\$	Non Exempt	
115	1 Technician Architectural	24A	P007	\$ 40,805.02	\$ 49,986.98	\$	Non Exempt	
115	1 Technician Engineering	24A	P007	\$ 40,805.02	\$ 49,986.98	\$	Non Exempt	
115	1 Technician Surveyor	30A	P007	\$ 40,805.02	\$ 49,986.98	\$	Non Exempt	
115	1 Worker Maintenance Facilities	12F	A017	\$ 35,142.02	\$ 42,169.92	\$ 49,198.03	Non Exempt	Classified
	1 Worker Maintenance Tile Concrete	5105	A019	\$ 39,485.06	\$ 47,381.98	\$ 55,278.91	Non Exempt	Classified
	1 Writer Specification	28A	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Non Exempt	Classified
	0 Specialist Operations IT	15	A015	\$ 31,275.92		\$ 43,786.08	Non Exempt	Classified
	0 Lead Specialist Operations IT	19	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
	0 Specialist Support IT	21D	A020	\$ 41,853.97		\$	Non Exempt	
	O Analyst Telecommunications IT	28D	P008	\$ 44,070.00	\$ 53,984.94	\$	Non Exempt	
	0 Accountant	21	P008	\$ 44,070.00		\$	Non Exempt	
	0 Lead Specialist Support IT	28D	A022	\$ 47,026.93		\$	Non Exempt	
	0 Assistant Executive 0 Analyst Technical Documentation	02P	A022	\$ 47,026.93	\$ 56,433.10	\$	Non Exempt	
	0 Programmer Systems IT	28M	P009	\$ 47,594.98	\$ 58,304.06	\$ 69,012.94	A STATE OF THE PARTY OF THE PAR	Classified
	0 Analyst Server IT	24D 24D	P010 P011	\$ 51,403.04 \$ 55,514.99	\$ 62,969.09 \$ 68,006.02	\$	Non Exempt	
	0 Analyst Network IT	24D	P011	\$ 55,514.99		\$	Non Exempt	
	0 Sr Programmer Systems IT	28D	P011	\$ 55,514.99		\$	Non Exempt	
	0 Analyst Project Development IT	28D	P011		\$ 68,006.02	\$	Non Exempt	
	0 Analyst Security IT	28	P011		\$ 68,006.02	\$	Non Exempt	
	0 Coordinator Project Management Office	32M	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04		Classified
	0 Developer Systems IT	24D	P011		\$ 68,006.02	\$		Classified
	0 Specialist Systems Software IT	28D	P011	\$ 55,514.99	\$ 68,006.02	\$	Non Exempt	Classified
	0 Analyst Business Development IT	28D	P012		\$ 73,447.09	\$	Non Exempt	Classified
116	0 Coordinator Project IT	36M	P012		\$ 73,447.09	\$ 86,936.93	1000	Classified
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2 of 10

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				NowP	No. 6	9375	New Pe		
		Old Pay		New Pay Range Min.	New Pay Range Mid.	ı	New Pay Range Max.		
Department	New Job Title	Grade	New Range	Annual	Annual		Annual	FLSA Status	Civil Service
1160	Administrator Database	28D	P012	\$ 59,956.00	\$ 73,447.09	\$	86,936.93	Non Exempt	Classified
	Analyst Business Project IT	28D	P012	\$ 59,956.00	\$ 73,447.09	\$		Non Exempt	Classified
	Manager Service Desk IT	35M	M012		\$ 88,601.97	\$	106,322.94		Classified
	Manager Project IT Manager Networks IT	35M 38M	P015 M013	\$ 75,527.92 \$ 76,551.90	\$ 92,521.94 \$ 95,689.98	\$	109,514.91		Classified Classified
	Manager Business Development IT	38M	M013		\$ 95,689.98	\$	114,829.10 114,829.10		Classified
	Manager Information Systems IT	35M	M013	\$ 76,551.90	\$ 95,689.98	\$	114,829.10		Classified
	Manager Systems Development IT	35M	M013		\$ 95,689.98	\$	114,829.10	CONTRACTOR OF THE PROPERTY OF	Classified
2000	Clerk Cash	03P	A012	\$ 26,260.00	\$ 31,512.00	\$	36,764.00	Non Exempt	
2000	Sr Assistant Clerical	04P	A013	\$ 27,834.98	\$ 33,402.10	\$	38,970.05	Non Exempt	Classified
	Clerk Court Services	12	A014	\$ 29,506.05	\$ 35,407.01	\$		Non Exempt	
	Specialist Clerical Cts	05P	A015		\$ 37,531.10	\$		Non Exempt	Classified
	Assistant Accounting Assistant Administrative	14 06PM	A015 A016		\$ 37,531.10 \$ 39,782.91	\$		Non Exempt Non Exempt	
	Assistant Purchasing	05P	A016		\$ 39,782.91	\$		Non Exempt	
	Specialist Court Services	16	A016		\$ 39,782.91	\$		Non Exempt	
	Technician Audiovisual	15	A017		\$ 42,169.92	\$		Non Exempt	
2000	Associate Accountant	20	A018	\$ 37,250.10	\$ 44,700.03	\$	52,149.97	Non Exempt	Classified
2000	Assistant Legal	19	A018	G	\$ 44,700.03	\$	52,149.97	Non Exempt	Classified
	Interpreter	22	P007		\$ 49,986.98	\$		Non Exempt	Classified
	Supervisor Office Management	24M	M005		\$ 51,699.02	\$	62,038.08	33.50	Classified
	Supervisor Court Operations Clerk Deputy Court	24M 19Z	M005 A021		\$ 51,699.02	\$	62,038.08	Non Exempt	Classified
	Paralegal 2	23	A021		\$ 53,238.02 \$ 53,238.02	\$	****	Non Exempt	Classified
	Accountant	25M	P008		\$ 53,984.94	\$	63,900.93		Classified
	Assistant Executive	25M	A022		\$ 56,433.10	\$		Non Exempt	
2000	Analyst Budget and Mgmt	26M	P009	\$ 47,594.98	\$ 58,304.06	\$	69,012.94	The second secon	Classified
2000	Deputy Administrator Division	28M	M007	\$ 48,241.02	\$ 60,301.07	\$	72,360.91	Exempt	Classified
	Manager Jury Services	28M	M007	\$ 48,241.02		\$	72,360.91	100 miles	Classified
	Coordinator Researcher Court	28Z	P010		\$ 62,969.09	\$	74,534.10		Classified
	Coordinator Court	29M	P010		\$ 62,969.09	\$	74,534.10		Classified
	Analyst IT 2 (Network) Supervisor Accounting	24D 31M	P010 M008		\$ 62,969.09 \$ 65,125.01	\$	78,149.97	Non Exempt	Classified Classified
	Administrator Division ACDC	32M	M010		\$ 75,962.02	\$	91,154.96		Classified
	Manager Operations Judicial	33M	M010		\$ 75,962.02	\$	91,154.96	50000 TWO CO.	Classified
2000	Counsel Legal	34Z	L001		\$ 81,635.01	\$	113,033.02		Classified
2000	Administrator Justice Center	35M	M011	\$ 65,631.07	\$ 82,038.94	\$	98,447.02	Exempt	Classified
	Manager Financial Courts	38M	M012		\$ 88,601.97	\$	106,322.94		Classified
	Commissioner Cir Ct Probate	34Z	P016		\$ 99,922.99	\$	118,276.91		Classified
	Deputy Register Probate	34Z	P016		\$ 99,922.99	\$	118,276.91		Classified
	Assistant Commissioner Family Court Deputy Commissioner Family Court	34Z 916A	P016 M014		\$ 99,922.99 \$ 103,346.05	\$	118,276.91 124,015.01		Classified Classified
	Commissioner Family Court	917A	M015		\$ 111,613.01	\$	133,935.98	6	Classified
	Assistant Clerical	03P	A010		\$ 28,045.06	\$		Non Exempt	Classified
2430	Clerk Mail	01P	A010		\$ 28,045.06	\$		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
	Sr Assistant Clerical	04P	A013		\$ 33,402.10	\$		Non Exempt	Classified
	Representative Customer Service	04P	A014		\$ 35,407.01	\$		Non Exempt	Classified
	Assistant Accounting	04P 06P	A015		\$ 37,531.10	\$		Non Exempt	Classified
	Assistant Administrative Specialist Child Support	16J	A016 A017		\$ 39,782.91 \$ 42,169.92	\$		Non Exempt Non Exempt	Classified
	Associate Accountant	21	A018		\$ 44,700.03	\$		Non Exempt	
	Paralegal 1	19L	A019		\$ 47,381.98	\$		Non Exempt	
2430	Worker Human Service	16C	P007		\$ 49,986.98	\$		Non Exempt	Classified
2430	Paralegal 2	22	A021	\$ 44,364.94	\$ 53,238.02	\$	62,111.92	Non Exempt	Classified
	Coordinator Child Support	22M	P008	\$ 44,070.00	\$ 53,984.94	\$	63,900.93	Non Exempt	Classified
	Supervisor Child Support	24M	M006		\$ 55,834.06	\$		Non Exempt	Classified
	Assistant Executive	25M	A022		\$ 56,433.10	\$		Non Exempt	Classified
	Supervisor Accounting Counsel Legal	27M 34Z	M008 L001		\$ 65,125.01 \$ 81,635.01		78,149.97		Classified
	Manager Community Program & Grants	901E	M012	12	\$ 88,601.97	\$	113,033.02 106,322.94		Classified Classified
	Manager Operations Child Support	916E	M012		\$ 88,601.97		106,322.94		Classified
	Administrator Assistant Legal Counsel	38LM	M014		\$ 103,346.05	\$	124,015.01		Classified
	Adminstrator Legal Counsel	37AM	M015		\$ 111,613.01	\$	133,935.98		Classified
	Clerk Election	03PM	A012		\$ 31,512.00	\$	36,764.00	Non Exempt	Classified
	Coordinator ElectionCommission	24M	M005		\$ 51,699.02	\$	62,038.08	100	Classified
	Assistant Accounting	14	A015		\$ 37,531.10	\$		Non Exempt	
	Assistant Administrative Associate Accountant	06PM 20	A016		\$ 39,782.91	\$		Non Exempt	Classified
	Accountant Accountant	20	A018 P008		\$ 44,700.03 \$ 53,984.94	\$	63,900.93		Classified Classified
3030	ASSESSED 100 ASSES	-	95 T. T. T.	,,	5,554.54	*	-5,500.55	<b>.</b> p.	3.033111CU

3 of 10

Old Pay Range Min. Range Mid. Range Max.					New Pay	New Pay		New Pay		
3690 Supervision Accounting 3690 Manager Accounting Tessury 3270 Septial Manager Accounting 3270 Septial Manager Accounting 3270 Septial Manager Accounting 3270 Assistant Celical 3270 Assistant Accounts (Left al. 1942) 3270 Assistant Accounts (Left al. 1942) 3270 Assistant Accounts (Left al. 1942) 3270 Assistant Info County Clerk 3270 Assistant Accounts Payable 3270 Assistant Accoun			Old Pay		<b>加克斯斯特斯斯克斯斯</b>					
3090 Manager Accounting Treasury 3200 Septiant Caronathing Treasury 3270 Septiant Caronathing 3270 Septiant Caronathing 3270 Septiant Caronathing 3270 Septiant Caronathing 3270 Assistant Administrative 06P A016 3270 Assistant Administrative 06P A017 3400 Certainian Document 04P A012 3 Eg. 25,200,00 3 31,512,00 3 31,5	partment	New Job Title	Grade	New Range	Annual	Annual		Annual	FLSA Status	Civil Service
3270 Ser Assistant Clerical 3270 Assistant Clerical 3770 Assistant Clerical 37										Classified
3270 Specialist Accounting 60P A016 5 3,3,32,08 5 39,782,9 5 46,412.9 Non Exem 3270 Assistant Indicounty Clerk 3270 Assistant Indicounty Clerk 3270 Assistant Indicounty Clerk 3270 Assistant Indicounty Clerk 3400 Technician Document 40P A012 5 26,200.00 5 31,512.00 5 36,764.00 Non Exem 3400 Clerk Records 3400 Supervisor Register of Deeds 3400 Assistant Clerical 3400 Supervisor Register of Deeds 321 Mood S 38,235.00 \$ 47,888.91 \$ 57,442.94 Non Exem 3400 Supervisor Register of Deeds 321 Mood S 38,235.00 \$ 8,788.80 \$ 53,740.00 \$ 57,442.94 Non Exem 3400 Supervisor Register of Deeds 3400 Assistant Accounts Payable 3400 Clerk Records 3400 Supervisor Register of Deeds 3400 Su										Classified
3270 Assistant Administrative   0.6P   A016   \$3,3,13,20.8   \$3,978,21.9   \$4,641,21.9   Non-Exem   3400 Technician Document Imaging   0.2P   A010   \$2,3,710.0   \$2,23,710.0   \$3,270.06   Non-Exem   3400 Technician Document Imaging   0.2P   A010   \$2,3,710.0   \$2,80,450.0   \$3,720.00   Non-Exem   3400 Clerk-Yutal Records   0.3P   A012   \$2,6,260.00   \$3,151,20.0   \$3,5764.00   Non-Exem   3400 Clerk-Yutal Records   0.3P   A012   \$2,6,260.00   \$3,151,20.0   \$3,5764.00   Non-Exem   3400 Clerk Document Imaging   0.5P   A014   \$2,5,506.00   \$3,347.01   \$4,307.37   Non-Exem   3400 Clerk Document Imaging   0.5P   A014   \$2,5,506.00   \$3,347.01   \$4,307.37   Non-Exem   3400 Clerk Document Imaging   0.5P   A014   \$2,5,506.00   \$3,347.01   \$4,307.37   Non-Exem   3400 Clerk Document Imaging   0.5P   A014   \$2,5,506.00   \$3,347.01   \$4,307.37   Non-Exem   3400 Supervisor Viral Records   0.6P   A017   \$3,142.02   \$4,159.32   \$4,159.33   Non-Exem   3400 Supervisor Imagine   0.6P   A017   \$3,142.02   \$4,159.32   \$4,159.33   Non-Exem   3400 Analyst   0.5P   A018   \$3,728.01   \$4,270.00   \$4,150.							25.53			
3400 Februinian Document Imaging 02.P A010 5 4,08,085.02 5 4,92,865.8 5 3,17,50.0 Non Exeminer Potoument (14.7 A) 10.0 Februinian Document (14		•								
3400 Technician Document maging 3400 Earnier Document 3400 Clerk Vital Records 3400 Clerk Vital Records 3400 Clerk Note Records 3400 Clerk Document Imaging 3400 April 2 5, 25, 2600 5 31,512.00 5 35,740.0 Non Exem 3400 Supervisor Vital Records 3400 Supervisor Document Indexing 3400 Supervisor Superv								-		
3400 Examiner Document  3400 Clerk Ntal Records  3400 Clerk Records  3400 Clerk Records  3400 Clerk Becords  3400 Clerk Document Imaging  3400 Analyst Real Property  3400 Analyst Real Property  3400 Analyst Real Property  3400 Supervisor Register of Deeds  3400 Supervisor Real Property  3400 Supervisor Rea									100	
3400 Clerk Vatal Records  3400 Clerk Records  3400 Supervisor Vital Records  3400 Supervisor Decument Indexing  3400 Supervisor Decument Payable										
3400 Clerk Records 3400 Clerk Document Imaging 3400 Analyst Real Property 3400 Analyst Real Property 3400 Supervisor Register of Deeds 3400 Supervisor Real Property 3400 Coordinator Register Of Deeds 3400 Analyst Clis 3400 Analyst C									71	
3400 Clerk Document Imaging   05P	3400 CI	lerk Records								
3400 Analyst Real Property 3400 Supervisor Register of Deeds 3400 Supervisor Real Property 3400 Company Real Property 3400 Supervisor Real Property 3400 Supervisor Real Property 3400 Conditator Register of Deeds 21 MoVa Satistation Satistatio							22			
3400 Supervisor Register of Deeds	3400 A	nalyst Real Property	05P	A015			\$			
3400 Supervisor Pocument Indexing 3400 Supervisor Pocument Indexing 3400 Supervisor Pocument 3400 Coordinator Register of Deeds 21 MO04 \$ 38,795.09 \$ 47,796.99 \$ 1 57,742.94 Non Exem 3400 Analyst GiS 25 PO09 \$ 47,594.99 \$ 58,80.10 \$ 5 7,742.94 Non Exem 3700 Assistant Clerical 04P A010 \$ 23,771.09 \$ 28,045.06 \$ 32,720.06 Non Exem 3700 Assistant Clerical 04P A013 \$ 27,834.98 \$ 33,402.10 \$ 38,970.05 Non Exem 3700 Receptionist 04PM A013 \$ 27,834.98 \$ 33,402.10 \$ 38,970.05 Non Exem 3700 Assistant Accounts Payable 05P A015 \$ 31,275.92 \$ 37,531.10 \$ 43,786.08 Non Exem 3700 Assistant Accounts Payable 15 A015 \$ 31,275.92 \$ 37,531.10 \$ 47,786.08 Non Exem 3700 Associate Accountant 20 A018 \$ 37,759.10 \$ 44,700.03 \$ 23,746.08 Non Exem 3700 Associate Accountant 20 A018 \$ 37,759.10 \$ 44,700.03 \$ 52,146.97 Non Exem 3700 Associate Accountant 20 A018 \$ 37,759.10 \$ 44,700.03 \$ 53,245.97 Non Exem 3700 Associate Accountant 20 A018 \$ 37,759.10 \$ 44,700.03 \$ 55,789.1 Exempt 3700 Teamleader Payroll 22 A020 \$ 41,885.97 \$ 50,224.93 \$ 55,789.1 Exempt 3700 Teamleader Payroll 22 A020 \$ 41,885.97 \$ 50,224.93 \$ 58,586.10 Exempt 3700 Analyst Financial 25M PO09 \$ 47,594.98 \$ 5,83,040.0 \$ 6,001.29 Exempt 3700 Analyst Financial 25M PO09 \$ 47,594.98 \$ 5,83,040.0 \$ 6,001.29 Exempt 3700 Analyst Einancial 26M PO09 \$ 47,594.98 \$ 5,83,040.0 \$ 6,001.29 Exempt 3700 Analyst Einancial 2700 Analyst Ein	3400 St	upervisor Vital Records	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 \$ 5 22,149.97 Non Exem 3400 Condrinator Register of Deeds 2 1 Monu 5 38,295.05 \$ 47,868.98 \$ 5 8,300.06 \$ 69,012.94 Exempt 3700 Analyst Clic Click	3400 St	upervisor Register of Deeds	06P	A017	\$ 35,142.02	\$ 42,169.92	\$	49,198.03	Non Exempt	Classified
3400 Coordinator Register of Deeds 3400 Analyst GIS 25 POPS 37700 Assistant Clerical 01P A010 \$2,371.09 \$2,804.50 \$3,225.00 \$0 \$1,734.80 \$5,304.00 \$3,227.00 \$0 \$1,000 \$1,	3400 St	upervisor Document Indexing	06P	A017	\$ 35,142.02	\$ 42,169.92	\$	49,198.03	Non Exempt	Classified
3400 Analyst Gis						1977	\$	52,149.97	Non Exempt	Classified
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3700 Specialist Payroll   18									and the second s	
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3700 Teamleader Accounts Payable   23M   A020   \$41,853.97   \$50,224.93   \$58,596.10   Exempt   3700 Accountant   25M   P008   \$44,070.00   \$53,983.94   \$63,900.39   Exempt   3700 Accountant   25M   P009   \$47,594.98   \$58,304.06   \$69,012.94   Exempt   3700 Analyst Financial   26M   P009   \$47,594.98   \$58,304.06   \$69,012.94   Exempt   3700 Arabyst Financial   26M   P009   \$47,594.98   \$58,304.06   \$69,012.94   Exempt   3700 Oxordinator Payroll Systems   30M   P010   \$51,403.04   \$62,966.09   \$74,534.10   Exempt   3700 Coordinator Payroll Systems   29M   P010   \$51,403.04   \$62,966.09   \$74,534.10   Exempt   3700 Analyst Business Systems   29M   P010   \$51,403.04   \$62,966.09   \$74,534.10   Exempt   3700 Analyst Business Systems   29M   P010   \$51,403.04   \$62,969.09   \$74,534.10   Exempt   3700 Supervisor Accounting   31M   M008   \$52,100.05   \$62,525.01   \$79,149.97   Exempt   3700 Coordinator Budget and Mgmt   36M   P013   \$64,753.10   \$57,93.22.05   \$79,349.97   Exempt   3700 Coordinator Budget and Mgmt   36M   P013   \$64,753.10   \$79,322.05   \$79,49.97   Exempt   3700 Manager Payroll   3916   M012   \$70,882.03   \$88,601.97   \$106,322.94   Exempt   3700 Director Audits   9196   M012   \$70,882.03   \$88,601.97   \$106,322.94   Exempt   3700 Director Audits   9198   E004   \$81,573.02   \$104,606.05   \$126,438.00   Exempt   4000 Security Officer   07G   A010   \$23,371.09   \$28,045.06   \$32,720.06   Non Exem   4000 Clerk Accounting   39P   A014   \$29,506.05   \$35,407.01   \$41,307.97   Non Exem   4000 Clerk Accounting   39P   A014   \$29,506.05   \$35,407.01   \$41,307.97   Non Exem   4000 Assistant Accounting   39P   A014   \$29,506.05   \$35,407.01   \$41,307.97   Non Exem   4000 Assistant Accounting   39P   A014   \$29,506.05   \$35,407.01   \$41,307.97   Non Exem   4000 Assistant Accounting   39P   A014   \$29,506.05   \$35,407.01   \$41,307.97   Non Exem   4000 Corrections Officer   142   P006   \$37,782.99   \$46,283.95   \$54,709.91   \$41,307.97   Non Exem   4000 Assistant Accounting   39P   A014   \$29,506.05   \$35,407									1 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	Classified
3700 Teamleader Payroll 22 A020 \$ 41,853.97 \$ 5,024.93 \$ 5,85,95.10 Exempt 3700 Accountant 25M P008 \$ 44,070.00 \$ 53,984.94 \$ 63,900.93 Exempt 3700 Analyst Financial 26M P009 \$ 47,594.98 \$ 58,304.06 \$ 69,012.94 Exempt 3700 Auditor 26M P009 \$ 47,594.98 \$ 58,304.06 \$ 69,012.94 Exempt 3700 Sr Assistant Executive 05PM A023 \$ 49,849.07 \$ 58,8304.06 \$ 66,012.94 Exempt 3700 Coordinator Payroll Systems 30M P010 \$ 51,403.04 \$ 62,969.09 \$ 74,534.10 Exempt 3700 Analyst Business Systems 29M P010 \$ 51,403.04 \$ 62,969.09 \$ 74,534.10 Exempt 3700 Sr Accountant 28M P010 \$ 51,403.04 \$ 62,969.09 \$ 74,534.10 Exempt 3700 Spervisor Accounting 31M M008 \$ 52,100.05 \$ 65,125.01 \$ 78,1493.70 Exempt 3700 Spervisor Accounts Payable Comptroller 316M M008 \$ 52,100.05 \$ 65,125.01 \$ 78,1493.70 Exempt 3700 Manager Cacounts Payable Comptroller 316E M012 \$ 70,882.03 \$ 88,601.97 \$ 106,322.94 Exempt 3700 Manager Accounts Payable Comptroller 316E M012 \$ 70,882.03 \$ 88,601.97 \$ 106,322.94 Exempt 3700 Deputy Director Audits 919E E005 \$ 83,729.95 \$ 114,060.03 \$ 125,438.00 Exempt 4000 Security Officer 07G A010 \$ 23,371.09 \$ 28,045.06 \$ 32,720.06 Non Exem 4000 Clerk Store 11 A011 \$ 24,773.01 \$ 29,727.98 \$ 34,682.06 Non Exem 4000 Clerk Store 11 A011 \$ 24,773.01 \$ 29,727.98 \$ 34,682.06 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Exempt Administrative 06P A016 \$ 33,152.08 \$ 39,782.91 \$ 41,307.97 Non Exem 4000 Assistant Clerical Sheriff 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 37,807.01 \$ 41,307.97 Non Exem 4000 Assistant Accounting 03P A014 \$ 29,506.05 \$ 37,807.01 \$ 41,307.97 Non Exem 4000 Clerk Counting 03P A014 \$ 29,506.05 \$ 37,807.01 \$ 41,307.97 Non Exem 4000 Corrections Officer 12 20M P007 \$ 40,805.02 \$ 49,869.98 \$ 59,168.10 Non Exem 4000 Assistant Accounting 03P A014 \$ 29,506.05 \$ 37,807.01 \$ 41,307.97 Non Exem 4000 Corrections Officer Management 24M M005 \$ 41,388.93 \$ 51,699.02 \$ 52,049.80 \$ 99,809.90 \$ 59,180.00 \$ 50,000 \$ 50,000 \$ 50,000 \$ 50,000							23.3		- 100 to	Classified
3700 Accountant		successful transful control of the control of the control of the control of								Classified
3700 Analyst Financial   26M   P009   \$ 47,594,98   \$ 8,304,06   \$ 69,012.94   Exempt   3700 Fassistant Executive   05PM   A023   \$ 49,894,97   \$ 59,818.93   \$ 69,012.94   Exempt   3700 Coordinator Payroll Systems   30M   P010   \$ 51,403.04   \$ 62,969.09   \$ 74,534.10   Exempt   3700 Analyst Business Systems   29M   P010   \$ 51,403.04   \$ 62,969.09   \$ 74,534.10   Exempt   3700 Sr Accountant   28M   P010   \$ 51,403.04   \$ 62,969.09   \$ 74,534.10   Exempt   3700 Sr Accountant   28M   P010   \$ 51,403.04   \$ 62,969.09   \$ 74,534.10   Exempt   3700 Supervisor Accounting   31M   M008   \$ 52,100.05   \$ 65,125.01   \$ 78,1493.70   Exempt   3700 Coordinator Budget and Mgmt   36M   P013   \$ 64,753.10   \$ 79,322.05   \$ 38,892.03   Exempt   3700 Manager Payroll   916E   M012   \$ 70,882.03   \$ 88,601.97   \$ 106,322.94   Exempt   3700 Manager Counts Payable Comptroller   916E   M012   \$ 70,882.03   \$ 88,601.97   \$ 106,322.94   Exempt   3700 Director Audits   919E   E005   \$ 89,729.95   \$ 114,406.03   \$ 139,081.00   Exempt   4000 Security Officer   O76   A010   \$ 23,371.00   \$ 29,727.98   \$ 34,682.96   Non Exem   4000 Clerk Store   11   A011   \$ 24,773.01   \$ 29,727.98   \$ 34,682.96   Non Exem   4000 Assistant Clerical Sheriff   33P   A014   \$ 29,506.05   \$ 35,407.01   \$ 41,307.97   Non Exem   4000 Clerk Accounting   33P   A014   \$ 29,506.05   \$ 35,407.01   \$ 41,307.97   Non Exem   4000 Clerk Accounting   33P   A014   \$ 29,506.05   \$ 35,407.01   \$ 41,307.97   Non Exem   4000 Assistant Administrative   60P   A016   \$ 33,152.08   \$ 39,782.91   \$ 46,412.91   Non Exem   4000 Assistant Administrative   60P   A016   \$ 33,152.08   \$ 39,782.91   \$ 46,412.91   Non Exem   4000 Coordinator Sales   17   A018   \$ 37,250.05   \$ 49,986.98   \$ 59,168.10   Exempt   4000 Supervisor Office Management   24M   M005   \$ 41,358.93   \$ 1,699.02   \$ 40,919.03   Non Exem   4000 Coordinator Gales   17   A018   37,250.01   \$ 41,307.97   Non Exem   4000 Coordinator Gales   17   A018   37,250.01   \$ 40,000.02   \$ 40,000.02   \$ 40,000.02   \$ 40,000.03										Classified
3700 Auditor										Classified
3700 Sr Assistant Executive										Classified
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3700 Supervisor Accounting 31M M008 \$ \$2,100.05 \$ 65,125.01 \$ 78,149.97 Exempt 3700 Coordinator Budget and Mgmt 36M P013 \$ 64,753.10 \$ 79,322.05 \$ 93,892.03 Exempt 3700 Manager Payroll 916E M012 \$ 70,882.03 \$ 88,601.97 \$ 106,322.94 Exempt 3700 Deputy Director Audits 918E E004 \$ 81,573.02 \$ 104,006.03 \$ 126,438.00 Exempt 3700 Deputy Director Audits 919E E005 \$ 89,729.95 \$ 114,406.03 \$ 139,081.90 Exempt 4000 Security Officer 07G A010 \$ 23,371.09 \$ 28,045.06 \$ 32,720.06 Non Exem 4000 Clerk Store 11 A011 \$ 24,773.01 \$ 29,727.98 \$ 34,682.96 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Checker Parking 10 A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Assistant Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Assistant Accounting 05P A015 \$ 31,275.92 \$ 37,531.10 \$ 41,307.97 Non Exem 4000 Assistant Training Academy 4000 Assistant Training Academy 4000 Associate Accountant 17 A017 \$ 35,142.02 \$ 42,169.92 \$ 46,412.91 Non Exem 4000 Corrections Officer 14Z P006 \$ 37,782.99 \$ 46,683.95 \$ 54,784.91 Non Exem 4000 Corrections Officer 14Z P006 \$ 37,782.99 \$ 46,683.95 \$ 54,784.91 Non Exem 4000 Corrections Officer 14Z P006 \$ 37,782.99 \$ 46,683.95 \$ 54,784.91 Non Exem 4000 Corrections Officer 14Z P006 \$ 37,782.99 \$ 46,683.95 \$ 54,784.91 Non Exem 4000 Supervisor Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 49,198.03 Non Exem 4000 Corrections Officer 14Z P006 \$ 37,782.99 \$ 46,838.95 \$ 55,169.90 \$ 62,038.08 Exempt 4000 Corrections Officer 14Z P006 \$ 37,782.99 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Corrections Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Corrections Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Corrections Office Management 24M M005 \$ 60,769.90 \$ 75,960.00 \$ 80,497.00 \$ Exempt 4000 Manager Corrections 915E M011 \$ 65,631.07 \$ 82,038.94 \$ 63,900.93 Non Exem 4000 Manager Corrections 915E M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Corrections 915E M011 \$ 65,631.07 \$ 82	3700 Ar	nalyst Business Systems	29M	P010	\$ 51,403.04	\$ 62,969.09	\$	74,534.10	Exempt	Classified
3700 Coordinator Budget and Mgmt 36M P013 \$ 64,753.10 \$ 79,322.05 \$ 93,892.03 Exempt 3700 Manager Payroll 916E M012 \$ 70,882.03 \$ 88,601.97 \$ 106,322.94 Exempt 3700 Manager Accounts Payable Comptroller 916E M012 \$ 70,882.03 \$ 88,601.97 \$ 106,322.94 Exempt 3700 Deputy Director Audits 918E E004 \$ 81,573.02 \$ 104,006.03 \$ 126,438.00 Exempt 4000 Circle Audits 919E E005 \$ 89,729.95 \$ 114,406.03 \$ 126,6438.00 Exempt 4000 Security Officer 07G A010 \$ 23,371.09 \$ 28,045.06 \$ 32,720.06 Non Exem 4000 Clerk Store 11 A011 \$ 24,773.01 \$ 29,727.98 \$ 34,682.96 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting 05P A015 \$ 31,275.92 \$ 37,531.10 \$ 43,786.08 Non Exem 4000 Assistant Accounting 05P A015 \$ 31,275.92 \$ 37,531.10 \$ 43,786.08 Non Exem 4000 Assistant Accounting 05P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Assistant Accounting 06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Assistant Accountinat 17 A018 \$ 37,250.10 \$ 44,000.00 \$ 52,149.97 Non Exem 4000 Coordinator Sales 17 A017 \$ 35,140.00 \$ 53,240.00 \$ 52,149.97 Non Exem 4000 Assistant Accountinat 17 A018 \$ 37,250.10 \$ 44,000.00 \$ 52,149.97 Non Exem 4000 Assistant Officer 142 P006 \$ 37,350.10 \$ 44,000.00 \$ 52,149.97 Non Exem 4000 Corrections Officer 142 P006 \$ 37,250.10 \$ 54,000.00 \$ 52,149.97 Non Exem 4000 Corrections Officer 142 P006 \$ 37,850.00 \$ 53,840.00 \$ 52,149.97 Non Exem 4000 Corrections Office Management 24M M005 \$ 44,358.93 \$ 51,699.00 \$ 52,149.97 Non Exem 4000 Corrections Officer 142 P006 \$ 37,650.00 \$ 53,840.00 \$ 53,840.90 \$ 50,038.08 Exempt 4000 Corrections Officer 142 P006 \$ 37,650.00 \$ 53,840.90 \$ 50,038.08 Exempt 4000 Corrections Officer 142 P006 \$ 37,650.00 \$ 53,840.90 \$ 50,038.08 Exempt 4000 Corrections Officer 142 P006 \$ 53,750.00 \$ 53,840.00 \$ 53,840.90 \$ 50,038.08 Exempt 4000 Carbon Solution of Fill Monagement 24M M005 \$	3700 Sr	Accountant	28M	P010	\$ 51,403.04	\$ 62,969.09	\$	74,534.10	Exempt	Classified
3700 Manager Payroll 3700 Manager Accounts Payable Comptroller 9166 M012 \$ 70,882.03 \$ 8,601.97 \$ 106,322.94 Exempt 3700 Deputy Director Audits 9186 E004 \$ 81,573.02 \$ 104,006.03 \$ 106,322.94 Exempt 3700 Deputy Director Audits 9198 E005 \$ 89,729.95 \$ 114,406.03 \$ 139,081.90 Exempt 4000 Security Officer 07G A010 \$ 23,371.00 \$ 28,045.06 \$ 32,720.06 Non Exem 4000 Clerk Store 11 A011 \$ 24,773.01 \$ 29,727.98 \$ 34,682.96 Non Exem 4000 Assistant Clerical Sheriff 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Fiscal Asst 1 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Assistant Accounting 05P A015 \$ 31,275.92 \$ 37,531.10 \$ 43,786.08 Non Exem 4000 Assistant Accounting 05P A016 \$ 31,275.92 \$ 37,531.10 \$ 43,786.08 Non Exem 4000 Assistant Administrative 06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Assistant Accountint 4000 Assistant Accountint 4000 Assistant Fraining Academy 06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Associate Accountant 17 A017 \$ 35,142.02 \$ 42,169.92 \$ 49,198.03 Non Exem 4000 Associate Accountant 17 A017 \$ 35,142.02 \$ 42,169.92 \$ 49,198.03 Non Exem 4000 Investigator 22M P007 \$ 40,080.02 \$ 49,986.98 \$ 59,168.10 Exempt 4000 Supervisor Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Supervisor Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Coordinator Gflice Sheriff 30M M007 \$ 48,241.02 \$ 60,301.07 \$ 72,360.91 Exempt 4000 Condinator Office Sheriff 30M M007 \$ 48,241.02 \$ 60,301.07 \$ 72,360.91 Exempt 4000 Condinator Office Sheriff 30M M007 \$ 48,241.02 \$ 60,301.07 \$ 72,360.91 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M010 \$ 60,769.90 \$ 75,962.02 \$ 91,154.96 Exempt 4000 Manager Accounting 32M M010 \$ 60,769.90 \$	3700 Su	pervisor Accounting	31M	M008	\$ 52,100.05	\$ 65,125.01	\$	78,149.97	Exempt	Classified
3700 Manager Accounts Payable Comptroller 3700 Deputy Director Audits 918E E004 \$ 81,573.02 \$ 104,006.03 \$ 126,438.00 Exempt 3700 Director Audits 919F E005 \$ 82,973.95 \$ 114,406.03 \$ 126,438.00 Exempt 4000 Security Officer 07G A010 \$ 23,371.09 \$ 28,045.06 \$ 32,720.06 Non Exem 4000 Clerk Store 11 A011 \$ 24,773.01 \$ 29,727.98 \$ 34,682.96 Non Exem 4000 Assistant Clerical Sheriff 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Checker Parking 10 A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Assistant Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Assistant Accounting 05P A015 \$ 31,275.92 \$ 37,531.10 \$ 41,307.97 Non Exem 4000 Assistant Administrative 06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Assistant Administrative 06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Coordinator Sales 17 A017 \$ 35,142.02 \$ 42,169.92 \$ 46,919.80.3 Non Exem 4000 Corrections Officer 142 P006 \$ 37,782.99 \$ 46,833.95 \$ 54,784.91 Non Exem 4000 Investigator 22M P007 \$ 40,805.02 \$ 40,900.03 \$ 52,149.97 Non Exem 4000 Supervisor Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Corrections Officer Lt 23CM P008 \$ 44,070.00 \$ 53,984.94 \$ 63,900.93 Non Exem 4000 Corrections Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Corrections Office Sheriff 30M M007 \$ 48,241.02 \$ 60,031.07 \$ 72,360.91 Exempt 4000 Corporation Office Sheriff 30M M007 \$ 48,241.02 \$ 60,031.07 \$ 72,360.91 Exempt 4000 Captain Sheriff 915E M011 \$ 65,631.07 \$ 82,038.94 \$ 63,900.93 Non Exem 4000 Captain Sheriff 915E M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M010 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M010 \$ 65,630.00 \$ 31,512.00 \$ 36,660.00 Non Exem			36M		\$ 64,753.10	\$ 79,322.05	\$	93,892.03	Exempt	Classified
3700   Deputy Director Audits   918E   E004   \$ 81,573.02   \$ 104,006.03   \$ 126,438.00   Exempt   3700   Director Audits   919E   E005   \$ 89,723.95   \$ 114,006.03   \$ 139,081.90   Exempt   4000   Security Officer   076   A010   \$ 23,371.09   \$ 28,045.06   \$ 32,720.06   Non Exem   4000   Clerk Store   11   A011   \$ 24,773.01   \$ 29,727.98   \$ 34,682.96   Non Exem   4000   Clerk Store   11   A011   \$ 24,773.01   \$ 29,727.98   \$ 34,682.96   Non Exem   4000   Clerk Accounting   03P   A014   \$ 29,506.05   \$ 35,407.01   \$ 41,307.97   Non Exem   4000   Clerk Accounting   03P   A014   \$ 29,506.05   \$ 35,407.01   \$ 41,307.97   Non Exem   4000   Clerk Accounting   03P   A014   \$ 29,506.05   \$ 35,407.01   \$ 41,307.97   Non Exem   4000   Assistant Accounting   03P   A014   \$ 29,506.05   \$ 35,407.01   \$ 41,307.97   Non Exem   4000   Assistant Administrative   06P   A016   \$ 33,152.08   \$ 39,782.91   \$ 46,412.91   Non Exem   4000   Assistant Administrative   06P   A016   \$ 33,152.08   \$ 39,782.91   \$ 46,412.91   Non Exem   4000   Assistant Training Academy   06P   A016   \$ 33,152.08   \$ 39,782.91   \$ 46,412.91   Non Exem   4000   Associate Accountant   17   A017   \$ 35,142.02   \$ 42,169.92   \$ 49,198.03   Non Exem   4000   Associate Accountant   17   A018   \$ 37,782.01   \$ 44,700.03   \$ 52,149.97   Non Exem   4000   Corrections Officer   142   P006   \$ 37,782.99   \$ 46,283.95   \$ 59,168.10   Exempt   4000   Supervisor Office Management   24M   M005   \$ 41,388.93   \$ 51,699.02   \$ 62,038.08   Exempt   4000   Supervisor Office Management   24M   M005   \$ 41,358.93   \$ 51,699.02   \$ 62,038.08   Exempt   4000   Corrections Officer   12   20   20   20   20   20   20   20										Classified
3700 Director Audits 4000 Security Officer 6706 A010 523,371.09 528,045.06 \$32,720.06 Non Exem 4000 Clerk Store 11 A011 A011 529,727.98 346,82.96 Non Exem 4000 Assistant Clerical Sheriff 03P A014 529,506.05 \$35,407.01 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 529,506.05 \$35,407.01 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 529,506.05 \$35,407.01 41,307.97 Non Exem 4000 Clerk Accounting 03P A014 529,506.05 \$35,407.01 41,307.97 Non Exem 4000 Assistant Administrative 06P A016 633,152.08 37,782.91 40,732.01 A017 A017 A018 A018 A018 A018 A018 A019 A019 A019 A019 A019 A019 A019 A019										Classified
4000 Security Officer       07G       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4000 Clerk Store       11       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem         4000 Assistant Clerical Sheriff       03P       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem         4000 Clerk Accounting       03P       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem         4000 Floscal Asst 1       03P       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem         4000 Assistant Accounting       03P       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem         4000 Assistant Accounting       05P       A015       \$ 31,275.92       \$ 37,531.10       \$ 41,307.97       Non Exem         4000 Assistant Accounting       05P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Cordinator Sales       17       A017       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Corrections Officer       14Z       P006       \$ 37,782.99       \$ 46,283.95       \$ 52,149.97       Non Exem <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td>332</td><td></td><td></td><td>Classified</td></td<>							332			Classified
4000 Clerk Store       11       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem A000 Assistant Clerical Sheriff         4000 Assistant Clerical Sheriff       03P       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem A000 Clerk Accounting         4000 Clerk Accounting       10       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem A000 Fiscal Asst 1         4000 Fiscal Asst 1       03P       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem A000 Assistant Accounting         4000 Assistant Accounting       05P       A015       \$ 31,275.92       \$ 37,531.10       \$ 43,786.08       Non Exem A000 Assistant Accounting         4000 Assistant Accounting       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem A000 Assistant Training Academy       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem A000 Assistant Accountant       17       A017       \$ 35,142.02       \$ 42,169.92       \$ 46,412.91       Non Exem A000 Assistant Accountant       17       A017       \$ 35,142.02       \$ 42,169.92       \$ 46,412.91       Non Exem A000 Assistant Accountant       17       A017       \$ 37,82.99       \$ 46,283.95       \$ 54,784.91       Non Exem A000 Assistant Accountant							36.5			Classified
4000 Assistant Clerical Sheriff  03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Clerk Accounting  03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Checker Parking  10 A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Fiscal Asst 1  03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Assistant Accounting  05P A015 \$ 31,275.92 \$ 37,531.10 \$ 43,786.08 Non Exem 4000 Assistant Administrative  06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Assistant Training Academy  06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Coordinator Sales  17 A017 \$ 35,142.02 \$ 42,169.92 \$ 49,198.03 Non Exem 4000 Associate Accountant  17 A018 \$ 37,725.01 \$ 44,700.03 \$ 52,149.97 Non Exem 4000 Corrections Officer  14Z P006 \$ 37,782.99 \$ 46,283.95 \$ 54,784.91 Non Exem 4000 Unvestigator  22M P007 \$ 40,805.02 \$ 49,986.98 \$ 59,168.10 Exempt 4000 Supervisor Office Management  24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Supervisor Office Management  24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Coordinator Office Sheriff  30M M007 \$ 48,241.02 \$ 60,301.07 \$ 72,360.91 Exempt 4000 Coordinator Office Sheriff  30M M007 \$ 48,241.02 \$ 60,301.07 \$ 72,360.91 Exempt 4000 Manager Corrections  915E M009 \$ 56,267.95 \$ 70,334.99 \$ 84,402.03 Exempt 4000 Captain Sheriff  915E M009 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting  32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Administrator Financial Ops Sheriff  915E M009 \$ 56,267.95 \$ 70,334.99 \$ 84,470.0 Exempt 4000 Administrator Financial Ops Sheriff  915E M009 \$ 56,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Administrator Financial Ops Sheriff  917E E003 \$ 74,156.99 \$ 94,550.88 \$ 114,943.92 Exempt 4000 Administrator Financial Ops Sheriff  917E E003 \$ 74,156.99 \$ 94,550.88 \$ 114,943.92 Exempt 4000 Administrator Financial Ops Sheriff  917E E003 \$ 74,156.99 \$ 94,550.88 \$ 114,943.92 Exempt 4000 Administrator Financial Ops Sheriff  917E E003 \$ 74,156.99 \$ 94,550.88 \$ 114,943.92 Exempt 4000 Administrator Finan							327			
4000 Clerk Accounting         03P         A014         \$ 29,506.05         \$ 35,407.01         \$ 41,307.97         Non Exem           4000 Checker Parking         10         A014         \$ 29,506.05         \$ 35,407.01         \$ 41,307.97         Non Exem           4000 Fiscal Asst 1         03P         A014         \$ 29,506.05         \$ 35,407.01         \$ 41,307.97         Non Exem           4000 Assistant Accounting         05P         A015         \$ 31,275.92         \$ 37,531.10         \$ 43,786.08         Non Exem           4000 Assistant Administrative         06P         A016         \$ 33,152.08         \$ 39,782.91         \$ 46,412.91         Non Exem           4000 Coordinator Sales         17         A017         \$ 35,142.02         \$ 42,169.92         \$ 49,198.03         Non Exem           4000 Corrections Officer         14Z         P006         \$ 37,782.99         \$ 46,283.95         \$ 54,784.91         Non Exem           4000 Investigator         22M         P007         \$ 40,805.02         \$ 49,986.98         \$ 59,168.10         Exempt           4000 Supervisor Office Management         24M         M005         \$ 41,358.93         \$ 51,699.02         \$ 62,038.08         Exempt           4000 Corrections Office Lt         23C         P008							200			
4000 Checker Parking       10       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem         4000 Fiscal Asst 1       03P       A014       \$ 29,506.05       \$ 35,407.01       \$ 41,307.97       Non Exem         4000 Assistant Accounting       05P       A015       \$ 31,275.92       \$ 37,531.10       \$ 43,786.08       Non Exem         4000 Assistant Administrative       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Assistant Training Academy       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Coordinator Sales       17       A017       \$ 35,142.02       \$ 42,169.92       \$ 49,198.03       Non Exem         4000 Associate Accountant       17       A018       \$ 37,782.99       \$ 46,283.95       \$ 54,784.91       Non Exem         4000 Corrections Officer       14Z       P006       \$ 37,782.99       \$ 46,283.95       \$ 59,168.10       Exempt         4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Corrections Office Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>100</td> <td></td> <td>Commence of the Commence of th</td> <td></td>							100		Commence of the Commence of th	
4000 Fiscal Asst 1  03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem 4000 Assistant Accounting 05P A015 \$ 31,275.92 \$ 37,531.10 \$ 43,786.08 Non Exem 4000 Assistant Administrative 06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Assistant Training Academy 06P A016 \$ 33,152.08 \$ 39,782.91 \$ 46,412.91 Non Exem 4000 Coordinator Sales 17 A017 \$ 35,142.02 \$ 42,169.92 \$ 49,198.03 Non Exem 4000 Associate Accountant 17 A018 \$ 37,250.10 \$ 44,700.03 \$ 52,149.97 Non Exem 4000 Corrections Officer 14Z P006 \$ 37,782.99 \$ 46,283.95 \$ 54,784.91 Non Exem 4000 Investigator 22M P007 \$ 40,805.02 \$ 49,986.98 \$ 59,168.10 Exempt 4000 Supervisor Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Supervisor Office Management 24M M005 \$ 41,358.93 \$ 51,699.02 \$ 62,038.08 Exempt 4000 Corrections Officer Lt 23CM P008 \$ 44,070.00 \$ 53,984.94 \$ 63,900.93 Non Exem 4000 Accountant 21 P008 \$ 44,070.00 \$ 53,984.94 \$ 63,900.93 Non Exem 4000 Coordinator Office Sheriff 30M M007 \$ 48,241.02 \$ 68,006.02 \$ 80,497.04 Exempt 4000 Manager Corrections 915E M009 \$ 56,267.95 \$ 70,334.99 \$ 84,402.03 Exempt 4000 Captain Sheriff 915E M001 \$ 66,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Manager Accounting 32M M011 \$ 65,631.07 \$ 82,038.94 \$ 98,447.02 Exempt 4000 Administrator Financial Ops Sheriff 917E E003 \$ 74,156.99 \$ 94,550.98 \$ 114,943.92 Exempt 4300 Assistant Clerical 33P A010 \$ 23,371.09 \$ 28,045.06 \$ 32,720.06 Non Exem 4300 Clerk Store 10 A011 \$ 24,773.01 \$ 29,777.98 \$ 34,682.96 Non Exem 4300 Clerk Store 10 A011 \$ 24,773.01 \$ 29,777.98 \$ 34,682.96 Non Exem 4300 Clerk Store 10 A012 \$ 26,260.00 \$ 31,512.00 \$ 36,764.00 Non Exem 4300 Clerk Store 10							1500		Control of the Contro	
4000 Assistant Accounting       05P       A015       \$ 31,275.92       \$ 37,531.10       \$ 43,786.08       Non Exem         4000 Assistant Administrative       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Assistant Training Academy       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Coordinator Sales       17       A017       \$ 35,142.02       \$ 42,169.92       \$ 49,198.03       Non Exem         4000 Associate Accountant       17       A018       \$ 37,782.99       \$ 46,283.95       \$ 52,149.97       Non Exem         4000 Corrections Officer       14Z       P006       \$ 37,782.99       \$ 46,283.95       \$ 54,784.91       Non Exem         4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>232.13</td> <td></td> <td></td> <td></td>							232.13			
4000 Assistant Administrative       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Assistant Training Academy       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Coordinator Sales       17       A017       \$ 35,142.02       \$ 42,169.92       \$ 49,198.03       Non Exem         4000 Associate Accountant       17       A018       \$ 37,250.10       \$ 44,700.03       \$ 52,149.97       Non Exem         4000 Corrections Officer       14Z       P006       \$ 37,782.99       \$ 46,283.95       \$ 54,784.91       Non Exem         4000 Investigator       22M       P007       \$ 40,805.02       \$ 49,986.98       \$ 59,168.10       Exempt         4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Analyst       33IM       P011       \$ 55,514.99       \$ 68,006.02       \$ 80,497.04       Exempt         <									•	
4000 Assistant Training Academy       06P       A016       \$ 33,152.08       \$ 39,782.91       \$ 46,412.91       Non Exem         4000 Coordinator Sales       17       A017       \$ 35,142.02       \$ 42,169.92       \$ 49,198.03       Non Exem         4000 Associate Accountant       17       A018       \$ 37,250.10       \$ 44,700.03       \$ 52,149.97       Non Exem         4000 Corrections Officer       14Z       P006       \$ 37,782.99       \$ 46,283.95       \$ 54,784.91       Non Exem         4000 Investigator       22M       P007       \$ 40,805.02       \$ 49,986.98       \$ 59,168.10       Exempt         4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt										
4000 Coordinator Sales       17       A017       \$ 35,142.02       \$ 42,169.92       \$ 49,198.03       Non Exem         4000 Associate Accountant       17       A018       \$ 37,250.10       \$ 44,700.03       \$ 52,149.97       Non Exem         4000 Corrections Officer       14Z       P006       \$ 37,782.99       \$ 46,283.95       \$ 54,784.91       Non Exem         4000 Investigator       22M       P007       \$ 40,805.02       \$ 49,986.98       \$ 59,168.10       Exempt         4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt         4000 Captain Sheriff       915E       M001       \$ 66,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         <					The second second					Classified
4000 Associate Accountant       17       A018       \$ 37,250.10       \$ 44,700.03       \$ 52,149.97       Non Exem         4000 Corrections Officer       14Z       P006       \$ 37,782.99       \$ 46,283.95       \$ 54,784.91       Non Exem         4000 Investigator       22M       P007       \$ 40,805.02       \$ 49,986.98       \$ 59,168.10       Exempt         4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt         4000 Analyst       33JM       P011       \$ 55,514.99       \$ 68,006.02       \$ 80,497.04       Exempt         4000 Deputy Sheriff Lt       30M       M010       \$ 60,769.90       \$ 75,962.02       9 91,154.96       Exempt         4000 Analyst       31       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt							3530		and the state of t	
4000 Corrections Officer       14Z       P006       \$ 37,782.99       \$ 46,283.95       \$ 54,784.91       Non Exempt A000 Investigator         4000 Investigator       22M       P007       \$ 40,805.02       \$ 49,986.98       \$ 59,168.10       Exempt Exempt A000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt Exempt A000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt Exempt A000 Corrections Officer Lt         4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exempt A000 Coordinator Office Sheriff         4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt A000 Analyst         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt A000 Analyst A000 Exempt A000 Analyst A000 A000 A000 A000 A000 A000 A000 A0										
4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt         4000 Analyst       33JM       P011       \$ 55,514.99       \$ 68,006.02       \$ 80,497.04       Exempt         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt         4000 Deputy Sheriff Lt       30M       M010       \$ 60,769.90       \$ 75,962.02       \$ 91,154.96       Exempt         4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt <td>4000 Co</td> <td>orrections Officer</td> <td>14Z</td> <td>P006</td> <td></td> <td></td> <td>\$</td> <td></td> <td></td> <td></td>	4000 Co	orrections Officer	14Z	P006			\$			
4000 Supervisor Office Management       24M       M005       \$ 41,358.93       \$ 51,699.02       \$ 62,038.08       Exempt         4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt         4000 Analyst       33JM       P011       \$ 55,514.99       \$ 68,006.02       \$ 80,497.04       Exempt         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt         4000 Deputy Sheriff Lt       30M       M010       \$ 60,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt	4000 Inv	vestigator	22M	P007	\$ 40,805.02	\$ 49,986.98	\$	59,168.10	Exempt	Classified
4000 Corrections Officer Lt       23CM       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exem         4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt         4000 Analyst       33JM       P011       \$ 55,514.99       \$ 68,006.02       \$ 80,497.04       Exempt         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt         4000 Deputy Sheriff Lt       30M       M010       \$ 60,769.90       \$ 75,962.02       \$ 91,154.96       Exempt         4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         <	4000 Su	pervisor Office Management	24M	M005	\$ 41,358.93	\$ 51,699.02	\$	62,038.08	Exempt	Classified
4000 Accountant       21       P008       \$ 44,070.00       \$ 53,984.94       \$ 63,900.93       Non Exempt         4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt         4000 Analyst       33JM       P011       \$ 55,514.99       \$ 68,006.02       \$ 80,497.04       Exempt         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt         4000 Deputy Sheriff Lt       30M       M010       \$ 60,769.90       \$ 75,962.02       \$ 91,154.96       Exempt         4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exempt </td <td>4000 Su</td> <td>pervisor Office Management</td> <td>24M</td> <td>M005</td> <td>\$ 41,358.93</td> <td>\$ 51,699.02</td> <td>\$</td> <td>62,038.08</td> <td>Exempt</td> <td>Classified</td>	4000 Su	pervisor Office Management	24M	M005	\$ 41,358.93	\$ 51,699.02	\$	62,038.08	Exempt	Classified
4000 Coordinator Office Sheriff       30M       M007       \$ 48,241.02       \$ 60,301.07       \$ 72,360.91       Exempt         4000 Analyst       33JM       P011       \$ 55,514.99       \$ 68,006.02       \$ 80,497.04       Exempt         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt         4000 Deputy Sheriff Lt       30M       M010       \$ 60,769.90       \$ 75,962.02       \$ 91,154.96       Exempt         4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exem	4000 Co	orrections Officer Lt	23CM	P008	\$ 44,070.00	\$ 53,984.94	\$	63,900.93	Non Exempt	Classified
4000 Analyst       33JM       P011       \$ 55,514.99       \$ 68,006.02       \$ 80,497.04       Exempt         4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt         4000 Deputy Sheriff Lt       30M       M010       \$ 60,769.90       \$ 75,962.02       \$ 91,154.96       Exempt         4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Clerk Store       10       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exem	4000 Ac	countant	21	P008	\$ 44,070.00	\$ 53,984.94	\$	63,900.93	Non Exempt	Classified
4000 Manager Corrections       915E       M009       \$ 56,267.95       \$ 70,334.99       \$ 84,402.03       Exempt         4000 Deputy Sheriff Lt       30M       M010       \$ 60,769.90       \$ 75,962.02       \$ 91,154.96       Exempt         4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Clerk Store       10       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exem			30M				\$	72,360.91	Exempt	Classified
4000 Deputy Sheriff Lt       30M       M010       \$ 60,769.90       \$ 75,962.02       \$ 91,154.96       Exempt         4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Clerk Store       10       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exem						1247				Classified
4000 Captain Sheriff       915E       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Clerk Store       10       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exem									- 1000 1000 1000	Classified
4000 Manager Accounting       32M       M011       \$ 65,631.07       \$ 82,038.94       \$ 98,447.02       Exempt         4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Clerk Store       10       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exem		· ·								Classified
4000 Administrator Financial Ops Sheriff       917E       E003       \$ 74,156.99       \$ 94,550.98       \$ 114,943.92       Exempt         4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Clerk Store       10       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exem		The self-like against a self-reaction and the self-reaction and th					1 3 5 3		The state of the s	Classified
4300 Assistant Clerical       03P       A010       \$ 23,371.09       \$ 28,045.06       \$ 32,720.06       Non Exem         4300 Clerk Store       10       A011       \$ 24,773.01       \$ 29,727.98       \$ 34,682.96       Non Exem         4300 Assistant Distribution       02P       A012       \$ 26,260.00       \$ 31,512.00       \$ 36,764.00       Non Exem									200 mar 100 mar	Classified
4300 Clerk Store 10 A011 \$ 24,773.01 \$ 29,727.98 \$ 34,682.96 Non Exem 4300 Assistant Distribution 02P A012 \$ 26,260.00 \$ 31,512.00 \$ 36,764.00 Non Exem										Classified
4300 Assistant Distribution 02P A012 \$ 26,260.00 \$ 31,512.00 \$ 36,764.00 Non Exem										
									and the second second second second	
12 AULD 2 77.034.90 2 33.407.00 2 28.47.00 Non Eyem										
4300 Specialist Clerical 04P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem										
4300 Clerk Accounting 03P A014 \$ 29,506.05 \$ 35,407.01 \$ 41,307.97 Non Exem										

								Processing and the second
		Old Pay	12.3	New Pay	New Pay	New Pay		
Department	New Job Title	Grade	New Range	Range Min. Annual	Range Mid. Annual	Range Max. Annual	FISA Status	Civil Service
	Assistant Laundry	13	A015	\$ 31,275.92	\$ 37,531.10	\$ and the second second second second	Non Exempt	Classified
4300	Assistant Accounting	04P	A015		\$ 37,531.10	\$ 	Non Exempt	
4300	Assistant Graphic	14	A015	\$ 31,275.92	\$ 37,531.10	\$ 43,786.08	Non Exempt	Classified
	Assistant Administrative	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
	Worker Maintenance	16	A017	\$ 35,142.02		\$	Non Exempt	
	Supervisor Laundry Cloth Prod	16M	M003	\$ 35,459.01		\$	Non Exempt	
	Designer Graphic Specialist Purchasing	06P 07PM	A018 A018	\$ 37,250.10 \$ 37,250.10	\$ 44,700.03 \$ 44,700.03	\$	Non Exempt	
	Locksmith	57	A018		\$ 44,700.03	\$	Non Exempt	
	Specalist Plan Healthcare	15	A018		\$ 44,700.03	\$	Non Exempt	
	Corrections Officer	17Z RC	P006		\$ 46,283.95	\$	Non Exempt	
4300	Mechanic Fleet	19	P006	\$ 37,782.99	\$ 46,283.95	\$	Non Exempt	
4300	Coordinator Graphic Services	21M	P007	\$ 40,805.02	\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
	Abolish	24	P007		\$ 49,986.98	\$ 59,168.10	Non Exempt	Classified
	Supervisor Laundry	25M	M005		\$ 51,699.02	\$	Non Exempt	
	Operator Power Plant	21	P008		\$ 53,984.94	\$	Non Exempt	
	Corrections Officer Lt	23CM	P008		\$ 53,984.94	\$	Non Exempt	
	Worker Psych Social Supervisor Graphics	24 24M	P008 M006		\$ 53,984.94 \$ 55,834.06	\$	Non Exempt Non Exempt	
	Supervisor Social Worker	26M	M006		\$ 55,834.06	\$	Non Exempt	
	Assistant Executive	06PM	A022		\$ 56,433.10	\$	Non Exempt	
	Analyst Budget and Mgmt	26M	P009		\$ 58,304.06	\$ 69,012.94		Classified
	Supervisor Power Plant Operators	27M	M007		\$ 60,301.07	\$	Non Exempt	
4300	Superintendent Maintenance HOC	29M	M008		\$ 65,125.01	\$ 78,149.97		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
	Manager Corrections	915E	M009		\$ 70,334.99	\$ 84,402.03	and the second s	Classified
	Administrator Financial Ops HOC	34M	E003	Contract Con		\$ 114,943.92		Classified
	Psychiatrist Staff	44PM	P025		뉴트 현실을 가득하는 시대를 받았다.	\$ 236,435.06		Classified
	Clerk File Assistant Office Services	01P 03P	A012 A014		\$ 31,512.00	\$	Non Exempt	
	Assistant Office Services Assistant Purchasing	03P	A014		\$ 35,407.01 \$ 39,782.91	\$	Non Exempt Non Exempt	
	Assistant Administrative	05PM	A016	\$ 33,152.08		\$	Non Exempt	
	Assistant Legal	04P	A018	\$ 37,250.10		\$	Non Exempt	
	Supervisor Office Management	20M	M005	\$ 41,358.93		\$	Non Exempt	
4500	Assistant Executive	04P	A022	\$ 47,026.93		\$	Non Exempt	
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
	Specialist Clerical	04P	A014			\$	Non Exempt	
	EMS Communicator	16Z	A015	\$ 31,275.92		\$	Non Exempt	
	Clerk Medical Records	12	A015	\$ 31,275.92		\$	Non Exempt	
	Paramedic Dispatcher	16 16Z	A016 A017	\$ 33,152.08			Non Exempt	
	Specialist Quality Assurance	16C	A017	\$ 35,142.02 \$ 35,142.02	4 8	\$	Non Exempt	
	Lead EMS Communicator	17H	A017	\$ 35,142.02		\$	Non Exempt	
	Lead Dispatcher	17H	A018	\$ 37,250.10	8 9	\$	Non Exempt	
4800	Associate Accountant	20	A018	\$ 37,250.10		\$	Non Exempt	
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
	Technician Radio	35M	P008	\$ 44,070.00	\$ 53,984.94	\$ 63,900.93	Exempt	Classified
	Supervisor EMS	25M	M006	\$ 44,668.00		\$	Non Exempt	Classified
	Instructor EMS	18N	P009		\$ 58,304.06	\$	Non Exempt	Classified
	Instructor EMS	18N	P009	\$ 47,594.98		\$	Non Exempt	Classified
	Supervisor Medical Information Services	23M	M007	\$ 48,241.02 \$ 48,241.02		\$	Non Exempt	
	Supervisor Communications 911 Coordinator Program Emergency Management	28M 28MN	M007 P010	\$ 48,241.02		\$ 72,360.91		Classified
	Manager Communications EMS	24	M008		\$ 65,125.01	\$ 74,534.10	Non Exempt	Classified Classified
	Coordinator Quality Assurance	29	P011			\$	Non Exempt	Classified
	Manager 911 Communications	31	M009	\$ 56,267.95	E.	\$ 84,402.03	North Control of the	Classified
	Assistant Director Emergency Management	29M	M010	\$ 60,769.90	Section of the sectio	91,154.96		Classified
	Director Program EMS	29MN	M010	\$ 60,769.90		\$ 91,154.96		Classified
4900 1	Forensic Asst-Med Examiner	14	P003	\$ 29,992.98		\$	Non Exempt	
	Assistant Administrative	06PM	A016	\$ 33,152.08	\$ 39,782.91	\$ 46,412.91	Non Exempt	Classified
	Supervisor Medical Records	23M	M004		\$ 47,868.91	\$ 57,442.94		Classified
	nvestigator Forensic	25	P008		\$ 53,984.94	\$	Non Exempt	
	Lead Forensic Investigator	27	M006		\$ 55,834.06	\$	Non Exempt	
	Supervisor Forensic	27M	M007		\$ 60,301.07	72,360.91	Commence of Commen	Classified
	Manager Toxicology Foxicologist	37M 18N	M008 P011	\$ 52,100.05	\$ 65,125.01 \$ 68,006.02	\$ 78,149.97		Classified
	Director of Operations ME	38M	M012	\$ 70,882.03		106,322.94	Non Exempt Exempt	Classified Classified
	Norker Ground Airport Sea	5111	A007		\$ 23,547.06		Non Exempt	
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				New Pay	New Pay	New Pay		
Donartmont	Now Job Title	Old Pay	Now Bonco	Range Min.	Range Mid.	Range Max.	FLCA CA-A	Chall Carrie
Department 5040	New Job Title Custodian Airport	Grade 10Z	New Range A011	\$ 24,773.01	\$ 29,727.98	\$ Annual	Non Exempt	Civil Service Classified
	Assistant Distribution	10	A012	\$ 26,260.00	\$ 31,512.00	\$	Non Exempt	
	Receptionist	04PM	A013	\$ 27,834.98		\$	Non Exempt	
5040	Sr Assistant Clerical	03P	A013	\$ 27,834.98	\$ 33,402.10	\$	Non Exempt	
5040	Lead Custodian Airport	12	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
	Worker Airport Seasonal	5132	A013		\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
	Assistant Parts	13	A014		\$ 35,407.01		Non Exempt	
	Assistant Supervisor Custodial	14M	M001		\$ 37,999.94	\$	Non Exempt	
	Assistant Administrative Assistant Purchasing	06PM 04P	A016 A016	0 8	\$ 39,782.91 \$ 39,782.91	\$	Non Exempt	
	Specialist Access Control	15	A016	\$ 33,152.08			Non Exempt	
	Control Center Operations Agent	15	A016	\$ 33,152.08		\$ 	Non Exempt	
	Supervisor Custodial	20M	M002		\$ 41,040.06	\$	Non Exempt	
5040	Assistant Public Relations	07PM	A018	\$ 37,250.10	\$ 44,700.03	\$	Non Exempt	
5040	Specialist Mechanic HVAC	15	A018	\$ 37,250.10	\$ 44,700.03	\$ 52,149.97	Non Exempt	Classified
	Assistant Legal	05PM	A018	\$ 37,250.10		\$ 52,149.97	Non Exempt	Classified
	Associate Accountant	17	A018		\$ 44,700.03	\$	Non Exempt	
	Mechanic	19	P006	\$ 37,782.99		\$	Non Exempt	
	Worker Maintenance Airport Specialist Landside Operations	15KZ 20	A019 A019	\$ 39,485.06		\$	Non Exempt	
	Lead Mechanic	20	P007	\$ 39,485.06	\$ 47,381.98 \$ 49,986.98	\$	Non Exempt Non Exempt	
	Lead Worker Maintenance Airport	15KZ	A020	\$ 41,853.97		\$	Non Exempt	
	Specialist Airside Operations	25	A021	\$ 44,364.94		\$	Non Exempt	
5040	Specialist Security Operations	25	A021	\$ 44,364.94		\$	Non Exempt	
5040	Accountant	21	P008	\$ 44,070.00		\$	Non Exempt	
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
	Assistant Executive	06PM	A022		\$ 56,433.10	\$	Non Exempt	
	Analyst GIS	25	P009	\$ 47,594.98			Non Exempt	
	Analyst Market Research	27M	P009	\$ 47,594.98		\$ 69,012.94		Classified
	Specialist Property Supervisor Fleet	21 23M	P009 M007	\$ 47,594.98 \$ 48,241.02		\$	Non Exempt	
	Supervisor HVAC	25M	M007	\$ 48,241.02		\$ 	Non Exempt Non Exempt	
	Supervisor Maintenance Airport	28M	M007	\$ 48,241.02		\$	Non Exempt	
	Specialist Marketing Public Relations	28M	P010	\$ 51,403.04		\$ 74,534.10	to the same of the	Classified
5040	Analyst Noise Program	28MTC	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10		Classified
5040	Coordinator Program Emergency Management	30	P010	\$ 51,403.04	\$ 62,969.09	\$ 74,534.10	Exempt	Classified
	Supervisor Accounting	25M	M008	\$ 52,100.05		\$ 78,149.97	Exempt	Classified
	Assistant Manager Operations Airside	28M	M008	\$ 52,100.05			Non Exempt	
	Manager Property	29M	M008	\$ 52,100.05		78,149.97		Classified
	Assistant Manager Operations Landside Assistant Manager Public Safety Security	28M 28M	M008 M008	\$ 52,100.05		\$ 78,149.97	- Carrier Contract Co	Classified
	Manager Program Environmental	32M	P011	\$ 52,100.05	\$ 68,006.02	\$ 78,149.97 80,497.04		Classified Classified
	Analyst IT 3	28D	P011	\$ 55,514.99		\$	Non Exempt	
	Coordinator GIS City Works	34M	P011		\$ 68,006.02	\$ 80,497.04	A STATE OF THE STA	Classified
5040	Manager Program Safety GMIA	31M	P011	\$ 55,514.99		\$ 80,497.04		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
	Manager Noise Program	32M	M010	\$ 60,769.90		\$ 91,154.96		Classified
	Manager Planning Airport	27	M010			\$	Non Exempt	
	Manager Accounting Manager Operations Airside	915E	M011	\$ 65,631.07 \$ 65,631.07		\$ 98,447.02	200	Classified
	Manager Public Safety Security	34M 34M	M011 M011	\$ 65,631.07	10.	\$ 98,447.02 98,447.02		Classified Classified
	Manager Maintenance Airport	34M	M011	\$ 65,631.07		\$ 98,447.02		Classified
	Manager Operations Landside	34M	M011		\$ 82,038.94	\$ 98,447.02		Classified
5040	Director Marketing Public Relations	916E	E003	\$ 74,156.99	\$ 94,550.98	\$ 114,943.92		Classified
5040	Chief of Airpt Res & Fire Figh	38M	M013	\$ 76,551.90	\$ 95,689.98	\$ 114,829.10	Exempt	Classified
	Dispatcher Highway	11	A013	\$ 27,834.98	\$ 33,402.10	\$ 38,970.05	Non Exempt	Classified
	Assistant Purchasing	04P	A016	\$ 33,152.08		VAC 100 CO. 10	Non Exempt	
	Assistant Administrative	04PM	A016	\$ 33,152.08		\$	Non Exempt	
	Worker Maintenance Highway	11H	A019	\$ 39,485.06		\$	Non Exempt	
	Engineering Technician Lead Worker Maintenance Highway	24A 11H	P007 A020	\$ 40,805.02 \$ 41,853.97		\$	Non Exempt	
	Assistant Supervisor Highway Maintenance	26M	M006	\$ 44,668.00	\$ 55,834.06	\$	Non Exempt Non Exempt	
	Analyst Financial	24	P009	\$ 47,594.98		\$	Non Exempt	
	Coordinator Construction	29A	P009	\$ 47,594.98		\$	Non Exempt	
	Supervisor Highway Maintenance	28M	M007	\$ 48,241.02		\$	Non Exempt	
	Manager Project Highway	30M	M008	\$ 52,100.05	\$ 65,125.01	\$ 78,149.97	Exempt	Classified
	Sr Analyst GIS	30	P011	\$ 55,514.99		\$ 80,497.04		Classified
	Engineer Civil	32A	P011	\$ 55,514.99		\$	Non Exempt	Classified
5100	Senior Capital Financial Analyst	33JM	P011	\$ 55,514.99	\$ 68,006.02	\$ 80,497.04	Exempt	Classified

6 of 10

10/7/20159:33 AM

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		Old Park		New Pay	New Pay		New Pay		
Department	New Job Title	Old Pay Grade	New Range	Range Min. Annual	Range Mid. Annual		Range Max. Annual	FLSA Status	Civil Service
THE RESIDENCE OF THE PARTY OF T	Assistant Superintendent Highway	31M	M010	\$ 60,769.90	\$ 75,962.02	\$	91,154.96		Classified
	Superintendent Highway	34M	M011		\$ 82,038.94	\$	98,447.02		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
	Engineering Project Manager (Structures)	34A	P014			\$		Non Exempt	
	Manager Transportation Engineering	38M	M013		\$ 95,689.98	\$	114,829.10	35.	Classified
	Assistant Fleet Assistant Parts	04P 13	A013 A014		\$ 33,402.10 \$ 35,407.01	\$		Non Exempt	
	Assistant Mechanic	15	P004		\$ 39,680.99	\$		Non Exempt Non Exempt	
	Worker Maintenance Fleet	16	A017		\$ 42,169.92	\$		Non Exempt	
5300	Welder	19	P005		\$ 42,855.07	\$		Non Exempt	
5300	Manager Parts	20M	M003	\$ 35,459.01	\$ 44,322.93	\$		Non Exempt	
5300	Mechanic	21	P006	\$ 37,782.99	\$ 46,283.95	\$	54,784.91	Non Exempt	Classified
	Lead Mechanic	23	P007		\$ 49,986.98	\$	59,168.10	Non Exempt	Classified
	Analyst Financial	26M	P009		\$ 58,304.06	\$	69,012.94	A STATE OF THE PARTY OF THE PAR	Classified
	Supervisor Fleet	28M	M007		\$ 60,301.07	\$		Non Exempt	
	Manager Fleet Sr Assistant Executive	31M 28M	M008		\$ 65,125.01	\$	78,149.97	100 September 100 -	Classified
	Manager ProgramSafetyDOT	31M	A023 P011		\$ 59,818.93 \$ 68,006.02	\$	69,788.99 80,497.04	A District Annual grading	Classified
	Sr Manager Grants Development	37M	P014	\$ 69,932.93		\$	101,402.91	3.00 miles	Classified Classified
	Sr Manager Grants Compliance	36M	P014			\$	101,402.91	Wilder consumptions	Classified
	Manager Financial DOT DIR Office	38M	M013		\$ 95,689.98	\$	114,829.10	A CONTRACTOR OF THE PARTY OF TH	Classified
	Deputy Director of Transportation	38M	E005		\$ 114,406.03	\$	139,081.90		Classified
7900	Assistant Clerical	02P	A010	\$ 23,371.09	\$ 28,045.06	\$		Non Exempt	
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
	Assistant Administrative	04P	A016	\$ 33,152.08		\$	46,412.91	Non Exempt	Classified
	Worker Human Service	16C	P007	\$ 40,805.02		\$		Non Exempt	
	Paralegal 2	19L	A021	\$ 44,364.94				Non Exempt	
	Manager Nutrition Program	30	P008	\$ 44,070.00		\$		Non Exempt	
	Accountant Assistant Executive	21 06PM	P008 A022	\$ 44,070.00 \$ 47,026.93		\$		Non Exempt	
	Coordinator Program	26	P009	\$ 47,026.93		\$	65,838.03	Non Exempt	Classified
	Coordinator Care Management	29M	P009	\$ 47,594.98		\$	69,012.94		Classified
	Coordinator Quality Improvement Res	29	P009	\$ 47,594.98		\$		Non Exempt	
7900	Info And Outreach Coor Ag	23	P010	\$ 51,403.04		\$		Non Exempt	
7900	Budget Mgr - Aging	915E	P010	\$ 51,403.04	\$ 62,969.09	\$	74,534.10		Classified
7900	Specialist Dementia Care	29M	P010	\$ 51,403.04	\$ 62,969.09	\$	74,534.10	Exempt	Classified
	Supervisor Unit	26M	M008	\$ 52,100.05	\$ 65,125.01	\$	78,149.97	Exempt	Classified
7900		18N	N001		\$ 66,407.95	\$		Non Exempt	
	Manager Resource Aging	915E	E001		\$ 78,141.02	\$	94,995.06	The second second	Classified
	Assistant Clerical	03P	A010	\$ 23,371.09		\$		Non Exempt	
	Specialist Enroll & Eligib Specialist Billing Collections	15 15	A014 A014	\$ 29,506.05 \$ 29,506.05		\$		Non Exempt	
	Assistant Administrative	04P	A014	\$ 33,152.08		\$		Non Exempt Non Exempt	
	Technician Claims Healthcare	16	A016		\$ 39,782.91	\$		Non Exempt	
7990	Secretarial Asst	04P	A016		\$ 39,782.91	\$		Non Exempt	
7990	Assistant Director Quality	901E	M010	\$ 60,769.90	\$ 75,962.02	\$	91,154.96	Exempt	Classified
7990	Associate Accountant	17	A018	\$ 37,250.10	\$ 44,700.03	\$		Non Exempt	
7990	Worker Human Service	16C	P007	\$ 40,805.02	\$ 49,986.98	\$	59,168.10	Non Exempt	Classified
	Specialist Training	23	P007	\$ 40,805.02		\$	59,168.10	Non Exempt	Classified
	Paralegal 2	19L	A021	\$ 44,364.94		\$		Non Exempt	
	Quality Assurance Specialist	16C	P008	\$ 44,070.00		\$		Non Exempt	
	Dietitian Accountant	30	P008	\$ 44,070.00	5	\$		Non Exempt	
	Coordinator Contract Services	21 27	P008 P008	\$ 44,070.00	\$ 53,984.94 \$ 53,984.94	\$		Non Exempt Non Exempt	
	Coordinator Quality Assurance	27	M006		\$ 55,834.06	\$		Non Exempt	
	Assistant Executive	06PM	A022	\$ 47,026.93		\$		Non Exempt	
	Coordinator Care Management	29M	P009	\$ 47,594.98		\$	69,012.94	A CONTRACTOR OF THE PARTY OF TH	Classified
7990	Client and Provide Liaison	25	P009	\$ 47,594.98		\$		Non Exempt	
7990	Analyst Financial	24	P009	\$ 47,594.98		\$		Non Exempt	
	Coordinator Quality Improvement CMO	29	P010	\$ 51,403.04	\$ 62,969.09	\$		Non Exempt	Classified
	Supervisor Unit	26M	M008		\$ 65,125.01		78,149.97	Exempt	Classified
	Supervisor Accounting	28M	M008		\$ 65,125.01		78,149.97		Classified
	Coordinator Program Enrollment	29M	M008		\$ 65,125.01		78,149.97		Classified
	LTC Functional Screener	26	N001	\$ 53,125.96		\$		Non Exempt	
7990 7990		18N	N001	\$ 53,125.96		\$		Non Exempt	
	Specialist Placement Team Sr Finincial Analyst	24 33JM	N001 P011	\$ 53,125.96 \$ 55,514.99		\$		Non Exempt	
	Coordinator Medicare	31M	P011	\$ 55,514.99			80,497.04 80,497.04	Non Exempt	Classified
	Supervisor Rehab Services	31M	P011		\$ 73,447.09		86,936.93		Classified
	Tripo Company			,		*	30,330.33		3.033111CU

				New Pay	New Pay		New Pay		
		Old Pay		Range Min.	Range Mid.	F	Range Max.		
Department	New Job Title	Grade	New Range		Annual		Annual	FLSA Status	Civil Service
7990	Coordinator Program Care Mgmt	33M	M010	\$ 60,769.90	\$ 75,962.02	\$	91,154.96	Exempt	Classified
	Manager Operations	33M	M010	\$ 60,769.90	\$ 75,962.02	\$	91,154.96	Exempt	Classified
	Manager Project	35M	P013	\$ 64,753.10		\$	93,892.03	Exempt	Classified
	Manager Accounting	32M	M011	\$ 65,631.07		\$	98,447.02		Classified
	Accountant	21	P008	\$ 44,070.00		\$		Non Exempt	Classified
	Analyst Financial	26JM	P009	\$ 47,594.98		\$	69,012.94		Classified
	Analyst Planning DSD	26M	P006	\$ 37,782.99		\$	54,784.91	The state of the s	Classified
	Assistant Accounts Bayable	04P	A015	\$ 31,275.92		\$		Non Exempt	
	Assistant Accounts Payable Assistant Administrative	19 06PM	A015 A016	\$ 31,275.92		\$		Non Exempt	Classified
	Assistant Clerical	03P	A010	\$ 33,152.08 \$ 23,371.09		\$		Non Exempt Non Exempt	Classified
	Assistant Control Center	04P	A010	\$ 24,773.01	The second secon	\$		Non Exempt	
	Assistant Distribution	03P	A011	\$ 26,260.00		\$		Non Exempt	
	Assistant Executive	22M	A022	\$ 47,026.93		\$		Non Exempt	
	Assistant Housing Program	16Z	P006	\$ 37,782.99		\$		Non Exempt	
	Asst Housing Program	25M	P008	\$ 44,070.00		\$	18	Non Exempt	
	Asst Superintendent Juv Det	33M	M010	\$ 60,769.90		\$	91,154.96		Classified
	Contract Specialist	25	A022	\$ 47,026.93		\$			Classified
	Coordinator Contract Services	27	P009	\$ 47,594.98		\$		Non Exempt	Classified
8000	Manager Contract Services		P011	\$ 55,514.99		\$		Non Exempt	Classified
8000	Coordinator Disabilities Services	26M	M007	\$ 48,241.02		\$	72,360.91	Exempt	Classified
8000	Coordinator Grant	32M	M010	\$ 60,769.90	\$ 75,962.02	\$	91,154.96		Classified
8000	Coordinator Program	29M	P009	\$ 47,594.98		\$	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
	Manager Program ASD	29M	M007	\$ 48,241.02	\$ 60,301.07	\$	72,360.91	Exempt	Classified
	Manager Program Children Services	29M	M007	\$ 48,241.02		\$	72,360.91	Exempt	Classified
	Manager Quality Assurance	33M	M009	\$ 56,267.95		\$	84,402.03	- 57	Classified
	Manager Resource Center	29M	M008		\$ 65,125.01	\$	78,149.97	· ·	Classified
	Manager Section	914E	M008		\$ 65,125.01	\$	78,149.97		Classified
	Navigator Housing	23F	P007		\$ 49,986.98	\$	59,168.10		Classified
	Psychiatric Social Worker	24	P008	\$ 44,070.00	- W - 1	\$		Non Exempt	
	Quality Assur Coord	29M	P011	\$ 55,514.99		\$	80,497.04		Classified
	Receptionist	01P	A013	\$ 27,834.98		\$		Non Exempt	
8000		16N	N001	\$ 53,125.96		\$		Non Exempt	
	Specialist Community Intervention	24	P008	\$ 44,070.00		\$		Non Exempt	
	Specialist Compliance	16C 25K	P008	\$ 44,070.00		\$		Non Exempt	
	Specialist Custody Placement Specialist Disabilities Benefits	13	A016 P007	\$ 33,152.08		\$ -		Non Exempt Non Exempt	
	Specialist Energency Assistance Program	07A	A014	\$ 40,805.02					
	Specialist Info Systm Appl Cc	21DM	M006	\$ 29,506.05 \$ 44,668.00	\$ 55,834.06	\$		Non Exempt	
	Specialist Quality Assurance	16C	A017	\$ 35,142.02	\$ 42,169.92	\$		Non Exempt Non Exempt	Classified
	Specialist Supply Services	9	A017	\$ 29,506.05		\$		Non Exempt	
	Sr Analyst Budget and Mgmt	33JM	P011	\$ 55,514.99		\$	80,497.04		Classified
	Sr Assistant Clerical	04P	A013	\$ 27,834.98		\$		Non Exempt	
	Sr. Analyst Financial	33JM	P011	\$ 55,514.99		\$	80,497.04		Classified
	Supervisor Accounting	27M	M008	\$ 52,100.05	may compressive and a second	\$		Non Exempt	
	Supervisor Human Services	26M	M006	\$ 44,668.00	7	\$	67,000.96		Classified
	Supervisor Juvenile Co Officer	28M	M008	\$ 52,100.05		\$		Non Exempt	
	Supervisor Nursing	27MN	M010	\$ 60,769.90		\$		Non Exempt	
	Supervisor Office Management	24M	M005	\$ 41,358.93		\$	62,038.08		Classified
	Supervisor Unit	26M	M006	\$ 44,668.00		\$	67,000.96		Classified
	Technician Quality Assurance	15	A013	\$ 27,834.98	5)	\$		Non Exempt	
	Worker Human Service	16C	P007	\$ 40,805.02		\$		Non Exempt	
8000	Worker Human Service Pool	16C	P007		\$ 49,986.98	\$		Non Exempt	
	Arch Landscape	29G	P010		\$ 62,969.09	\$		Non Exempt	
	Artist Park	13	P006		\$ 46,283.95	\$		Non Exempt	
	Assistant Administrative	6	A016	\$ 33,152.08		\$		Non Exempt	
	Assistant Clerical	03P	A010	\$ 23,371.09		\$		Non Exempt	
9000	Assistant Maintenance Park	7	A011	\$ 24,773.01		\$		Non Exempt	
9000	Associate Accountant	22	A018	\$ 37,250.10		\$		Non Exempt	
9000	Assoicate Marketing	17	P006	\$ 37,782.99		\$		Non Exempt	
9000	Asst Headlifeguard Seasonal	5124	A010		\$ 28,045.06	\$		Non Exempt	

8 of 10

10/7/20159:33 AM

Department										
						AND ADDRESS OF THE PARTY OF THE				
9000 February 1900 Assignment 1512 POIA \$ 1,329.00 \$ 3,80,00.00 \$ 4,007.00 \$ 5,399.54 \$ 6,500.00 Seempt Gassified South February 1900 Coordinator Maturial Acres 24M POIA \$ 4,007.00 \$ 5,399.54 \$ 6,500.00 Seempt Gassified South February 1900 Coordinator Maturial Acres 24M POIA \$ 4,007.00 \$ 5,399.54 \$ 6,500.00 Seempt Gassified South February 1900 Coordinator Naturial Acres 24M POIA \$ 6,007.00 \$ 5,007.00 \$ 5,009.50 \$ 5,009.50 \$ 5,000.00 Coordinator Congress of Coordinator Maturial Acres 24M POIA \$ 6,007.00 \$ 5,000.00 Coordinator Congress of Coordinator Coo	Donartmont	New Joh Title		Now Pance					FICA CARAGE	Civil Comi
9000 Convintant Maintenance Services	Decree of the Control		The second secon				¢			
9000 Coordinator Maintenance Services										
9000 Coordinator Patural Arces 9000 Coordinator Spanished Sports 17 Police 9000 Coordinator Special Events 17 Police 9000 Sa 1,77,220 9 8,40,283 9 5 3,74,283 9 8 3,74,281 9 Non Exempt 18 Support Coordinator Special Events 17 Police 9000 Sa 1,77,220 9 8,40,283 9 5 3,74,281 9 Non Exempt 18 Support Coordinator Special Events 19 Support Coordinator Special Events 19 Support Spanished Spa										
9000 Coordinator Openical Sports 9000 Coordinator Special Events 17										
9000 Coordinator Devical Fernit   17   Pools										
9000 Coordination Unit Park										
\$000 Director Rotalizard Grafens	9000	Coordinator Unit Park	17							
9000 Gif Sarter 1 Seas	9000	Director Botanical Gardens	914E	M009	\$ 56,267.95	\$ 70,334.99	\$			
9000 Goff Starter 2 Sease 9000 Horticulturalist 9000 Manager Collaboration Parks 9000 Manager Muriculturalist 9000 Manager Puniculturalist 9000 Manager	9000	Director Horticultural	914E	M009	\$ 56,267.95	\$ 70,334.99	\$	84,402.03	Exempt	Classified
9000 Heard Lifeguard Seas	9000	Golf Starter 1 Seas	5106	A004	\$ 16,476.10	\$ 19,771.02	\$	23,065.95	Non Exempt	Classified
9000   Horizoturbrist   1.5P	9000	Golf Starter 2 Seas	5107	A007	\$ 19,622.93	\$ 23,547.06	\$	27,472.02	Non Exempt	Classified
9000 Horizolturist 9001 kontrollurist 9001 kontroll	9000	Head Lifeguard Seas	511M	A011	\$ 24,773.01	\$ 29,727.98	\$	34,682.96	Non Exempt	Classified
9001 Lonworker 9001 Manager Contract Services 9001 Manager Comm Center 9001 Manager Contract Services 9001 Manager Manager Contract Services 9001 Manager Manager Contract Services 9001 Manager Mana					\$ 41,853.97	\$ 50,224.93	\$	58,596.10	Non Exempt	Classified
9000 Ideal Park Ranger 9000 Manager Chubhouse Conession 915E M009 \$ 5,6,767.95 \$ 7,03,34.99 \$ 84,02.03 Exempt 1 Classified 9000 Manager Chubhouse Conession 915E M009 \$ 5,6,767.95 \$ 7,03,34.99 \$ 84,02.03 Exempt 1 Classified 9000 Manager Churcherer 22M M004 \$ 3,83,25.09 \$ 4,747.00 \$ 86,35.03 Exempt 1 Classified 9000 Manager Churcherer 9000 Manager Churcherer 9000 Manager Marketing Church 9000 Manager Marketing Marketing Church 9000 Manager Marketing Chur							\$	55,278.91	Non Exempt	Classified
9000 Manager Comm Center 9 16 M009 \$ 22,048.00 \$ 2,645.00 \$ 30,888.03 Mon Exempt Classified 9000 Manager Comm Center 9 27M M004 \$ 38,295.00 \$ 47,888.91 \$ 57,442.94 Exempt Classified 9000 Manager Comm Center 9 30M P012 \$ 70,882.03 \$ 88,601.97 \$ 100,322.94 Exempt Classified 9000 Manager Contract Services 30M P012 \$ 70,882.03 \$ 88,601.97 \$ 100,322.94 Exempt Classified 9000 Manager Marinard Services 9166 M012 \$ 70,882.03 \$ 88,601.97 \$ 100,322.94 Exempt Classified 9000 Manager Marinard Services 9166 M011 \$ 65,632.07 \$ 82,001.07 \$ 72,360.01 \$ 72,							\$	63,900.93	Non Exempt	Classified
9000 Manager Contract Services   30M   POLZ   \$ 59,586.0   \$ 7,344.70   \$ 8,801.7   \$ 6,801.0   \$ 60,801.0   \$ 7,346.70   \$ 6,803.0   \$ 8,801.97   \$ 6,803.0   \$ 6,803.0   \$ 8,801.97   \$ 6,803.0   \$										
9000 Manager Comma Center 92M M009									State of a second state of the second	
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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 5110 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified 9500 Worker Zoo 1 Seasonal 5114 A002 \$ 14,662.96 \$ 17,595.97 \$ 20,528.98 Non Exempt Classified 9500 Worker Zoo 2 Seasonal 5115 A003 \$ 15,543.01 \$ 18,651.98 \$ 21,759.92 Non Exempt Classified 9500 Worker Zoo 3 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified 9500 Worker Zoo 4 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified 9500 Worker Zoo 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified	9000	Supervisor Golf Courses Parks	22M	M005	\$ 41,358.93	\$ 51,699.02	\$	62,038.08	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 152 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 5110 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified	9000	Supervisor Horticultural	24M	M005	\$ 41,358.93	\$ 51,699.02	\$	62,038.08	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 152 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 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 4 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified 9500 Worker Zoo 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified	9000	Supervisor Ironworker	5104	M007	\$ 48,241.02	\$ 60,301.07	\$	72,360.91	Non Exempt	Classified
9000 Technician Construction Parks 21 A019 \$ 39,485.06 \$ 47,381.98 \$ 55,278.91 Non Exempt Classified 9000 Technician Horticulturist 152 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 5110 A007 \$ 19,622.93 \$ 23,547.06 \$ 27,472.02 Non Exempt Classified 9000 Worker A009 Worker A009 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 4 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified	9000	Supervisor Landscape Const Region	27M	M007	\$ 48,241.02	\$ 60,301.07	\$	72,360.91	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 5110 A007 \$ 19,622.93 \$ 23,547.06 \$ 27,472.02 Non Exempt Classified 9000 Worker Agricultural Seasonal 5110 A007 \$ 19,622.93 \$ 23,547.06 \$ 27,472.02 Non Exempt Classified 9500 Worker Zoo 1 Seasonal 5114 A002 \$ 14,662.96 \$ 17,595.97 \$ 20,528.98 Non Exempt Classified 9500 Worker Zoo 2 Seasonal 5115 A003 \$ 15,543.01 \$ 18,651.98 \$ 21,759.92 Non Exempt Classified 9500 Worker Zoo 3 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified	9000	Supervisor Parks	22M	M005	\$ 41,358.93	\$ 51,699.02	\$	62,038.08	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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified 9500 Worker Zoo 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified	9000	Technician Construction Parks	21	A019	\$ 39,485.06	\$ 47,381.98	\$	55,278.91	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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 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 4 Seasonal 9510 Worker Zoo 4 Seasonal 9510 Worker Zoo 4 Seasonal 9510 Worker Zoo 5 Seasonal 9510 Worker Zoo 5 Seasonal 9510 Worker Zoo 6 Seasonal 9510 Worker Zoo 7 Seasonal 9510 Worker Zoo 7 Seasonal 9510 Worker Zoo 8 Seasonal 9510 Worker Zoo 8 Seasonal 9510 Worker Zoo 9 Seasona	9000	Technician Horticulturist	15Z RC	A019	\$ 39,485.06	\$ 47,381.98	\$	55,278.91	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 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified	9000	Worker Maintenance Park	13P	A018	\$ 37,250.10	\$ 44,700.03	\$	52,149.97	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	9000	Worker Park 1 Seasonal	5110	A001	\$ 13,833.04	\$ 16,600.06	\$	19,367.09	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			5109	A004			\$	23,065.95	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							\$	27,472.02	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								19,367.09	Non Exempt	Classified
9500 Worker Zoo 4 Seasonal 5116 A004 \$ 16,476.10 \$ 19,771.02 \$ 23,065.95 Non Exempt Classified					\$ 14,662.96	\$ 17,595.97	\$	20,528.98	Non Exempt	Classified
									- Till	
9500 Worker Zoo 5 Seasonal 5117 A005 \$ 17,464.10 \$ 20,957.04 \$ 24,449.98 Non Exempt Classified										
	9500	Worker Zoo 5 Seasonal	5117	A005	\$ 17,464.10	\$ 20,957.04	\$	24,449.98	Non Exempt	Classified

				New Pay	New Pay		New Pay		
		Old Pay		Range Min.	Range Mid.		Range Max.		
Departmen		Grade	New Range		Annual		Annual	FLSA Status	Civil Service
	9500 Worker Zoo 6 Seasonal	5118	A007	\$ 19,622.93	\$ 23,547.06	\$		Non Exempt	Classified
	9500 Custodian	7 9	A011	\$ 24,773.01	\$ 29,727.98	\$		Non Exempt	Classified
	9500 Lead Custodian		A013	\$ 27,834.98	\$ 33,402.10	\$			Classified
	9500 Sr Assistant Clerical	01P	A013	\$ 27,834.98	\$ 33,402.10	\$		•	Classified
	9500 Assistant Accounting Cash	03P	A013	\$ 27,834.98	\$ 33,402.10	\$		Non Exempt	Classified
	9500 Representative Customer Service	16 13	A014 A014	\$ 29,506.05	\$ 35,407.01	\$		Non Exempt	Classified
	9500 Clerk Store 9500 Assistant Accounting	13		\$ 29,506.05	\$ 35,407.01	\$		Non Exempt	Classified
	9500 Assistant Accounting	17	A015 P004		\$ 37,531.10	\$		Non Exempt	Classified
	9500 Zookeeper	15	A016	3	\$ 39,680.99	-		Non Exempt Non Exempt	Classified
	2500 Zookeeper Heritage Farm Seasonal	5119	A016		\$ 39,782.91 \$ 39,782.91	\$		Non Exempt	Classified
	9500 Zookeeper Heritage Farm	09ZB	A016	\$ 33,152.08	\$ 39,782.91	\$		Non Exempt	Classified
	1500 Sr Assistant Accounting Cash	06P	A016		\$ 39,782.91	\$			Classified
	1500 Assistant Accounting Cash	05P	A016					Non Exempt	Classified
	1500 Assistant Administrative	15	A016	\$ 33,152.08 \$ 35,142.02		\$		Non Exempt	Classified
	1500 Worker Maintenance	14	A017	\$ 35,142.02	\$ 42,169.92 \$ 42,169.92	\$		Non Exempt Non Exempt	Classified
	1500 Worker Maintenance	17A	P005	\$ 34,983.94	\$ 42,169.92	\$		Non Exempt	Classified
	1500 Coordinator Elephant Care	17A 17A	P005			\$			Classified
	1500 Associate Accountant	20	A018	\$ 34,983.94	\$ 42,855.07			Non Exempt	Classified
		16		\$ 37,250.10 \$ 37,250.10	\$ 44,700.03	\$	-	Non Exempt	Classified
	1500 Specialist Mechanic HVAC		A018 P006		\$ 44,700.03	\$		Non Exempt	Classified
	500 Engineer Locomotive Welder	15Z		\$ 37,782.99	\$ 46,283.95	\$		Non Exempt	Classified
	500 Engineer Locomotive	15LE	P006		\$ 46,283.95	\$		The state of the s	Classified
	500 Specialist Group Sales	17	P006	\$ 37,782.99	\$ 46,283.95	\$		Non Exempt	Classified
	500 Specialist Marketing	17M	P006	\$ 37,782.99	\$ 46,283.95	\$		Non Exempt	Classified
	500 Engineer Locomotive Seasonal	15LE	P006	\$ 37,782.99	\$ 46,283.95	\$		Non Exempt	Classified
	500 Worker Forestry	15Z	A019		\$ 47,381.98	\$		Non Exempt	Classified
	500 Operator Zoo	18Z	A019	\$ 39,485.06	\$ 47,381.98	\$		Statement of the statement of the statement	Classified
	500 Supervisor Zookeeper Heritage Farm	19	M004	\$ 38,295.09	\$ 47,868.91	\$		Section of the sectio	Classified
	500 Assistant Coordinator Group Sales	20	P007	\$ 40,805.02	\$ 49,986.98	\$		Non Exempt	
	500 Coordinator Animal Division	21	P007	\$ 40,805.02	\$ 49,986.98	\$		Non Exempt	
	500 Coordinator Audiovisual	18	P007	\$ 40,805.02	\$ 49,986.98	\$		Non Exempt	
	500 Horticulturist	23	A020	\$ 41,853.97	\$ 50,224.93	\$			Classified
	500 Supervisor Office Management	21M	M005		\$ 51,699.02	\$			Classified
	500 Coordinator Special Programs	24	M005		\$ 51,699.02	\$		Non Exempt	Classified
	500 Coordinator Special Events	20	M005	8	\$ 51,699.02	\$			Classified
	500 Assistant Coordinator Concessions	22	M005	\$ 41,358.93	\$ 51,699.02	\$		Non Exempt	Classified
	500 Supervisor Guest Services	16M	M005		\$ 51,699.02	\$	15	Non Exempt	Classified
	500 Accountant	25M	P008		\$ 53,984.94	\$	63,900.93		Classified
	500 Steamfitter Temp Contrl	5422	P008	\$ 44,070.00		\$		Non Exempt	Classified
	500 Coordinator Merchandise Sales	24	M006	\$ 44,668.00	\$ 55,834.06	\$		Non Exempt	Classified
	500 Coordinator Group Sales	24M	M006	\$ 44,668.00		\$	67,000.96		Classified
	500 Curator Reptile Aquar	27M	P009	\$ 47,594.98	\$ 58,304.06	\$	69,012.94	Exempt	Classified
	500 Curator Prim Sm Mammals	27M	P009	\$ 47,594.98	\$ 58,304.06	\$	69,012.94	Exempt	Classified
	500 Specialist Safety Training	25	P009	\$ 47,594.98	\$ 58,304.06	\$		Non Exempt	Classified
	500 Curator of Birds	27M	P009	\$ 47,594.98	\$ 58,304.06	\$	69,012.94	Exempt	Classified
	500 Curator of Large Mammals	27M	P009	\$ 47,594.98	\$ 58,304.06	\$	69,012.94	Exempt	Classified
9	500 Sr Assistant Executive	06PM	A023	\$ 49,849.07	\$ 59,818.93	\$	69,788.99	Non Exempt	Classified
9	500 Manager Admissions	22M	M007	\$ 48,241.02	\$ 60,301.07	\$	72,360.91	Non Exempt	Classified
9	500 Supervisor Building Maintenance	20M	M007	\$ 48,241.02	\$ 60,301.07	\$	72,360.91	Non Exempt	Classified
9	500 Coordinator Public Relations	22	P010	\$ 51,403.04	\$ 62,969.09	\$	74,534.10	Non Exempt	Classified
9	500 Manager Grounds Maintenance	31M	M008	\$ 52,100.05	\$ 65,125.01	\$	78,149.97	Exempt	Classified
9	500 Supervisor Maintenance	27M	M008	\$ 52,100.05	\$ 65,125.01	\$	78,149.97	Exempt	Classified
9	500 Coordinator Concessions Merchandise	30M	M008	\$ 52,100.05	\$ 65,125.01	\$	78,149.97	Exempt	Classified
9	500 Manager Business Operations	915E	M009	\$ 56,267.95	\$ 70,334.99	\$	84,402.03	Exempt	Classified
9	500 Veterinarian	30M	P012	\$ 59,956.00	\$ 73,447.09	\$	86,936.93	Exempt	Classified
9	500 Coordinator Zoo Oper Mtce	37M	M011		\$ 82,038.94	\$	98,447.02		Classified
9.	500 Manager Accounting	34M	M011		\$ 82,038.94	\$	98,447.02	7	Classified
	500 Director Public Affairs Services	917E	M012		\$ 88,601.97	\$	106,322.94		Classified
	500 Sr Veterinarian	33M	M014		\$ 103,346.05	\$	124,015.01		Classified
	910 Sr Assistant Executive	28M	A023		\$ 59,818.93		69,788.99		Classified